

EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
1	22 Jan 2021	Brian Strachan	

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).

Service	Infrastructure
Section	Roads & Landscape Services
Title of the activity etc.	Parks and Open Spaces - Stop All Non-Routine Works
Aims and desired outcomes of the activity	To stop all non-routine maintenance in our parks and open spaces to a value circa £500k in order to reduce overall Council deficit.
Author(s) & Title(s)	Brian Strachan, Roads & Landscape Manager

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.

Evidence	What does it say?	What does it mean?
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Reputation Tracker – The Council produces a monthly summary of statistics and information on Council performance. 150 Aberdeenshire residents are contacted each month and asked to provide feedback. Customer complaints and compliments/satisfaction reports	
Internal consultation with staff and other services affected.	Affected staff HR Contact Centre Business Development	There has been no consultation at this time

External consultation (partner organisations, community groups, and councils).	Community Councils Business Organisations APSE Performance Networks	There has been no consultation at this time
External data (census, available statistics).	None	
Other (general information as appropriate).		

Stage 3: Evidence Gaps.

Are there any gaps in the information you currently hold?	<p>HR will be consulted on the impact to staff and this will be followed by consultation with the affected staff. This will be viewed as a structure review and as these frontline staff are not being considered until a future phase of the voluntary severance scheme, there may be redundancy costs if no suitable alternative roles can be found. We will need to discuss with other services too that may have suitable vacancies.</p> <p>Discussions will also take place with the other internal Services.</p> <p>There is currently little evidence to gauge the view of the public on the change to a less formally maintained estate.</p>
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Stage 4: Measures to fill the evidence gaps.

What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:
	Make families fully aware of our position so that the expectation is controlled and measured.	Immediate
	Consultation with HR	By end of February 2021
	Consultation with staff	By End of March 2021
	Discussions with Internal Services	By end of March 2021

Stage 5: What steps can be taken to promote good relations between various groups/areas?

These should be included in the action plan.	Ensure that the public are fully aware, liaise with Community Groups, keep website updated and erect notices in all Open Spaces detailing our approach.
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Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?
This is a budgetary decision which would be across the customer base and would not create opportunities for advancing equality of opportunity.

Stage 7a:
 Are there potential impacts on protected groups?

The protected groups covered by the equality duty are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Who is affected by the activity or who is intended to benefit from the proposed activity and how?
 Complete the table below for each protected group by inserting “yes” in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger		yes		
Age - Older		yes		
Disability		yes		
Race – (includes Gypsy Travellers)			yes	
Religion or Belief			yes	
Sex		Yes		
Pregnancy and maternity			yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			yes	
Gender reassignment – (includes Transgender)			yes	

Marriage and Civil Partnership			yes	
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Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

This is about trying to be fair to everyone. Part of that is realising that not everyone may be starting at the same place. Some individuals and families may have low income, may have very little or no savings which means they are living from month to month therefore changes to council policies/services may have a greater adverse impact on them.

On this basis you should consider potential impacts on individuals/families by:

- Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g., housing, transport.
- Pockets: household resources, (Income, benefits, outgoings) ability to access a service
- Prospects: peoples life chances e.g., Access to, or ability to access employment, training, services (such as council or health) or support.

Groups of people who may be impacted include, but not limited to:

<ul style="list-style-type: none"> • Unemployed • Single parents and vulnerable families • People on benefits • Those involved in the criminal justice system • People in the most deprived communities • People who live in rural areas 	<ul style="list-style-type: none"> • Pensioners • Looked after children • Carers including young carers • Veterans • Students • Single adult households • People who have experienced the asylum system 	<ul style="list-style-type: none"> • Those leaving the care setting including children and young people and those with illness • Homeless people • People with low literacy/numeracy • People with lower educational qualifications • People in low paid work • People with one or more protected characteristic
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Please complete by inserting "yes" in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
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Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing			yes	
Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future			yes	
Pockets: Material deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies			yes	
Place: Area deprivation – where you live, where you work		Yes		
Prospects: Socioeconomic background – social class i.e. parents education, employment and income, educational achievement.			yes	

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive	Negative

<p>Please detail the potential positive and/or negative impacts you have highlighted above. Detail the impacts and describe those affected.</p>		<p>There is the potential for play equipment to be taken out of use if deemed unsafe and cannot be repaired. Apparatus replacement programme will be funded from capital only, reducing the speed of replacement.</p>
		<p>There may be access issues should paths/areas condition deteriorate. Access to specific areas may have to be restricted should conditions deteriorate. Partnership working with communities will be more important in keeping areas maintained</p>
		<p>Redesign of job roles will be required and they are predominately held by males.</p>
		<p>Access to specific areas may have to be restricted should conditions deteriorate. Access to specific areas may have to be restricted should conditions deteriorate. Partnership working with communities will be more important in keeping areas maintained</p>
		<p>General condition of Open Spaces will fall and have a negative impact on perception of the local area. In areas of social deprivation Parks & Open Spaces are widely used by families on low income so reducing our maintenance of these areas could have a negative impact.</p>

Stage 9: Have any of the affected groups/areas been involved, engaged with or consulted?

<p>If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?</p>	<p>Not at this stage</p>
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Stage 10: What mitigating steps will be taken to remove or reduce negative impacts?

	Mitigating Steps	Timescale
<p>These should be included in any action plan at the back of this form.</p>	<p>Comms, local signing, potential closures (partial) if conditions deteriorate,</p>	<p>Immediate</p>
	<p>Implement the review of grass maintenance standards, reducing the extent of high and medium amenity grass areas where appropriate.</p>	<p>Ongoing</p>
	<p>Continue and extend the Biodiversity pilot – reducing grassed areas and increasing less formal planted/managed areas.</p>	<p>Ongoing</p>
	<p>Working with Community Groups to help maintain these areas to a standard</p>	<p>Ongoing</p>
	<p>Develop and implement a playpark strategy that optimises the number of playparks and changes the type of equipment provided from traditional (high maintenance regime) to novel, naturalistic layouts (lower maintenance regime).</p>	<p>Ongoing</p>

Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal

<p>These should be included in any action plan (for example customer satisfaction questionnaires).</p>	<p>The Service will continue to make use of the citizen panel and the reputation tracker.</p>
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Stage 12: What is the outcome of the Assessment?

<p>Please complete the appropriate box/boxes</p>	<p>1</p>	<p>No negative impacts have been identified –please explain.</p>
	<p>2</p>	<p>Negative Impacts have been identified; these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.</p>

	Access to specific areas may have to be restricted should conditions deteriorate. Partnership working with communities will be more important in keeping areas maintained.	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
	There is the potential for play equipment to be taken out of use if deemed unsafe and cannot be repaired. Apparatus replacement programme will be funded from capital only, reducing the speed of replacement	

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

Justification is to contribute towards reducing Council deficit.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Roads, Landscape & Waste Services	
	2) Title of Policy/Activity	Parks and Open Spaces - Stop All Non Routine Works	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Brian Strachan Position: Roads & Landscape Manager Date: 25/01/21 Signature:	Name: Derek Murray Position: Roads & Landscape Manager Date: 25/02/21 Signature:
		Name: Philip Leiper Position: Roads & Landscape Manager Date: 25/01/21 Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
5) Authorisation by Director or Head of Service	Name: Philip D McKay Position: Head of Service Date: 01/03/2021	Name: Position: Date:	

	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee.	Date:
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk	Date:

