

CHESHIRE EAST COUNCIL – EQUALITY IMPACT ASSESSMENT FORM

EQUALITY IMPACT ASSESSMENT

TITLE: MTFS Budget review – Line 91 Grounds Maintenance review

VERSION CONTROL

Date	Version	Author	Description of Changes
06/07/23	0.1	PB	Initiated
7/7/23	0.2	PB	Amended
2/8/23	0.3	PB	Amended
4/8/23	1.0	PB	Final
13/12/23	2.0	RJK	Revised following consultation

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CHESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT

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

Department	Place Directorate
Service	Environmental Services
Lead officer responsible for assessment	Paul Brightwell
Other members of team undertaking assessment	Ralph Kemp
Date	13/12/2023
Version	2.0
Type of document	Strategy and Service
Is this a new/ existing/ revision of an existing document	Revision

<p>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)</p>	<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>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</p>	<p>The MTFs grounds maintenance savings exercise jointly sought feedback on the proposed service level reductions through a public consultation on a revised grounds maintenance typology 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>A further consultation linked to the strategy review was undertaken during October and November 2023. On the overall policy the majority of respondents felt that it was important for Cheshire East to have a Green Maintenance Policy (86%) and were in support of increasing biodiversity (62%).</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>Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</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"> • Residents and park users throughout the borough • CEC Place Environment and Bereavement Services portfolio holder • Ansa Environmental Services • Cheshire East Council Committee Chairs and vice-Chairs • The council’s Corporate Leadership Team • Cheshire East Members of Parliament • All Council ward Members • All Parish and Town Councils • Parks and cemetery Friends Groups • Local Wildlife Trusts • Local sporting bodies <p>Protected characteristic outreach</p> <ul style="list-style-type: none"> • Age UK Cheshire East • Early Careers Staff Network Group • Primary Plus

- Children & Young People's Diabetes Team
- Children & Young People's Home Care Team
- Children's Development & Partnerships
- Children's 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
- Crewe Mosque
- Hope Church Central

	<ul style="list-style-type: none"> • Womens Staff Network Group • The Circle Staff Network Group • Body Positive • VibranCE Staff Network Group
Consultation/ involvement carried out.	Yes - During October/ November 2023 Cheshire East Council conducted a consultation to seek views on the introduction of a new policy relating to maintenance regimes of green spaces within Cheshire East. In total, around 1,700 responses were received during the consultation: 776 survey responses, approximately 700 petition letters, 131 petition signatures and a further 102 email /letter responses.
What consultation method(s) did you use?	Consultation was undertaken via the Councils Consultation team online and through libraries and customer centres where paper copies were available.

Stage 2 Initial Screening

<p>Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)</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>Tunbridge Wells Council: Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</p> <ul style="list-style-type: none"> • Section G - Equalities 'There is no apparent equality impact on end users resulting from the recommended option set out in the report.' <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p>Aberdeenshire Council: landscape-services.pdf (aberdeenshire.gov.uk)</p>
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	<ul style="list-style-type: none"> • ‘No direct consultations have been carried out as the impacts are considered to be neutral’ <p>Cheshire East Consultation Oct Nov 2023 identified :</p> <p>P28 Section 5: Urban Open Space</p> <ul style="list-style-type: none"> • Concerns over safety, litter, accessibility, and anti-social behaviour, 28 mentions <p>P30 . Grass verges alongside roads could not be used as crossing points due to overgrowth of weeds. Reducing maintenance around these, and such as cutting back over growing grass or bushes makes it difficult to walk, especially for people with mobility problems or for pushchairs.</p> <p>P33 Section 6: Rural Open Space</p> <ul style="list-style-type: none"> • Concerns over safety, litter, accessibility and anti-social behaviour, 30 mentions. <p>Hedges need sorting in some areas especially if they’re an obstruction for families taking children to school. Hard surfaces need to be maintained strictly even in rural areas for accessibility for those wanting to use them such as those with disabilities or pushchairs</p> <p>P40 Section 7: Cemeteries, Church Yards & Memorials</p> <ul style="list-style-type: none"> • Concern over safety, accessibility, and antisocial behaviour, 12 mentions. <p>Hard surfaces, walkways, hedges and verges need to be maintained, as many older aged people and disabled are likely to use these areas - they need to be safely accessible.</p>
<p>Who is intended to benefit and how</p>	<p>Other similar consultation outreach by other local authorities indicted they identified zero impact.</p> <p>The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for disability and pregnancy & maternity groups</p> <p>Concerns over accessibility raised in CE consultation are addressed by classifying maintenance frequencies based on the level of amenity and typologies of site. Larger sites will be zoned to maintain amenity and accessibility.</p>

<p>Could there be a different impact or outcome for some groups?</p>	<p>Other similar consultation outreach by other local authorities indicated they identified zero impact.</p> <p>The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Disability and Pregnancy &maternity groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Larger sites will be zoned to maintain amenity and accessibility.</p>
<p>Does it include making decisions based on individual characteristics, needs or circumstances?</p>	<p>No, Cheshire East and other similar consultation outreach by other local authorities indicated they identified zero impact.</p>
<p>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</p>	<p>No, Cheshire East and other similar consultation outreach by other local authorities indicated they identified zero impact.</p>
<p>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</p>	<p>These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Larger sites will be zoned to maintain amenity and accessibility. No specific targeted action to promote equality is needed.</p>

<p>Is there an actual or potential negative impact on these specific characteristics</p>	<p>Yes/ No</p>
<p>Age</p>	<p>No</p>
<p>Disability</p>	<p>Yes</p>

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Gender reassignment	No
Marriage & civil partnership	No
Pregnancy & maternity	Yes
Race	No
Religion & belief	No
Sex	No
Sexual orientation	No

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)
Age	<p>No Specific impacts were identified in Cheshire East Consultation Oct Nov 2023. Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p>Tunbridge Wells Council: Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</p> <ul style="list-style-type: none"> Section G - Equalities 'There is no apparent equality impact on end users resulting from the recommended option set out in the report.' <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p>	Low

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

	<p>Aberdeenshire Council: landscape-services.pdf (aberdeenshire.gov.uk)</p> <ul style="list-style-type: none"> • ‘No direct consultations have been carried out as the impacts are considered to be neutral’ 	
Disability	<p>The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Disability groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Large sites will be zoned to maintain amenity and accessibility.</p> <p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p>Tunbridge Wells Council: Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</p> <ul style="list-style-type: none"> • Section G - Equalities ‘There is no apparent equality impact on end users resulting from the recommended option set out in the report.’ <p>-Ingrid Weatherup, Corporate Governance Officer, 22 December 2021</p> <p>Aberdeenshire Council: landscape-services.pdf (aberdeenshire.gov.uk)</p> <ul style="list-style-type: none"> • ‘No direct consultations have been carried out as the impacts are considered to be neutral’ 	Low
Pregnancy and Maternity	<p>The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Maternity groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Strategic Park sites will be zoned to maintain amenity and accessibility .</p> <p>Previous consultation outreach for similar initiatives by Tunbridge wells and Aberdeenshire councils</p> <p>Tunbridge Wells Council: Grounds Maintenance Contract 2023 (tunbridgewells.gov.uk)</p>	Low

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

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

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

Protected characteristics	Mitigating action <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>	How will this be monitored?	Officer responsible	Target date
Age	No Specific impacts were identified in Cheshire East Consultation Oct Nov 2023.	NA	NA	NA

Marriage and Civil Partnership	No Specific impacts were identified in Cheshire East Consultation Oct Nov 2023.	NA	NA	NA
Religion	No Specific impacts were identified in Cheshire East Consultation Oct Nov 2023.	NA	NA	NA
Disability	The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Disability groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Larger sites will be zoned to maintain amenity and accessibility	-	Ralph Kemp	Dec 2023
Pregnancy and Maternity	The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Pregnancy & maternity groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Larger sites will be zoned to maintain amenity and accessibility	-	Ralph Kemp	Dec 2023
Sex	No Specific impacts were identified un Cheshire East Consultation Oct Nov 2023.	NA	NA	NA
Gender Reassignment	No Specific impacts were identified un Cheshire East Consultation Oct Nov 2023.	NA	NA	NA

Race	No Specific impacts were identified un Cheshire East Consultation Oct Nov 2023.	NA	NA	NA
Sexual Orientation	No Specific impacts were identified un Cheshire East Consultation Oct Nov 2023.	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

The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Disability and Pregnancy & maternity groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Larger sites will be zoned to maintain amenity and accessibility

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

<p>consultation process that has yet to be approved and undertaken</p> <p>The Cheshire East Consultation Oct Nov 2023 included comments from some contributors over accessibility for Disability and Pregnancy & maternity groups. These are addressed by classifying maintenance frequencies based on the level of amenity and typologies of the site. Larger sites will be zoned to maintain amenity and accessibility</p>	<p>Customer Engagement and satisfaction surveys for Parks and Open Spaces</p>	<p>Ralph Kemp</p>	<p>April 2025</p>
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<p>Please provide details and link to full action plan for actions</p>	<p>NA</p>
<p>When will this assessment be reviewed?</p>	<p>April 2025</p>
<p>Are there any additional assessments that need to be undertaken in relation to this assessment?</p>	<p>No</p>

<p>Lead officer sign off</p>	<p>Ralph J Kemp</p>
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Date	4/8/23
Head of service sign off	<i>R. L. Kemp</i>
Date	04/08/2023

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

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