

Slough Borough Council as the Trustees of Salt Hill, Langley and Baylis Charitable Trusts

Report To:	Trustee Committee
Date:	9 th May 2024
Subject:	Ongoing funding of maintenance of parks and open spaces in Slough held in Trust: <ul style="list-style-type: none">• Salt Hill Playing Fields• Langley War Memorial Field• War Memorial Garden at Slough (Baylis)
SBC Lead Member:	Councillor Manku
SBC Chief Officer:	Patrick Hayes – Executive Director, Infrastructure
SBC Contact Officer:	Savio DeCruz - AD Place Ops Alison Hibbert - GM Environmental Services John Hickson – SFM Financial Improvement
Ward(s):	Baylis and Salt Hill and Langley Marish Wards
Key Decision:	N/A Trustee Committee Decision
Exempt:	No
Decision Subject To Call In:	N/A
Appendices:	Appendix A – Charities Information Appendix B - Plans of Parks Trust Areas Appendix C - Equalities Impact Assessment

1. Summary and Recommendations

- 1.1 Historically the Council has funded elements of general and specialist grounds maintenance works on Trust land and this has formed part of the environmental services revenue budget, essentially providing a subsidy to the Trusts. This issue was raised by Commissioners in reviewing the 2020/21 accounts to this committee and in commenting on the 2021/22 Trust accounts reported to this committee on 8 February 2023.
- 1.2 This report sets out the gap between income and expenditure for each Trust in regard to core maintenance and provides options as to how each Trust could operate moving forward to minimise the council subsidising what is Trustee responsibilities, while acknowledging both the wider responsibilities of the Council and its financial position and sustainability of the trusts.

Recommendations:

The Trustee Committee is requested to:

- a) The trustees are to note the issues with the Salt Hill Playing Fields Trust which continues to receive a level of council subsidy towards the scheduled grounds maintenance of the parks detailed in sections 2.4 and the tables 1 and 2 in that section of this report. Agree that there will be an additional trustee report for Summer 2024 on the Salt Hill Playing Fields Trust informed by the final accounts information to consider these issues in more depth.
- b) Agree that Langley War Memorial Field Trust continues to be maintained to existing standards for an extended period (estimated as up to 10 years while funds available), using commuted sums allocated to the Trust from recent highways improvement works and existing income.
- c) Agree that Baylis War Memorial Gardens Trust continues to be maintained to existing standards using Trust funding held in reserves while that funding lasts.
- d) That Council officers on behalf of the Trusts and as discussed in the report seek to further increase income and minimise costs for the Trusts and build in future sustainability to the position where possible.
- e) Agree that for Trusts a full cost recovery model will operated as a core principle from 2024/25. Further information is in section 3. This may require loan or other arrangements for some of the trusts that do not have sufficient funds to meet obligations, this issue will be dealt with in more detail in later reports to the trustees.
- f) Agree that the further trustee report for Summer 2024 will deal with other costs including overhead charges for all the trusts where Slough Borough Council is a trustee.
- g) A long-term strategy paper informed by the financials and stakeholders will be presented during 2024 including any changes in overall management and structure of the trusts.

Reason:

The report is brought to trustees as Trust land should be maintained using Trust income and reserves without subsidy from Slough Borough Council and without cross subsidy between Trusts.

Commissioner Review

"The commissioners note the content of this report.

There is a requirement for the Trusts to develop long-term strategies for the achievement of objectives which covers finance, operations, and governance. The Council must ensure that the Trust regulatory and management reporting is accurate and timely and that they have robust risk and reserves policies in place. If a Trust is, or might be, facing financial difficulties, a range of options such as diversification of income sources and alternative models for delivery efficiencies need to be high on the agenda at an early stage.

The general principle for Council charging for services provided is full cost recovery and any deviation from this approach should be justifiable. When considering whether to provide subsidies or offer a concession, the Council must balance this with its fiduciary duty to general taxpayers and its own overarching financial sustainability."

2. Report

Introductory paragraph

- 2.1 Parks and open spaces can play a key role in achieving the council's key priorities of:
- A borough for children and young people to thrive
 - A town where residents can live healthier, safer and more independent lives
 - A cleaner, healthier and more prosperous Slough
- 2.2 A large majority of SBC residents place high value on the quality of parks and open spaces, and those who use them do so for a variety of activities. Parks mean different things to different people, including opportunities to access wildlife and nature, for children to play, to play sport or take part in formal and informal leisure and recreation. Parks also add character, identity, and value to neighbourhoods, making them more attractive, healthy and resilient places to live. The value for resident health and wellbeing of our parks was clearly demonstrated during the Covid-19 pandemic.
- 2.3 The Trustees should maintain Trust land within Trust budgets, where possible, without subsidy from the Council. Each Trust has small amounts of annual income and reserves and these two sources of Trust funds should be used to fund expenditure wherever practicable. Where there is insufficient funding then expenditure could be reduced and/or alternative funding found. This report reviews income and expenditure on a Trust-by-Trust basis and where a Trust cannot fund its annual expenditure from its own funding, presents options as to how this can be otherwise accommodated.
- 2.4 **Options considered for 2024/25**
- 2.4.1 In coming to the recommendations for the Trustees, the core options considered for scheduled grounds maintenance were as follows;

Option 1 Business as usual - carry on maintaining the parks and memorial areas held in Trust to the current service specification (2022-23) which requires subsidy from the council's parks and grounds maintenance services revenue budget.

At present the council uses the environmental services revenue budgets to maintain the parks and memorial areas held in Trust. That subsidy is estimated to be £52,000 per annum. This would maintain the visual and practical amenity of the parks and memorial areas to the 2022-23 standards in place.

Option 2 Remove all council maintenance subsidy for parks and memorial areas held in Trust, resulting in a reduction to the maintenance specification and scheduled works.

Whilst this is achievable for both Langley War Memorial Field and Baylis War Memorial Gardens, Salt Hill Playing Fields could not be maintained to visually pleasing, clean and safe standards. If the subsidy was removed from Salt Hill Playing Fields' maintenance, then a much scaled down schedule of works will be required including grass cutting, hedge and shrub pruning, litter picking in the park and safety inspections of equipment. This would also breach the trust deed in respect to Salt Hill Playing Fields, of which the council was a knowing party to, regarding the commitment to subsidise the Salt Hill Park Trust (as detailed in the legal implications below). The details around Salt Hill will be dealt with in the later report as recommended above in f)

Option 3 A hybrid of **Option 1 & 2** is recommended, with both Langley and Baylis Trusts becoming self-funding. The details around Salt Hill will be dealt with in the later report as recommended above in f)

2.4.2 The ground maintenance costs are the critical element in public view each day for the Trusts and is the focus on the above plan and the main cost that is controllable and so is the key focus. The Trust baseline expenditure just on grounds maintenance clearly illustrates the constraints for each Trust to be charged by the council for maintenance works. (Even before considering repairs, overheads and other costs which are dealt with further below in the report).

Table 1 – Trust ability to fund core grounds maintenance costs (all figures in current £s all figures subject to final accounts)

Charitable Trust Name	Ongoing Annual available income Note 1	Recommended Drawdown Level of available funds Note 2	Standard Annual Maintenance Expenditure (current prices) Note 3	Forecast c/fwd Reserves and funds at end 2023/24 Note 4	Maintenance Subsidy/Funding gap (Drawdown+Income less Expenditure) Note 5
Salt Hill Playing Fields (see notes)	£16,425	Nil	£56,588	Nil	£40,163

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Langley War Memorial Field	£6,605	£10,000	£16,605	£132,953	Nil
Baylis War Memorial Garden	£1,600	£7,746	£9,346	£75,800	Nil

Note 1 – Normal income that is available annually for grounds maintenance and other costs depending on Trust includes rental, interest on funds, car park fees/rental. Interest may vary each year depending on rates and in some cases reducing surpluses retained from prior years and funds available will change. So a simple average interest over the life of the fund has been used in the case of Langley and where interest declines it is intended that an equal adjustment to the drawdown will be done to smooth using retained interest and balancing higher interest early with lower interested later. For Baylis some adjustment has been made to interest to smooth the difference between current interest, release of reserves and the costs above. These (and other figures in the table) are best figures available and subject to final accounting work ongoing and any future changes in revenue.

Note 2 - Drawdowns are the proposed amounts drawn down for funds held to cover costs. The funds for Langley are only for specific parts of maintenance of the area so cannot be charged for the whole cost and a drawdown of £10,000 has been settled on and see 2.4.5 below 2nd bullet for further on this. The drawdown for Baylis will flex upwardly to match costs over time while funds exist, see paragraph 2.4.5 for sustainability issues.

Note 3 - Expenditure on Grounds Maintenance see para and table in 3.8 below include an overhead. The council's fees and charges policy is to charge at full cost recovery.

Note 4 - Baylis has available funds of £75,000 plus is forecasted to have a small balance on the retained income account of £800. Langley includes £150,000 commuted funds less the years that have passed of the £10,000 drawdown which are is for revenue purposes and the remainder is the forecasted balance on the retained surplus account. These are subject to final accounting work to be reported

on later. It should also be noted that each Trust is independent and defined as to purpose to a geographical area, so monies from one trust cannot be used to fund expenditure in another trust. The gap for Salt Hill between income versus cost can be seen and this will be picked up in the later detailed report for this trust.

2.4.3 Additional cost issues and treatment;

- Repairs are not included in the above costs or plan as this will be reviewed in the context of full cost recovery in the June 2024 financial report, including a needs analysis. There is little consistency in repair needs and less ability to control, so difficult to predict and one year's repairs may not be affordable to a Trust. The charges going forward will be on full cost recovery basis (subject to the Trust Deeds) and where no funds are available a loan will be created between the council and the Trust. Probably the most consistent repair cost risks centre around the play areas in Salt Hill and Langley and the annual play area audit will reveal issues.
- Also costs of finance, legal support and general overheads are not charged in the above analysis as they have not formerly been charged to the Trusts in the past and will be going forward subject to the Trust Deeds and this will be included in the June 2024 report for agreement.
- Though it is possible that Langley may support such costs, a case by case approach may be needed for each Trust. The basic principle is these costs will be charged to the Trusts going forward. It will be whether they pay the cost that will need review in each case given the different Trust Deeds and the principle will be to charge regardless of cash to pay and where necessary a loan position between trust and council will be created, allowing the Trusts to sustain the key maintenance works. This will then be subject to the wider and longer term strategic paper in the autumn including any loan terms and policies.
- Going forward, where possible these costs will be paid by the relevant Trust at the time and depending on funds. Where funds are not available or the costs may affect maintaining the grounds, then a record of charges both for repairs and other costs accruing will be kept relevant to the Trust (and accounted for in the Trust accounts) and if funds become available then the charges will crystallise. This will give flexibility in balancing sustainability issues going forward while safeguarding the council's position as best as can be done, in the circumstances. (Practical details on how this charge and loan will work will be in a future trustee reports as indicated in the recommendations during 2024.)
- The above, is in effect the position that has been happening in default for many years e.g. past S106 receipts related to the Trusts have been used to clear outstanding maintenance, repairs and other costs the Trusts have incurred; either where the council has had funds that relate to parks including the Trusts or specifically money of the Trusts, then it has helped to pay for repairs and one off items at that time. Balances in some of the Trusts were generally higher also that helped to fund works through interest. The proposed treatment of retaining these costs on the Trusts' balance sheet though will help with tracking, managing and transparency of reporting on such costs and any repayment in a more transparent manner.

2.4.4 Sustainability issues:

- The later papers will look at sensitivity and other analysis to ensure sustainability of the long-term strategy and policies respective to all trusts. This allows for the final 2023/24 account and other prior adjustments to inform this work.
- The grounds maintenance of Langley War Memorial Field can continue without the need for future subsidy from council revenue budgets for an extended period. As shown above, the £150,000 of commuted sums funding from recent highways improvement works that affected Trust land is being used on a drawdown basis along with income received for the use of the car park from the adjacent school, interest receipts from the large balance plus further income makes up the rest. The commuted funds though at £10,000 per annum would be exhausted in 11 more years after 2023/24 if fully spent, given time since commencement. There may need to be in practice some adjustments between retained surplus being used to cover costs and the drawdown amount depending on how costs fall in a particular year. There will be an update on the other funds (of £50,000 and mentioned in the legal implications) in regard to improvements to Langley and with other issues will be detailed more in the accounts paper after this year end. That balance is for improvements so is not available for maintenance.
- The maintenance of Baylis War Memorial Garden can continue with the use of current reserves, £75,000, for approximately the next ten years as a lower maintenance charge applies. The actual time is depending on the differential effects of interest and inflation over that time across income and expenditure.
- Even though both Langley and Baylis Charitable Trusts discussed in this paper do have funding to cover the core maintenance costs for a time these will run out. Further modelling of the time frames on sustainability and the funds will be looked at as part of the final accounts to be completed after year end 2023/24. Therefore, there is a critical need over the next few years to work to secure the long-term future of the Trusts and indeed wider maintenance of parks and facilities across the council.

2.4.5 Regardless of the options there is a need for sustainability going forward and to avoid and minimise subsidy from the council of the Charitable Trusts going forward by maximising income. Therefore, it is also recommended that the Charitable Trusts and the council seek jointly to secure more income for the Trusts going forward, link to community engagement work already planned by the council, this will involve.

- This will include building on existing event and other income, reviewing management of income development as well as reviewing existing leases on buildings and facilities.
- Increased community engagement which is already part of the MTFS savings plans across the parks and trust areas can be a part of this work.
- The overheads, finance and legal and other costs being incurred by the council on behalf of the Trusts are being reviewed as part of 2023/24 financial work and will be updated in the further trustees report to be presented later.
- A strategic review both of the legal structure, organisation and long-term benefits of all the Trusts will be needed given that current monies are not sufficient even in those Trusts currently with funds to cover maintenance in the

longer term. This work should be undertaken over the next year and will be informed also by the next accounting report to be presented in the further papers.

2.5 Background

2.5.1 The council acts as corporate trustees in relation to the charities detailed below (see appendix 1 with specific history for the parks related trusts):

- The War Memorial Garden at Slough (Baylis) – Charity No. 1010350
- The Salt Hill Playing Fields - Charity No. 215385
- Langley War Memorial Field – Charity No . 1055955
- **Salt Hill Playing Fields Trust** – Salt Hill is one of the most popular and widely used green spaces in the borough. Salt Hill Park from 2012 to 2021 held Green Flag status, which required high standards for maintenance and amenities over these years. Salt Hill is the borough’s flagship green space. It offers a variety of amenities including ornamental rose beds, sports pitches, play areas, a green gym, sports courts, and wetland wildlife habitats
- **Langley War Memorial Field**– This green space is widely used by the community in Langley and comprises a large grass area, play area, green gym and Langley Pavilion with car parking facilities. The park hosts Langley Carnival annually.
- **War Memorial Garden at Slough (Baylis)** – This green space is the site for the formal war memorial, which hosts the annual Remembrance Day Service. Extensive improvements works were undertaken to this area in 2021 with the relocation of the memorial, new paths provided and the installation of CCTV

2.5.2 Officers have been asked to review overall costs and subsidy issues and explore options to fund entirely from trust funds. This report is focused on the current scheduled maintenance costs of Trust land as the major cost. Further work is needed in regards to other costs and implications and specifically Salt Hill Park given its specific financials. These issues will be presented in the later reports, this paper allows for the critical grounds maintenance to continue. Trust income and reserves are detailed in section 4.2 of this report.

2.5.3 There are a number of difficulties in terms of long term sustainability of the trusts paying for the cost of running and maintaining the land, facilities and buildings to an appropriate standard including appropriate overhead and support costs.

2.5.4 Additionally, the financial position of the council and focus on its specific issues and the section 114 notice means that there is additional focus on these issues recently and constrained resources since 2021 for work on the trusts. This has meant delays in processes around the trusts and though not affecting operations it has required further resources to be deployed recently to resolve and catch with administration. Past issues have been picked up this work and this has taken time to resolve. Continuity has been a significant issue over recent years as changes occur in staffing and support and the papers will need to consider longer term capacity and identify ongoing resources and solutions to ensure the ongoing administration can be consistently provided in the context of Slough council and the trust resources and respective financial position that each trust is in. No governing SLA between the council and the Trusts for the relationship seems to have been created and this will be part of the further work being planned. This report deals with immediate issues and recommends the further reports recommended above will be

needed to pick up in more detail the several issues found and provide clear recommendations on how both the council and respective trusts will work to resolve these.

2.5.5 The Council will also continue to seek support from volunteers to carry out works and where successful this will reduce the expenditure needed to fund Council officers to undertake this. A volunteer group for Salt Hill Park meets every Thursday. It was initially set up as part of the Wild and Wetland Trust (WWT) Salt Hill Stream improvement works and currently assists with grounds maintenance works including litter picking, pruning of shrubs and roses and maintenance of the herbaceous borders.

2.5.6 The table below details the current works schedule /specification for each area for grounds maintenance.

Table 2 – Schedule of grounds maintenance

Schedule / Specification (per annum)	Salt Hill	Langley Memorial	Baylis Memorial
Grass Cutting	8 / 10 cuts	7 / 8 Cuts	7 / 8 cuts
Hedge Cutting	1 cut	1 cut	1 cut
Shrub Maintenance (inc weed kill)	3	3	3
Rose beds	3	3	3
Herbaceous beds	3	3	3
Specific maintenance e.g. Sports pitch, specific paths and lighting	Yes	Yes	N/A
Play area safety inspections	Yes	Yes	N/A
ANNUAL DIRECT COSTS	51,294	15,095	8,496
Overheads @ 10%	5,294	1,510	850
Total Costs	56,588	16,605	9,346

3 Implications of the Recommendation

3.1 Financial implications

3.1.1 This paper specifically deals with the scheduled ground maintenance issues and given the challenge that trusts were being subsidised by the council. However, both legal and in terms of funding and sustainability some subsidy may be unavoidable. If the three park related Trusts did not exist, then all of these costs would fall on the council, so the subsidy is due to the Trusts existing and yet this does not make so much difference to the final position of the council whether the trusts existed or not.

In practice much of the funding contained within the Trusts would have been available to the council anyway. So though the Trusts are separate legal bodies it is unlikely that Slough is in a significantly changed financial position from the arrangement by having trusts. There is a higher administrative burden of having multiple Trusts that would not exist otherwise and work is ongoing to streamline the work and administration involved. A strategic and longer-term review will be needed beyond the issues dealt with in this paper and as given in the recommendations.

- 3.1.2 Option 3 is a workable option and maximises the use of available Trust money while ensuring some medium-term sustainability on the war memorial parks given sensitivity of maintaining these. Where funds cannot be charged the retention of the charge in the accounts of the charities will allow where windfall or additional funding is found that this will come back to reimburse the council for the subsidy in later years. It will be critical to expand income in the immediate term to improve the position and build up the Trusts financial position for the long term. All these issues will need as per the recommendations need more detailed examination in future papers.
- 3.1.3 In regard to Salt Hill Park attention is drawn (see legal implications) to the Trust deed clause that advises subsidy was part of the original arrangement Given this and current income and sustainability issues around this particular trust a further report as recommended will be needed to deal with these issues in depth. None of the issues raised in this report are affecting core operational side of the Trusts in the short term and yet raise strategic and administrative issues that will and are being addressed as identified in the recommendations.
- 3.1.4 Additionally, all the Trusts have in the past had subsidisation regarding finance, legal, clerking and other support costs. . As above it has been proposed to recognise these costs in the Trust accounts on an ongoing basis, though recognising payment may depend on funds. These will be picked up in the further reporting to come to the trusts as set down in the recommendations and so these further costs will become more transparent going forward.
- 3.1.5 The council holds funds on behalf of the Trust and pays annual interest at 2.73% to the Trusts on balances carry forward at year end based on an historical convention. Additional investment funds (which were some years back with stockbrokers/fund managers) are also held by the council. This has been a standard rate for some time and in some cases standard conventions on what to apply interest have existed this will also need clarification as part of future trustee reports. The assumptions and agreement around interest rates on invested funds with the council will need to be reviewed also. The intention will be that interest rates and application to different balances will be reviewed on a regular annual basis for the Trust balances going forward. Further checks to ensure the use of investment funds use is correctly applied are still being progressed and the committee will be advised of any necessary changes.
- 3.1.6 The financial statements and report (pending year end 2023/24) will include the accounts of the 3 Trusts discussed in this report and the reports for the trusts of Slough Glyndwr, James Elliman's Trust, and Chalvey Millennium Green. In the case of Glyndwr this will include the process towards closure and disbursement of charitable funds to an alternative similar charitable purpose. The options on this particular issue will be reviewed in detail in the further reports.

3.1.7 Noting the recommendation that Trusts in regard to council and other work, are based on a full cost recovery model as a core principle and subject to the different Trust Deeds. Subject to the Trust Deeds and other issues some indicated within this report, the implications of this will need to be considered in the later Trustee reports and including where loans may be required this will need to be agreed. An overall review of the positions will be available (and for all trusts) after completing the 2023/24 year end work.

3.2 Legal implications

3.2.1 The Trust Deeds relating to these Trusts oblige the Trustees to maintain protect and repair the Trust owned land at Salt Hill Playing Fields, Langley War Memorial Field and the War Memorial Garden at Slough (Baylis). The Trust Deeds also oblige the Trustees to observe and perform the covenants affecting the Trust land set out in the Trust Deeds and the Trustees must therefore ensure that the terms of those covenants are not breached and that provision is made in the Trust's finances for any costs associated with complying with these covenants.

3.2.2 The Trust Deeds relating specifically to Salt Hill Playing Fields Trust state the council will subsidise any shortfall in funding for the purpose of maintenance:

“The Council will make up the deficiency out of rates or out of any other moneys of the Council, which may lawfully be so applied”.

3.2.3 As a consequence of the Langley High Street road widening works undertaken in 2020/21 the Trustee Committee Report of 25 November 2020 agreed that the council would pay the Langley War Memorial Field Trust £50,000 towards improvements to the memorial grounds facilities, as deemed necessary by the Parks, Open Spaces & Allotments team (such as play equipment upgrades), and £10,000 per year, for the next 15 years , towards future maintenance of the new paths and associated lighting, including electrical costs, to be provided as lump-sum.

These funds were to be transferred to the Parks, Open Spaces & Allotments team for future use as described.

3.2.4 The Council, when acting as Corporate trustee, must act in the best interests of the Trust and therefore recognise that conflicts of interest may arise and be able to identify and manage these appropriately.

3.3 Risk management implications

3.3.1 The key risks are set out in the table below along with mitigations.

Risk	Mitigating action	Opportunities	Status
<p>Health and Safety:</p> <p>The reduced schedules need to still allow for Health and Safety works where required</p>	<p>Unplanned Health and Safety works to be paid for where funds in that trust available or recorded and charges as part of a long term loan.</p>	<p>Risk assessments in place for the reduced schedules to ensure ongoing safety for park users.</p>	<p>No extra risks identified from this reduction.</p>

Risk	Mitigating action	Opportunities	Status
Equalities Issues: Compliance with Equality Act 2010	All areas will remain in use where possible as currently forecast. (Areas may be subject to closure if they become unsafe or insufficient funds are available).	See Appendix 2 Equality Impact Assessment below	
Financial: Funds not secured	Funds are to be drawn down from monies from income or held in reserve for the Trusts.	Trust funds are in place. However a further report including sustainability issues will be presented	Risk minimal. Note there is a trust duty for the council to subsidise Salt Hill Park Trust.
Reputational: Standards	Lower frequencies of maintenance will bring significantly reduced visual and practical amenity. The reputation of the Trust and council may come under scrutiny.	Working with volunteers where possible to increase standards.	High risk
Other	None		

4.4 Environmental implications

4.4.1 Reducing grounds maintenance will alter the visual amenity of the land and the activities which can take place on it.

4.5 Equality implications

4.5.1 An EIA is provided as Appendix 2.

4.6 Procurement implications

4.6.1 None

4.7 Workforce implications

4.7.1 If scheduled works need to be reduced due to ensure a nil subsidy from the council for ongoing maintenance, there would be some reduction in the need to deploy grounds maintenance staff at various times of the year and this will be managed from reduced use of ad-hoc agency staff. There will no need for redundancies.

4.8 *Property implications*

4.8.1 The following buildings are within Parks Trust land at Salt Hill Playing Fields and provide income to the Trust

- The Barn Restaurant (Kashmiri Karahi) Salt Hill Park
- Slough Refugee Centre Salt Hill Park

4.8.2 The following buildings are within land at Langley War Memorial Field Trust and provide income to the Trust

- Langley Pavilion Car Park

5 Background Papers

None

Appendix 1 – Charity Information

The Salt Hill Playing Fields	
Charity Number	215385
Registered	20 March 1963
Trust Document	Deed of Trust dated 13 August 1906 (Conveyance)
Objects	For the purpose of encouraging and giving facilities for outdoor games and physical and athletic exercises calculated to promote the physical health of the young people of the district and not for the purpose of providing a promenade or mere pleasure ground or public resort only.

War Memorial Garden at Slough	
Charity Number	1010350
Registered	8 April 1992
Trust Document	Scheme
Objects	To improve the conditions of life for the inhabitants of Slough in the interests of social welfare of facilities for recreation and other leisure time occupation.

Langley War Memorial Fund	
Charity Number	1055955
Registered	7 June 1996
Trust Document	Deed of Trust dated 13 August 1906 (
Objects	For a recreation ground and playing field for the inhabitants of the parish of Langley and other members of the public.

Appendix 2

Equalities Impact Assessment – Reduction of maintenance in Trust Parks.



Growing a place of opportunity and ambition

EQUALITY IMPACT ASSESSMENT

Directorate: Infrastructure	
Service: Environmental Services	
Name of Officer/s completing assessment: G Pleace	
Date of Assessment: 7/3/23	
Name of service/function or policy being assessed: Reduction of maintenance in Trust Parks	
1.	<p><i>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</i></p> <p>Reduction of maintenance to fit funds available solely from Trust income.</p>
2.	<p><i>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners. Policy to be agreed between Slough Borough Council Place Operations team and the Trustees of Salt Hill Park, Langley War Memorial Trust and Baylis Memorial Garden Trust.</i></p> <p>Maintenance works carried out by SBC Environmental Services team on behalf of the Trustees.</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age: See Point 5 below Disability: See Point 5 below Other: See Point 5 below</p>
4.	<p><i>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information. Access to large areas of the parks will still remain available as paths etc. are not affected.</i></p> <p>Potential for areas of parks to be allowed to become meadows with increased biodiversity interest.</p>

5.	<p><i>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</i></p> <p>Age: Older people may potentially find accessing all areas of the parks more difficult due to less grass cutting/longer grass. Young people could be disadvantaged if play and sports provision is not maintained and not available for use.</p> <p>Disability: People with a disability may potentially find accessing all areas of the parks more difficult due to less grass cutting/longer grass</p> <p>Other: People living with health issues such as diabetes, heart or lung problems may have less opportunity for exercise if grass areas are not cut so often and equipment is not maintained and available</p>
6.	<p><i>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</i></p> <p>Complaints have been received from residents regarding play sites and equipment and green gym sites in Salt Hill. Section 106 funding has been made available to carry out repairs ensuring ongoing access for all.</p> <p>The annual play audit will continue to identify the standards required for equipment in our parks.</p>
7.	<p><i>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</i></p> <p>We are in regular contact with our parks volunteers on any issues affecting parks across the borough including those held in Trust</p>
8.	<p><i>Have you considered the impact the policy might have on local community relations?</i></p> <p>Yes, we will work with parks friends groups to ensure they are aware of the reasons for the changes and offer opportunities to become more involved with voluntary works to improve standards, including parks held in Trust</p>
9.	<p><i>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</i></p> <p>Engaging with communities to assist via voluntary works, litter picking etc. We have worked through operations that can be carried out using available funds to ensure that the options chosen have the least/minimal impact such as keeping the highest possible number/frequency of grass cuts to keep areas open to use.</p> <p>We offer businesses team building days in parks, which will be project focused with an end objective e.g. clearing the wetlands area in Salt Hill.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/ Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Monitor areas where changes have occurred to assess any impact if at all.	Older people Disability, Health groups	Parks Officers	Minimal or no equality issues.	Regular check of maintenance standards. Complaints or enquiries.	Ongoing	Not yet implemented

Name: Gerald Pleace
Date: 9/3/23

Appendix 3 - Plans of Parks Trust Areas

Salt Hill Park Trust



Langley Memorial Recreation Ground Trust



Baylis Memorial Gardens Trust

