

**CHESHIRE EAST COUNCIL – EQUALITY IMPACT ASSESSMENT FORM**

# EQUALITY IMPACT ASSESSMENT

**TITLE: MTFS Budget review – Line 91 Grounds Maintenance review**

## VERSION CONTROL

<b>Date</b>	<b>Version</b>	<b>Author</b>	<b>Description of Changes</b>
<b>06/07/23</b>	<b>0.1</b>	<b>PB</b>	<b>Initiated</b>
<b>7/7/23</b>	<b>0.2</b>	<b>PB</b>	<b>Amended</b>
<b>2/8/23</b>	<b>0.3</b>	<b>PB</b>	<b>Amended</b>
<b>4/8/23</b>	<b>1.0</b>	<b>PB</b>	<b>Final</b>

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## CHESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service /

<b>Department</b>	Place Directorate
<b>Service</b>	Environmental Services
<b>Lead officer responsible for assessment</b>	Paul Brightwell
<b>Other members of team undertaking assessment</b>	NA
<b>Date</b>	6/7/23
<b>Version</b>	1.1
<b>Type of document</b>	<b>Strategy and Service</b>
<b>Is this a new/ existing/ revision of an existing document</b>	<b>Revision</b>

<b>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</b>	<p>Impact assessment linked to proposed service level amendment to delivery of existing borough wide grounds maintenance works. This scheme aims to deliver cost savings as part of the councils MTFS budget savings targets to reduce the council's financial outgoings across all service areas over the next four-year period or until the financial outlook otherwise shows significant improvement.</p> <p>Reduction in maintenance to parks and other green spaces beyond current works regime is proposed as part of the budgetary saving initiative. This would be achieved through a combination of reviewing the frequency of grass cutting, herbicide application and the extent of tree, shrub and flower bed planting maintenance.</p> <p>Wherever possible this will be weighed against the potential to offer rewilding of areas that would promote localised biodiversity enhancement in accordance with the councils current corporate objectives.</p>
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<p><b>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</b></p>	<p>The MTFS grounds maintenance savings exercise will jointly seek feedback on the proposed service level reductions in the form of a revised grounds maintenance typology to be released as a public consultation and what that may mean and look like on the ground to ensure public consensus is sought as to how the grounds maintenance ought be reduced to offer the necessary cost savings.</p> <p>The consultation linked to the strategy review is currently scheduled to go live on the 16/10/2023 and will run to 17/11/2023 with the summary report expected 08/12/2023.</p> <p>This impact assessment will consider the potential impacts any change to the current grounds maintenance regime may have upon those individuals residing in the borough who share one or more protected characteristic</p> <p>Following the consultation period, the summary report will shape the production of a report to the February 2024 Environment and Communities Committee to seek agreement on the proposals by way of committee approval.</p> <p>There is no current service level specification for the proposed revised format for these works.</p>
<p><b>Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</b></p>	<p>The main stakeholders have been identified as follows:</p> <p>General Stakeholders to be consulted on the proposed changes include:</p> <ul style="list-style-type: none"> <li>• Residents and park users throughout the borough</li> <li>• CEC Place Environment and Bereavement Services portfolio holder</li> <li>• Ansa Environmental Services</li> <li>• Cheshire East Council Committee Chairs and vice-Chairs</li> <li>• The council’s Corporate Leadership Team</li> <li>• Cheshire East Members of Parliament</li> <li>• All Council ward Members</li> <li>• All Parish and Town Councils</li> <li>• Parks and cemetery Friends Groups</li> <li>• Local Wildlife Trusts</li> <li>• Local sporting bodies</li> </ul> <p>Protected characteristic outreach</p> <ul style="list-style-type: none"> <li>• Age UK Cheshire East</li> </ul>

- Early Careers Staff Network Group
- Primary Plus
- Children & Young People's Diabetes Team
- Children & Young People's Home Care Team
- Childrens Development & Partnerships
- Childrens Trust
- Children and Young People's Trust
- Disability Information Bureau
- Disability Positive
- Cheshire Eye Society
- Differently Abled Staff Network Group
- Cheshire & Merseyside Adult Gender Identity Collaborative (CMAGIC)
- Flutterbys
- VibranCE Staff Network Group
- Citizens advice
- East Cheshire NHS Trust > maternity
- CHAWREC
- Pride of Romani
- Lingua GM
- Bulgarian communities contact
- East Timor communities contact
- Indian communities contact
- Afro Caribbean communities contact
- Kurdish communities contact
- SHAPLA Bangladeshi women's communities contact
- Polish communities contact
- Pathways CIC
- The Racial Equality group
- EASS
- Elim International Centre
- The HOPE centre in North East Cheshire
- St Andrews Church
- Lighthouse Centre

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	<ul style="list-style-type: none"> <li>• Crewe Mosque</li> <li>• Hope Church Central</li> <li>• Womens Staff Network Group</li> <li>• The Circle Staff Network Group</li> <li>• Body Positive</li> <li>• VibranCE Staff Network Group</li> </ul>
<b>Consultation/ involvement carried out.</b>	NO – pending Oct 2023
<b>What consultation method(s) did you use?</b>	<i>Consultation currently being prepared for release autumn 2023 in conjunction with the Research and Consultation team.</i>

### Stage 2 Initial Screening

<p><b>Who is affected and what evidence have you considered to arrive at this analysis?</b>  <b>(This may or may not include the stakeholders listed above)</b></p>	<p>Current impacts are as yet undetermined and it is assumed that the consultation could offer further insight. Some preliminary outreach has been made to equalities linked organisations to help establish any perceived impacts.</p> <p>A review of other similar equalities impact assessment exercises by other local authorities suggests that both Tunbridge Wells and Aberdeenshire councils determined there would be no apparent disproportional impact to those individuals subject to one or more protected characteristic.</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p>
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	<p><b>Aberdeenshire Council:</b>  <a href="#">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• 'No direct consultations have been carried out as the impacts are considered to be neutral'</li> </ul>
<p><b>Who is intended to benefit and how</b></p>	<p>There is currently a limited evidence base from which to draw meaningful conclusions as to how any proposed service level adjustment would benefit residents and stakeholders who share one or more protected characteristic.</p> <p>Other similar consultation outreach by other local authorities indicated they identified zero impact.</p> <p>It is possible that further details may be derived from the proposed consultation outreach that is awaiting CLT approval to proceed prior to engaging with the relevant stakeholders.</p>
<p><b>Could there be a different impact or outcome for some groups?</b></p>	<p>There is currently a limited evidence base from which to draw any meaningful conclusions as to how any proposed service level adjustment may infer differential impacts to residents and stakeholders who share one or more protected characteristic.</p> <p>Other similar consultation outreach by other local authorities indicated they identified zero impact.</p>
<p><b>Does it include making decisions based on individual characteristics, needs or circumstances?</b></p>	<p>It is not possible to draw any meaningful conclusion as to how decision making would be shaped based on individual characteristics, needs or circumstances at this stage in the process.</p> <p>Other similar consultation outreach by other local authorities indicated they identified zero impact.</p> <p>It is likely that the consultation process will offer further insight in respect of any perceived impacts.</p>
<p><b>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</b></p>	<p>It is not possible to draw any meaningful conclusion if relations between different groups might be impacted based on protected characteristic categorisation at this stage in the process.</p> <p>Other similar consultation outreach by other local authorities indicated they identified zero impact.</p> <p>It is likely that the consultation process will offer further insight in respect of any perceived impacts.</p>

<p><b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b></p>	<p>It is not possible to draw any meaningful conclusion as to what specific targeted action may be necessary or determine any history of unequal outcomes based on protected characteristic categorisation at this stage in the process.</p> <p>Other similar consultation outreach by other local authorities indicated they identified zero impact.</p> <p>It is likely that the consultation process will offer further insight in respect of any perceived impacts</p>
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<p><b>Is there an actual or potential negative impact on these specific characteristics</b></p>	<p>Yes/ No</p>
<p><b>Age</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Disability</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Gender reassignment</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Marriage &amp; civil partnership</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Pregnancy &amp; maternity</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Race</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Religion &amp; belief</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Sex</b></p>	<p>Current limited evidence base suggests No</p>
<p><b>Sexual orientation</b></p>	<p>Current limited evidence base suggests No</p>

Stage 3 Evidence

Characteristic	What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts	Level of Risk (High, Medium or Low)
<b>Age</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>'No direct consultations have been carried out as the impacts are considered to be neutral'</li> </ul>	<b>Low</b>
<b>Marriage and Civil Partnership</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p>	<b>Low</b>



	<ul style="list-style-type: none"> <li>• ‘No direct consultations have been carried out as the impacts are considered to be neutral’</li> </ul>	
<b>Religion</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• Section G - Equalities  ‘There is no apparent equality impact on end users resulting from the recommended option set out in the report.’</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• ‘No direct consultations have been carried out as the impacts are considered to be neutral’</li> </ul>	<b>Low</b>
<b>Disability</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• Section G - Equalities  ‘There is no apparent equality impact on end users resulting from the recommended option set out in the report.’</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>• ‘No direct consultations have been carried out as the impacts are considered to be neutral’</li> </ul>	<b>Low</b>

<b>Pregnancy and Maternity</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>'No direct consultations have been carried out as the impacts are considered to be neutral'</li> </ul>	<b>Low</b>
<b>Sex</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>'No direct consultations have been carried out as the impacts are considered to be neutral'</li> </ul>	<b>Low</b>

<b>Gender Reassignment</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>'No direct consultations have been carried out as the impacts are considered to be neutral'</li> </ul>	<b>Low</b>
<b>Race</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b>  <a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities  'There is no apparent equality impact on end users resulting from the recommended option set out in the report.'</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b>  <a href="https://www.aberdeenshire.gov.uk">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>'No direct consultations have been carried out as the impacts are considered to be neutral'</li> </ul>	<b>Low</b>
<b>Sexual Orientation</b>	<p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p><b>Tunbridge Wells Council:</b></p>	<b>Low</b>

	<p><a href="https://www.tunbridgewells.gov.uk">Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</a></p> <ul style="list-style-type: none"> <li>Section G - Equalities ‘There is no apparent equality impact on end users resulting from the recommended option set out in the report.’</li> </ul> <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p><b>Aberdeenshire Council:</b> <a href="https://www.aberdeenshire.gov.uk/landscapeservices.pdf">landscape-services.pdf (aberdeenshire.gov.uk)</a></p> <ul style="list-style-type: none"> <li>‘No direct consultations have been carried out as the impacts are considered to be neutral’</li> </ul>	
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**Stage 4 Mitigation**

<b>Protected characteristics</b>	<b>Mitigating action</b> <i>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</i>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
<b>Age</b>	There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.	TBD	Paul Brightwell	Jan 2024

	It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken.			
<b>Marriage and Civil Partnership</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken.</p>	TBD	Paul Brightwell	Jan 2024
<b>Religion</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken.</p>	TBD	Paul Brightwell	Jan 2024
<b>Disability</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken.</p>	TBD	Paul Brightwell	Jan 2024
<b>Pregnancy and Maternity</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken</p>	TBD	Paul Brightwell	Jan 2024

<b>Sex</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken</p>	TBD	Paul Brightwell	Jan 2024
<b>Gender Reassignment</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken</p>	TBD	Paul Brightwell	Jan 2024
<b>Race</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken</p>	NA	NA	NA
<b>Sexual Orientation</b>	<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigation at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken</p>	NA	NA	NA

**5. Review and Conclusion**

**Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed**

There is an insufficient evidence base from which to draw any meaningful conclusions as to any impacts and the need for any associated mitigation at this time.

It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken

<b>Specific actions to be taken to reduce, justify or remove any adverse impacts</b>	<b>How will this be monitored?</b>	<b>Officer responsible</b>	<b>Target date</b>
<p>There is an insufficient evidence base from which to draw any meaningful conclusions as to the need for any mitigatory actions at this time.</p> <p>It is thought there may be further insight offered from the proposed consultation process that has yet to be approved and undertaken</p>	TBD	Paul Brightwell	Jan 2024

<b>Please provide details and link to full action plan for actions</b>	NA
<b>When will this assessment be reviewed?</b>	Feb 2024

<b>Are there any additional assessments that need to be undertaken in relation to this assessment?</b>	No
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<b>Lead officer sign off</b>	<b>Paul Brightwell</b>
<b>Date</b>	<b>4/8/23</b>
<b>Head of service sign off</b>	<i>R. L. Kemp</i>
<b>Date</b>	<b>04/08/2023</b>

**Please publish this completed EIA form on the relevant section of the Cheshire East website**

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