

Equality Impact Assessment Corporate Assessment Template

Strategy Title: Cardiff Allotment Strategy

Updating: 2022 - 2027

Who is responsible for developing and implementing the Strategy	
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Name: Rosie James	Job Title: Parks Strategy and Development Manager
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Service Team: Strategy and Development Team	Service Area: Parks
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Assessment Date: 1 February 2022

1. What are the objectives of the Strategy?

The Allotment Strategy update is intended to provide factual and up to date information about the purpose, use and management of statutory allotment land in Cardiff and the issues that are facing the Allotment Service.

The Strategy objectives are set within the context of 3 key aims as follows:

Aim 1: We will make the best use of resources available

- To ensure that all allotment sites have effective Site Representation including an increased proportion of sites under local management
- To continue to make progress in addressing the level of repairs and maintenance required on allotment sites throughout the lifetime of the strategy and seek further resources to address ailing allotment infrastructure.
- To improve processes and communications between the Council, sites, and individual plot holders, through the use of new technology, virtual meetings, and electronic communications wherever possible.

Aim 2: We will demonstrate principles of economic, environmental, and social sustainability in the way that the service is run

- To reduce the consumption of and reliance on mains water supplies and other scarce resources
- To continue to work with local sites to satisfy demand for allotments, support the allotment community and protect allotment revenue
- To monitor the impact of our changing climate on allotment growing and develop initiatives that encourage growers to address the consequences for site management, growing methods and resource use.

Aim 3: We will continue to develop Allotment provision in Cardiff to serve the needs of everyone

Equality Impact Assessment Corporate Assessment Template

- To improve access to allotments for disadvantaged groups
- To ensure that Allotment tenancy agreements and procedures are fit for purpose and updated in line with Allotment legislation and local needs
- To continue to seek to secure and improve allotment provision in Cardiff as the city expands and develops.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

The Allotment Service is a statutory function of the Council, governed by Allotment legislation. Allotment sites are parcels of land that are divided into plots and rented to individuals for the purpose of growing food for personal consumption.

Cardiff Council owns and manages 28 Statutory Allotment sites located across Cardiff, providing 3,461 lettable plots, with 2,398 individual named plot holders (some of whom hold more than one plot) – figures from 1 February 2022.

Allotment tenancies are obtained through a waiting list procedure. Applicants can opt to be placed on a waiting list for up to 2 sites and are offered a plot on a first come first served basis, when their name comes to the top of the list. Local site volunteers work with the Allotment Service to allocate plots and monitor their cultivation.

The budget for the Allotment Service is ring fenced to the income generated by the letting of allotment plots. Discounts are provided for over 60s and those on certain benefits.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years			X
18 - 65 years	X		
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting

Equality Impact Assessment Corporate Assessment Template

evidence, if any.

The allotment community has a high percentage of older / retired people who can dedicate time to allotment gardening. Sites Associations are keen to support older allotment tenants who can no longer maintain their plots and several sites are installing smaller raised bed plots that can be used by those who want to keep on gardening at an advanced age.

The allotment pricing structure currently provides a 50% discount for over 60s and those in receipt of certain benefits. The Allotment Strategy includes an action to review the pricing structure for allotments which may result in a change to the current pricing policy for over 60s and those on certain benefits.

Allotments can only be held in the name of people over the age of 18.

Family and community involvement in allotment gardening is encouraged and there are several community-held group allotments that welcome family groups, for example the Action for Children Allotment at Colchester Avenue which was established to support local families receiving support from the charity

What action(s) can you take to address the differential impact?

Continue to support Site Associations in the development of succession strategies to allow older people to continue allotment gardening.

Ensure that any review of pricing structure review takes account of ability to pay and any increases in cost will also need to be in line with the cost of other leisure provision to comply with Allotment legislation.

Continue to work with community groups that wish to support families in allotment gardening, where this can be accommodated as a community plot.

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3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment			X
Physical Impairment			X
Visual Impairment			X
Learning Disability			X
Long-Standing Illness or Health Condition			X
Mental Health			X
Substance Misuse			X
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The strategy will have a positive impact on all allotment holders irrespective of any disability. The recent implementation of a Community Group tenancy has improved the management of allotment tenancies held by charities and specialist groups that support those with physical and visual impairments (e.g. Cardiff Institute for the blind and the Welsh Veterans groups) and those with learning disabilities.

Equality Impact Assessment Corporate Assessment Template

Currently information about disability is not collected on the application form unless it is volunteered by the applicant.

What action(s) can you take to address the differential impact?

Continue to support community held allotments through the ongoing rollout of the community tenancy.

Disability information to be added to plot application form as an option, to allow more appropriate responses for those with physical and visual impairments, mental health issues and those with learning disabilities.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.

What action(s) can you take to address the differential impact?

3.4. Marriage and Civil Partnership

Equality Impact Assessment Corporate Assessment Template

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.
Joint allotment tenancies are available to any allotment plot holders who wish to garden with others, but this is not limited to marriage, civil partnership, or any other status.

What action(s) can you take to address the differential impact?

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		X	
Maternity		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Families are encouraged to become allotment gardeners.
No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.
It is recognised that pregnancy and maternity can present a challenge to the ability to

Equality Impact Assessment Corporate Assessment Template

maintain cultivation levels. All allotment tenants are advised to speak to the Site Representative if there is a temporary reason why they cannot cultivate their plot so that appropriate support can be provided.

What action(s) can you take to address the differential impact?

Work with site volunteers to provide support to ensure cultivation of plots can be maintained (new action)

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.

What action(s) can you take to address the differential impact?

3.7 Religion, Belief or Non-Belief

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Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs, or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.

What action(s) can you take to address the differential impact?

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.

Equality Impact Assessment Corporate Assessment Template

What action(s) can you take to address the differential impact?

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact – the only requirement for allotment tenancy is to abide by the conditions of the tenancy.

What action(s) can you take to address the differential impact?

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3.10 Socioeconomic Duty

Is the change anticipated to reduce or contribute to inequality of outcome as a result of socio-economic disadvantage? (e.g. will the change negatively impact on those on low-incomes or those living in deprived areas)

	Yes	No	N/A
Socioeconomic impact		x	

Equality Impact Assessment Corporate Assessment Template

Please give details/consequences of the differential impact, and provide supporting evidence, if any.			
<p>The allotment pricing structure currently provides a 50% discount for over 60s and those in receipt of certain benefits. The Allotment Strategy includes an action to review the pricing structure for allotments which may result in a change to the current pricing policy for over 60s and those on certain benefits.</p>			
What action(s) can you take to address the differential impact?			
<p>The pricing structure review will need to take account of ability to pay and any increases in cost will also need to be in line with the cost of other leisure provision to comply with Allotment legislation.</p> <p>Any changes to the pricing structure will require further consultation and approval.</p>			

3.11 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
<p>Information is provided in line with the Council's bilingual policy.</p>
What action(s) can you take to address the differential impact?

Equality Impact Assessment Corporate Assessment Template

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Initial consultation for the strategy has been undertaken with all plot holders. Actions that require further consultation, such as any changes to pricing policy, will include wider consultation with the various Equalities Groups to ensure all views are considered when proposing any changes.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	<ul style="list-style-type: none"> Continue to support Site Associations in the development of succession strategies to allow older people to continue allotment gardening. Ensure that any review of pricing structure review takes account of ability to pay and any increases in cost will also need to be in line with the cost of other leisure provision to comply with Allotment legislation. Continue to work with community groups that wish to support families in allotment gardening, where this can be accommodated as a community plot.
Disability	<ul style="list-style-type: none"> Continue to support community held allotments through the ongoing rollout of the community tenancy. Disability information to be added to plot application form as an option, to allow more appropriate responses for those with physical and visual impairments, mental health issues and those with learning disabilities.
Gender Reassignment	No specific actions
Marriage & Civil Partnership	No specific actions
Pregnancy & Maternity	<ul style="list-style-type: none"> Work with site volunteers to provide support to ensure cultivation of plots can be maintained in line with tenancy conditions

Equality Impact Assessment Corporate Assessment Template

Race	No specific actions
Religion/Belief	No specific actions
Sex	No specific actions
Sexual Orientation	No specific actions
Welsh Language	No specific actions
Generic Over-Arching [applicable to all the above groups]	Any actions that require further consultation, such as any changes to pricing policy, will include wider consultation with the various Equalities Groups to ensure all views are considered when proposing any changes.

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Rosie James	Date: 2 Feb 2022
Designation: Parks Strategy and Development Manager	
Approved By: Jon Maidment	Date : 3 Feb 2022
Designation: Operational Manager	
Service Area: Parks, Sport, Harbour Authority & Leisure	

- 7.1 On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council- equalityteam@cardiff.gov.uk.

For further information or assistance, please contact the Equality Team- equalityteam@cardiff.gov.uk