

EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
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 EqIA considers the impacts associated with the following budget savings:</p> <p>a) Park and Street Furniture: Implement a system of community donations for replacements. Existing features will only be replaced should the local community consider the feature to be worthwhile and take a role in donating the infrastructure.</p> <p>b) Fishing Beats: Withdraw from the provision of Council controlled Fishing Beats.</p>
Author(s) & Title(s)	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. Currently there is little evidence to gauge the interest from Community Group, or Charities, with regard to the supply of donated infrastructure

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:
	Engagement exercise through Community Council and Business Associations to explore mechanism to control donations.	April 2016

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.		The current proposal may see a reduction in facilities such as seats and benches in Park and Country Parks. This is likely to have a negative impact on the groups listed above.

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?	At this stage no. However it is intended to consult with local groups such, as Aberdeenshire Advisory Group (ARC), to explore the potential impacts and mitigation.

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
	Engagement with Community Councils, Business Associations and Charities to explore the potential for a system of donated and sponsorship.	April 2016

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	Engagement with disability forum.

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 in supporting the provision of infrastructure within their towns.

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	The Service will continue to make use of the Citizen's Panel and the internal Reputation Tracker.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	The reduction in funding for Park and Street furniture may well lead to a reduction in the number of features such as park benches, picnic tables and the like. It is hoped that this impact can be mitigated through a system of Community donation and Business sponsorship.	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.
<p>The need to balance the overall corporate budget is a statutory requirement. When options have been considered by officers it appears that other options have greater negative impacts and therefore this outweighs the negative impacts associated with the gradual decline in network condition.</p> <p>However, ultimately, this is a decision for Elected Members, who are required to balance the varied needs of the citizens of Aberdeenshire against the level of service that can be delivered in line with budgetary provision.</p>

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	(if appropriate)
	3) Authors: I/We have completed the equality impact assessment	Name: Position: Head of Roads and Landscape Services Date: 15/12/15 Signature:	Name: Position: Date: Signature:

	for this policy/ activity.	Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
	5) Authorisation by Director or Head of Service	Name: Position: Director of Infrastructure Services Date:	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@abdnshire		Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:

