

Equality Impact Analysis Form

Essential Reference Paper 'C'

1. Equality Impact Analysis (EqIA) Form

Title of EqIA (policy/change it relates to)	Contract options for retender of grounds maintenance report to Overview and Scrutiny	Date	06/06/2018
Team/Department	Operations		
Focus of EqIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	To guide an effective retender process resulting in a contract that delivers a grounds maintenance service to an acceptable quality and within an affordable price. Implemented by Operations staff with guidance and approval from Members. The user group is potentially all residents in the District. The quality of service delivered by the retendered contract will impact upon the appearance and functionality of the Council's parks and open spaces. There may also be an impact relating specifically to the visual amenity offered by highway verges throughout East Herts.		

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	<p><i>Our parks and open spaces are used by all age groups. A priority analysis in the 2015 Residents Survey ranked Parks and Open Spaces as a key strength seen as more important and least needing improvement against other Council services. Health & Wellbeing initiatives across our parks are aimed at both young and old.</i></p>	<p><i>In 2015 77%; (76% in 2013) residents were very or fairly satisfied with their parks and open spaces. Records of complaints show that the standard of grounds maintenance is sensitive to change.</i></p>	<p><i>The proposal to maintain standards at their current level should retain user satisfaction and not impact negatively on their enjoyment of facilities. The potential lowering of standards on highway verges however may result in lower satisfaction, however we have no evidence of there being an age dimension to this. There would be no negative impact on health and safety.</i></p>	<p><i>Retain standards of maintenance for open spaces as recommended in report. Provide customers with information in advance of any change to highway maintenance to minimise concern.</i></p>
Disability	<p><i>All residents have good access to our parks and open spaces. Some research indicates that visiting the outdoors can have a positive impact upon mental health.</i></p>	<p><i>Anecdotally we are aware that disabled people enjoy using our parks and open spaces.</i></p>	<p><i>The outcomes of this report would not have an adverse effect on individuals in this category.</i></p>	<p><i>Implement as recommended.</i></p>

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Gender reassignment	N/A	N/A	N/A	N/A
Pregnancy and maternity	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A
Religion or belief	N/A	N/A	N/A	N/A
Sex/Gender	N/A	N/A	N/A	N/A
Sexual orientation	N/A	N/A	N/A	N/A
Marriage and civil partnership	N/A	N/A	N/A	N/A

Assessment of overall impacts and any further recommendations

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
The quality of parks and open spaces is important to the potential health and wellbeing of all residents and should be maintained at current standards to avoid any negative impact upon this as recommended in the report.				

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
In 2015 77%; (76% in 2013) residents were very or fairly satisfied with their parks and open spaces. Records of complaints show that the standard of grounds maintenance is sensitive to change.	Retain standards of maintenance for open spaces as recommended in report. Provide customers with information in advance of any change to highway maintenance to minimise concern.	Service users satisfied.	Level of complaints.	Report decision to be made by Exec in July 2018. New contract to go live Jan 2020.

EqIA sign-off: (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer: Ian Sharratt **Date:** 06/06/2018

Directorate Management Team rep or Head of Service: Jess Khanom **Date:** 06/06/2018

Author of Equality Impact Analysis: Ian Sharratt **Date:** 06/06/2018