Equality Impact Assessment Form

Directorate: Place and Community	Service: Environmental Services
Completed by: David Jones	Date: 27.10.23
Subject Title: Tree Policy	

1. DESCRIPTION

Is a policy or strategy being produced or revised:	*delete as appropriate* Yes
Is a service being designed, redesigned or cutback:	Yes
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	Yes
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty **(Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations):**	Yes
Details of the matter under consideration:	That a new robust tree management programme and policy be put in place to give greater clarity to customers on the parameters of the Council's tree management and maintenance programme. The policy has been considered in line with the Climate change Strategy 2020-2030 Action Plan in Protecting and Promoting Green Infrastructure.

*If you answered **Yes** to any of the above **go straight to Section 3***
*If you answered **No** to all the above **please complete Section 2***

2. RELEVANCE

Does the work being carried out impact on service users, staff or Councillors (stakeholders):	*delete as appropriate* Yes/No*
If **Yes,** provide details of how this impacts on service users, staff or Councillors (stakeholders): *If you answered **Yes** go to **Section 3***	
If you answered **No** to both Sections 1and 2 provide details of why there is no impact on these three groups: *You do not need to complete the rest of this form.*	

3. EVIDENCE COLLECTION

Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	The new policy would impact on officers within the Environmental Service and the contractors who provide the tree maintenance works.

	Residents who also engage with the council for tree maintenance or management would also be impacted.
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	The new tree policy would improve the universal service offered by the Council to residents. However those directly affected would be the residents who have Council owned tree stock near or within the perimeter of their property or business.
Which of the protected characteristics are most relevant to the work being carried out?	*delete as appropriate*
Age	No
Gender	No
Disability	No
Race and Culture	No
Sexual Orientation	No
Religion or Belief	No
Gender Reassignment	No
Marriage and Civil Partnership	No
Pregnancy and Maternity	No

4. DATA ANALYSIS

In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Residents of the borough who request maintenance or management of Council owned trees on Council land.
What will the impact of the work being carried out be on usage/the stakeholders?	The Tree Policy will provide greater clarity and transparency to customer on tree management and a clear direction on the service provided.
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	The Council works to British Standard to identify dead, dying and diseased tree that require maintenance or removal, and not on a request basis. This supports the Climate change strategy and Action Plan to Protect the Natural Environment.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	The Tree Policy will not impact protected characteristics but will mitigate future risks and will result in a more efficient and effective service.
If any further data/consultation is needed and is to be gathered, please specify:	The Tree Policy is accompanied by Frequently Asked Questions and will be published on the Council's website. This section of the policy will be reviewed and refreshed as necessary based

	on customer feedback.
5. IMPACT OF DECISIONS	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	The Tree Policy will not impact protected characteristics but will mitigate future risks and will result in a more efficient and effective service for all users.
6. CONSIDERING THE IMPACT	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	It is acknowledged that some decisions on removal or non-removal of a tree may impact on residents however officers will work to the British Standards of legislation. The proactive introduction of a Tree Policy will clearly set out the parameters of the management and maintenance of the Council's tree stock.
What actions do you plan to take to address any other issues above?	In order to further support the Council to implement Priority 7. Natural Environment, and action: Protect and Promote Green Infrastructure. The key objectives are to introduce tree planting schemes and delivering the right trees to the right places. A tree replacement programme will be implemented with the Tree Policy. For every tree that is removed, it will be replaced with either saplings or tree whips that are native species to the UK in locations that have been approved
7. MONITORING AND REVIEWING	
When will this assessment be reviewed and who will review it?	The new Tree Policy will be regularly reviewed and monitored by the Technical Services team via the risk management programme Pentana.