

# Record of Equality and Rights Impact Assessment

## Part 1: Background and Information

**(a) Background Details** - Please list ERIA background details:

ERIA Title and Summary Description	Change of grass cutting maintenance practice Citywide Unique Reference Number:		
Service Area	Division	Head of Service	Service Area Reference No.
Environment	Parks and Greenspace	Jim Hunter	SfC Add 13

**(b) What is being impact assessed?** Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
1. Implement a significant change to grass cutting practice for standard amenity grass across the grounds maintenance estate – parks, green space, verges, etc.  In line with the move to more ecologically-sound practice to restore, recreate and reconnect wildlife-rich spaces it is proposed to accelerate and extend the development of the 'Living Landscapes' approach.	05/09/14
2.	
3.	
4.	
5.	

**(c) ERIA Team** - Please list all ERIA Team Members:

Name	Organisation / Service Area
1. David Jamieson	Parks and Greenspace
2. Alan Bell	Parks and Greenspace
3. Sarah Murphy	Parks and Greenspace
4.	



1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

<b>Positive Impacts</b>
N/A
<b>Negative Impacts</b>
N/A

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

<b>Positive Impacts</b>
Contributes to more sustainable land management and carbon reduction strategy.
<b>Negative Impacts</b>
Age/Disability/Pregnancy & Maternity  Access through greenspace may be affected by graduated cutting regimes affecting elderly, disabled and those with buggies. This will be mitigated by paths/desire lines being maintained and kept clear. Maintenance strips will surround footpaths to ensure there is no encroachment.

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

<b>Positive Impacts</b>
N/A
<b>Negative Impacts</b>
N/A

### Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

**(i) Evidence Gaps** - Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
1.No public consultation to date	Consultation will take place after approval to take proposal forward
2.	
3.	
4.	
5.	

**(ii) Recommendations** - Please record SMART recommendations to (i) eliminate unlawful practice or infringements of absolute rights, (ii) justify identified infringements of rights or (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name required)	Timescale
1		
2.		
3.		
4.		
5.		

**(iii) Sign Off** - I, the undersigned, am content that: (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base, (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights, (iii) the ERIA recommendations are proportionate and will be delivered, (iv) the results of the ERIA process have informed officer or member decision making, (v) that the record of ERIA has been published on the Council’s website / intranet or (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
10/09/14	David Jamieson, Parks and Greenspace Manager	(i), (ii)