



EQUALITY IMPACT ASSESSMENT

<p>Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).</p>	
Service	Infrastructure Services
Section	Roads and Landscape Services
Title of the activity etc.	Landscape Services
Aims of the activity	<p>Budgets allocated to Landscape Services support the management and maintenance of the parks and open spaces across Aberdeenshire along with the provision of a Burial Service.</p> <p>The approved Parks and Open Spaces Strategy fully details the principles of service delivery and has the stated Vision to:</p> <p>“Provide high quality multi-functional open space that is easily accessible, safe, welcoming, rich in biodiversity and sustainably managed for the future; which encourages a sense of belonging, and enhances the quality of life of those people who live, work in and visit Aberdeenshire”.</p> <p>It is widely recognised that Burial Grounds and Cemeteries play an important part in residents’ lives. This is to be reflected in the policies standards and maintenance to ensure that the public’s long term needs and requirements are satisfied.</p> <p>For the avoidance of doubt this EIA considers the impacts associated with the following budget savings:</p> <ul style="list-style-type: none"> a) Parks and Open Spaces: Conversion of urban grass areas to wild flower meadows and trees b) Parks and Open Spaces: Redesign of general amenity maintenance to focus on areas of higher footfall. c) Fishing Beats: Withdraw from the provision of fishing beats. Talks are already underway with interested groups. Progress on reaching agreement with interested groups has been slower than anticipated. d) Garden Maintenance Scheme: A review of the outsourced provision of this service (on behalf of Housing) is already underway, with a view to bring this service back in house.
Author(s) & Title(s)	Philip D McKay, Head of Roads and Landscape Services

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Citizen's Panel Corporate Compliments, Comments Complaints Reputation Tracker Undertakers Survey
Internal consultation with staff and other services affected.	Landscape Services Management Team, Team Briefing Roads and Landscape Services Management Team.
External consultation (partner organisations, community groups, and councils).	Citizen's Panel Survey Consultation with local Fishing Groups
External data (census, available statistics).	Association for Public Sector Excellence (APSE) Performance Networks
Other (general information as appropriate).	

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	Yes. There is currently little evidence to gauge the view of the public on the change to a less formally maintained estate.

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is	Measures:	Timescale:
	Engagement exercise through Community Council and Business Associations to explore public opinion	April 2017

implemented? These should be included in the action plan at the back of this form.		

Stage 5: Are there potential impacts on protected groups? Please complete 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	
Gender – male/female			Yes	
Pregnancy and maternity			Yes	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?

Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted		

above. Detail the impacts and describe those affected.		

Stage 7: Have any of the affected groups been consulted?

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?	No direct consultations have been carried out as the impacts are considered to be neutral.
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Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?

These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale

Stage 9: What steps can be taken to promote good relations between various groups?

These should be included in the action plan.	
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

The current service provided attempts to recognise the different needs of groups with protected characteristics through the provision of a wider range of facilities across our many communities. The Council website will be used to promote the opportunities for Community Group and Businesses to become involved.

Stage 11: What equality monitoring arrangements will be put in place?

<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's Panel and the internal 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>The changes proposed impact on the design of some urban grassed areas, with a change to natural meadows and urban trees. In addition general maintenance will be more focused on areas of higher footfall. These changes will not have a differential impact.</p> <p>The withdrawal from fishing beats will not have a differential impact and every effort will be made to pass the beats on to other operators.</p> <p>The potential to bring the Garden Assistance scheme back to in house provision is a technical matter and will see no change to the service provided.</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>
	<p>3</p>	<p>The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen</p>

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

There are no negative impacts associated with these changes.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Road and Landscape Services	
	2) Title of Policy/Activity	Landscape Services Budget	
	3) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Philip D McKay Position: Head of Roads and Landscape Services Date: 16 January 2017 Signature:	Name: Graham Wall Position: Roads and Landscape Services Manager Date: 16 January 2017 Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
	5) Authorisation by Director or Head of Service	Name: Stephen Archer Position: Director of Infrastructure Services Date: 16 January 2017	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. e.g. Social Work and Housing Committee.	Date:	
	7) EIA author sends a copy of the finalised form to: eia@abdshire	Date:	
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:

