

Services for Communities



Equality & Rights Impact Assessment Proforma

Place 3	Place: Environment Services Formulation	ERIA Team	Wendy Henderson, Health Improvement and Diversity Manager

Protected Characteristics Affected	Age	Disability	Gender	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion & Belief including non belief	Sexual Orientation
	X	X	X			X	X	X	X

Gathering Information	Date	
Research	24 Nov 2015	Review of current structure against new structure
Officer Knowledge & Experience	16 Nov to 24 Nov 2015	Understanding of services currently provided which has enabled a robust gap analysis to take place ERIA Budget Proposals - Phase 1 ERIA Proportionality and Relevance Assessments
Equalities Monitoring Data		
Service User Feedback	Sept to Dec 2015	Collated as part of Budget Engagement and ERIA Budget Consultation processes
Partner Agency Feedback	Sept to Nov 2015	Collated as part of the ERIA undertaken in relation to Transfer of Allotments Management to Community Ownership
Community Consultation	Aug to Sept 2015 Oct to Dec 2015	ERIA Proportionality and Relevance assessments undertaken against all budget proposals submitted to F&R September 2015. Those with a relevance to E&R (and not presented to Committee October 2015) presented and consulted upon as part of ERIA Budget Proposal Consultation. See appendix 1 for list of events and invitees
Other	19 Nov to 25 Nov 2015	ERIA Proportionality and Relevance assessments undertaken against all Transformational Change Budget Proposals released 19 November 2015 as appendix to 2016/20 Revenue & Capital Budget Framework Report

Question/Comments from Consultation		SfC Officer Responses	
Undertaken as part of ERIA Budget Consultation Programme		Undertaken as part of ERIA Budget Consultation Programme	
Recommendations to address the issues raised	Is the recommendation already being addressed? If yes then whom, how and when. If no the go to next column	Whom, how and when will the recommendation be delivered?	Any justifiable reason why the recommendation cannot be implemented? Please describe
<p>Waste Services redesign</p> <p>ERIA Team to be established which will deliver robust ERIA. This will involve significant engagement with service users and support organisations via the Equality & Rights Network. Particularly in relation to an inclusive communications strategy</p>		<p>Waste Services DiversCity Officers</p> <p>Commencing January 2016 with updates provided throughout the savings delivery period</p>	
<p>Park Maintenance</p> <p>Significant community engagement is required to</p>	<p>Sarah Murphy</p> <p>Continual process which has</p>		

<p>ensure that parks continue to be a safe place which supports the health and wellbeing of people from the protected characteristics noted above</p>	<p>already commenced and will be documented throughout the development and delivery stages</p> <p>Commenced November 2015</p>		
<p>Task Force</p> <p>The potential for non involvement of staff in Winter Weather Maintenance will have to be assessed to establish if there is a disproportionate impact on the rights of people with particular protected characteristics. This will also provide evidence of whether there is any direct or indirect discrimination and the identification of mitigating actions if there is.</p>		<p>Waste Services DiversCity Officers</p> <p>Commencing January 2016 with updates provided throughout the savings delivery period</p>	
<p>Environmental Health & Scientific Services</p> <p>A full and robust ERIA needs to be undertaken to support the risk based prioritisation of work during the developmental stages as a way of identifying</p>		<p>Wendy Henderson to establish an ERIA Team</p> <p>Commencing January 2016 with updates provided throughout the savings delivery period</p>	

compliance with equality and rights legal and other requirements			
Staff based in Environment Services to engage with the Equality and Rights Network as a way of consulting with individuals and organisations representing the protected characteristics identified in the Equality Act 2010	Environment DiversCity Officers Ongoing		

Evidence of due regard to public sector equality duty (2010)	Advancing the equality of opportunity	Eliminating discrimination, harassment, victimisation and other prohibited conduct	Fostering good relations by promoting understanding and reducing prejudice
Please describe how	Environment Services ensure that people from across the protected characteristics can use and enjoy the City's parks and green spaces.	The services provided by Pest Control provide staff an opportunity to identify and respond positively to prohibited conduct experienced by those renting in the private sector	The fully inclusive burial services provided evidence the embracing of different religious based services publicly evidences the promoting of understanding and reduction in prejudice
Please outline any negative impacts			

Rights	Life	Health	Productive & Valued Activities	Individual, family & social life
Enhancing (state how)	Food Hygiene and Public Health positively enhance the right to life particularly in relation to young people, older people and people with disabilities	Food Hygiene and Public Health and Parks and Greenspace positively enhance the right to health particularly in relation to young people, older people and people with disabilities	Food Safety, Public Health and Scientific Service ensure that people can engage in productive and values activities	In providing safe & clean recreational open spaces Parks and Greenspace and Waste & Cleansing services positively enhance this right
Infringing (state how)				

Children's Rights	<ul style="list-style-type: none"> • The right to live in a safe play environment • The right to have a say in decisions that affect children
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Impact on Poverty Inequality Targets	<ul style="list-style-type: none"> • Sustainability improved and safe neighbourhoods which benefit people in all income groups who live and work there
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	<ul style="list-style-type: none"> • Sustainable and safe communities which are strong, resilient and engage all income groups
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Justification (including mitigating factors/actions)	
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Report Author **David Lyon**
Designation **Head of Service**
Date **27 November 2015**

Wendy Henderson
Health Improvement & Diversity manager
27 November 2015