

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA (Equality Impact Assessment):	Alternative Greenspace Management Proposals - Positive bio-diversity impact
2	Person responsible for the assessment:	John Stevens
3	Contact details:	
4	Section & Directorate:	One Trafford Partnership Client Team, Place Directorate
5	Name and roles of other officers involved in the EIA, if applicable:	

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>
3	What is the main purpose of the policy/function?	Trafford Council still need to identify savings to balance the budget for 2021/22. Service needs to be more aligned to the wider climate change agenda, with a programmed approach to service delivery. There is a possibility that 3 Full-time equivalent staff posts may be impacted to obtain the savings.

4	Is the policy/function associated with any other policies of the Authority?	Wider Council Budget savings
5	Do any written procedures exist to enable delivery of this policy/function?	Yes; Amey have their own establishment and organisational change policy
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<p>The One Trafford Partnership - the proposed changes will ensure we create a sustainable, value for money Grounds Maintenance service whilst achieving the required savings.</p> <p>One Trafford Employees - the aim of the approach is to help create a sustainable resilient service, that is more aligned to the wider climate change agenda</p> <p>If successful in promoting, this will help in managing the demand and allow for a more solution orientated service and a better customer experience for our service users</p>
8	How will the policy/function (or change/improvement), be implemented?	Staff will be consulted regarding changes to Service Delivery along with necessary changes to staff contracts.
9	What factors could contribute or detract from achieving these outcomes for service users?	There is the risk that reduced grass cutting on wider scale may increase pressure on ground services, with an initial increase in enquiries. However a more programmed approach should enable the service to operate more efficiently and allow it to focus on a smarter approach to service delivery. It will also be a start of alignment to climate change agenda.

10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	Yes, One Trafford Partnership which is a partnership between Trafford Council and Amey for the delivery of for the delivery of Waste Management, Highways and Facilities.
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C. Data Collection on People Impacted by Policy or Function

1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	This data is held by AMEY /One Trafford Partnership. As the services include street cleaning / Grounds Trafford residents who access this Service will be from all the protected characteristic groups.
2	Please specify monitoring information you have available and attach relevant information*.	Grounds Maintenance staff are made up of 34 staff in total with: 33 male staff members 1 female staff member 0 staff of black and minority ethnic origin 1 disabled member of staff Staff are of the age range between 20 and 55 years.
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	n/a

*Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service

D. Consultation & Involvement

1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	No
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	On initiation of the 30 day consultation period, staff will be consulted on their views of the specific proposal
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	<p>No barriers are anticipated. We will ensure that all staff potentially affected are able to fully participate in staff consultation. We will arrange meetings at convenient times that enable staff to attend during the Covid-19 pandemic in accordance with Covid.19 safety precautions.</p> <p>All staff are able to engage in face-to-face discussions and interviews (if required) with their managers and HR (Human Resources) staff. They will also be able to obtain written information easily.</p>

**It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Sex			Neutral?	There is no disproportionate impact on staff based on gender as all staff are going through the same consultation process
Pregnant women & women on maternity leave		Low		Provision will be put in place for staff on maternity leave during the consultation period
Gender Reassignment			Neutral	There is no disproportionate impact on staff based on gender reassignment
Marriage & Civil Partnership				n/a
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)			Neutral	There is no disproportionate impact on staff based on race/ethnic origin, as all staff are going through the same consultation process
Disability – physical, sensory & mental impairments			Neutral	There is no disproportionate impact anticipated for staff based on disability. However,

				any reasonable adjustments required for disabled staff as a result of implementation of the proposals will be put in place
Age Group - specify e.g. older, younger etc.			Neutral	There is no disproportionate impact on staff based on age as all staff are going through the same consultation process
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			Neutral	There is no disproportionate impact on staff based on sexual orientation, as all staff are going through the same consultation process
Religious/Faith groups (specify)			Neutral	There is no disproportionate impact on staff based on religion/faith, as all staff are going through the same consultation process. Meetings will be arranged at times that do not clash with religious holidays.

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

Neutral

F. Could you minimise or remove any negative potential impact? If yes, explain how.

Race:	n/a (not applicable)
Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	n/a
Disability:	Any individual adjustments required as a result of implementation of the proposals these will be considered on a case by case basis. Any the necessary reasonable adjustments will be put in place.
Age:	n/a
Sexual Orientation:	n/a
Religious/Faith groups:	n/a
Also consider the following:	
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?
2	Could the policy have an adverse impact on relations between different groups?
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Progress milestones

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed  Signed
 Lead Officer
 Date 01/02/2021

Service Head
 Date

If this EIA is to accompany a budget proposal please include sign off from a member of CLT:

Signed:  CLT Member: Richard Roe, Corporate Director, Place. Date: 02.02.21