

Equality Impact Assessment Form



Directorate: Leisure and Environment	Service: Street Cleansing and Grounds Maintenance
Completed by: Philip Samosa	Date: 22nd January 2018
Subject Title: Review of Grounds Maintenance and Street Cleansing	
1. DESCRIPTION	
Is a policy or strategy being produced or revised:	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:	A review of Ground Maintenance and Street Cleansing Service aimed at achieving efficiencies
<p><i>If you answered Yes to any of the above go straight to Section 3</i> <i>If you answered No to all the above please complete Section 2</i></p>	
2. RELEVANCE	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	Yes
If Yes , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered Yes go to Section 3</i>	The service delivered will have a direct impact of the quality of the environment and residents of the borough
If you answered No to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	
3. EVIDENCE COLLECTION	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Residents (including council tenants) of the borough and employees of the service related areas.
If the work being carried out relates to a	Universal service, no particular group

universal service, who needs or uses it most? (Is there any particular group affected more than others)?	affected more.
Which of the protected characteristics are most relevant to the work being carried out? Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity	No No No No No No No No 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 including Council tenants.
What will the impact of the work being carried out be on usage/the stakeholders?	Improved environmental surrounds.
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 2016/17 Community/Customer satisfaction survey Street Cleansing of 56%. It is anticipated that the satisfaction level can be positively affected by the proposal.
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?	It is a universal service that will not unduly disadvantage stakeholders with protected characteristics.
If any further data/consultation is needed and is to be gathered, please specify:	Consultation has taken place with service related employees, internal stakeholders and Members. The consultation was undertaken by APSE (Association for Public Service Excellence).
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)?	There is no anticipated disproportionate impact on people with protected characteristics.
6. CONSIDERING THE IMPACT	
If there is a negative impact what action can be	There is no perceived negative impact on

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.).	those with protected characteristics.
What actions do you plan to take to address any other issues above?	No actions <i>If no actions are planned state no actions</i>
7. MONITORING AND REVIEWING	
When will this assessment be reviewed and who will review it?	April 2019