

# Equality Impact Assessment

BIODIVERSITY IMPROVEMENTS –  
CHANGES TO MOWING ARRANGEMENTS

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

**For the following protected characteristics:**

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

**What is prohibited?**

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

**Complete this action plan as you go through the questions**

- **Step 1 – Introductory information**

Title of the policy	Biodiversity Improvements – Changes to Mowing Arrangements
Lead officer and others undertaking this assessment	Matt Bradford – Head of Contracts (Leisure, Waste and Environment)
Date EIA started	8 <sup>th</sup> March 2024
Date EIA completed	8 <sup>th</sup> March 2024

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)
Introducing a three-year pilot scheme of mowing changes at sixteen locations for the purpose of improving biodiversity. The pilot scheme will reduce the mowing frequency from ten cuts per annum to two cuts per annum at sixteen locations to improve biodiversity. All the existing footpath network/street lighting will be maintained to the current standards. Changes will only impact Amenity Open Spaces and no other open spaces designations
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
Users of open spaces. All client groups
Which groups have been consulted as part of the creation or review of the policy?
None

- **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc. Data/information such as: <ul style="list-style-type: none"> <li>• Consultation</li> <li>• Previous Equality Impact Assessments</li> <li>• Demographic information</li> <li>• Anecdotal and other evidence</li> </ul>
There is no active monitoring of the client group
What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

- **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.
No, the proposed changes are not considered to have an adverse impact on any of the protected groups.

● **Step 5 – Assessing the impact**

<p>Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision. Please refer to the general duties on the front page.</p>	
Age	The proposed changes are not considered to have an impact on this client group.
Disability <ul style="list-style-type: none"> <li>• Physical</li> <li>• Visual</li> <li>• Hearing</li> <li>• learning disabilities</li> <li>• mental health</li> </ul>	<p>No, the proposed changes are not considered to have an impact on this client group.</p> <p>There is no detriment to people with a visual impairment.</p>
Gender Reassignment (Transgender)	The proposed changes are not considered to have an impact on this client group.
Race	The proposed changes are not considered to have an impact on this client group.
Religion or Belief (Includes no belief)	The proposed changes are not considered to have an impact on this client group.
Sex (Gender)	The proposed changes are not considered to have an impact on this client group.
Sexual Orientation	The proposed changes are not considered to have an impact on this client group.
Other protected groups <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	The proposed changes are not considered to have an impact on this client group.
Other socially excluded groups <ul style="list-style-type: none"> <li>• Carers</li> <li>• Low literacy</li> <li>• Priority neighbourhoods</li> <li>• Health inequalities</li> <li>• Rural isolation</li> <li>• Asylum seeker and refugee communities</li> <li>• Current and ex-armed HM forces personnel (Veterans)</li> </ul>	The proposed changes are not considered to have an impact on this client group.

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

I have not identified any negative impacts resulting from this assessment.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The proposed changes will not have a detrimental impact on anyone with protected characteristics. The changes fully comply with the council's responsibilities.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

This EIA will be reviewed if the changes are fully embedded after the trial period, or if the changes are extended to new sites.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

There are no recommendations resulting from this assessment.

● **Step 7- Action Plan**


Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
1	Review any complaints received for adverse impacts on protected groups.	Head of Contracts	Ongoing
2	Communications on the proposed changes should be accessible to all residents.	Communications Manager	Ongoing.

● **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees		
Service users	x	The EIA will be published on the Councils website and appended to the cabinet report recommending the changes.
Partners and stakeholders		
Others		
To ensure ease of access, what other communication needs/concerns are there?		

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate
<b>I agree with this assessment</b>
<del><b>I disagree with this assessment</b></del>
If <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales below.
 <p>Signed (Service Head): Matt Bradford – Head of Contracts (Leisure, Waste and Environment)</p>
Date: 8 <sup>th</sup> March 2024

Please send completed & signed assessment to **Vicky Brackenbury** for publishing.