

Equality Impact Assessment (EqIA) - Stage One

What is the proposed decision that you are asking the Executive to make:	Reduction in Frequency of Grass Cutting
Summary of relevant legislation:	There is no statutory legislative requirement for the delivery of grounds maintenance. The service does have a responsibility under the various highways acts to maintain a safe urban and rural verge network.
Does the proposed decision conflict with any of the Council's priorities for improvement? <ul style="list-style-type: none"> • Services we are proud of • A fairer West Berkshire with opportunities for all • Tackling the climate and ecological emergency • A prosperous and resilient West Berkshire • Thriving communities with a strong local voice 	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Name of Budget Holder:	Paul Hendry
Name of Service/Directorate:	Environment Department
Name of assessor:	Kofi Adu-Gyamfi
Date of assessment:	16 November 2023
Version and release date (if applicable):	N/A

Is this a ?		Is this policy, strategy, function or service ... ?	
Policy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	New or proposed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Strategy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Already exists and is being reviewed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Function	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Is changing	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Service	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		

(1) What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	Reduction of Grass Cutting Frequency.
Objectives:	The main proposals are as follows:

	<ul style="list-style-type: none"> To reduce the number of cuts on urban residential grass verges from 7 to 2 cuts. To reduce grass cutting on residential open space grass areas from 7 to 4. To reduce the collection of litter on parks and open spaces, and to remove Saturday collections of litter in our main parks. To reduce maintenance of shrub beds across the district.
Outcomes:	Reduced grass cutting frequency across the district as set out above.
Benefits:	Increased biodiversity, wildlife and pollinator populations. This will create an estimated annual saving of up to £220,000.

(2) Which groups might be affected and how? Is it positively or negatively and what sources of information have been used to determine this?

Group Affected	What might be the effect?	Information to support this
Age	Not applicable.	
Disability	Not applicable.	
Gender Reassignment	Not applicable.	
Marriage and Civil Partnership	Not applicable.	
Pregnancy and Maternity	Not applicable.	
Race	Not applicable.	
Religion or Belief	Not applicable.	
Sex	Not applicable.	
Sexual Orientation	Not applicable.	
Further Comments:		
<p>The proposed service change is not expected to specifically affect any of the groups listed above. There are no group-specific impacts expected that are relevant to Equality Act 2010 considerations. However, if any adverse impact in relation to any of the groups listed above should arise from the upcoming public consultation exercise, the service will review this assessment.</p>		

(3) Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
The implementation of the change will be applied uniformly across the district. The change is not expected to contribute to inequality. Care will be taken to ensure that pavements are safe and accessible, and road sightlines are not obstructed.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
It is worth noting that some contractor staff will see a reduction in the working hours and earnings.	

(4) Identify next steps as appropriate:	
EqlA Stage 2 required	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Owner of EqlA Stage Two:	
Timescale for EqlA Stage Two:	

Name: Kofi Adu-Gyamfi

Date: 17 November 2023