

Thanet District Council (TDC) Equality Impact Assessment a

Step one: test for relevance

1 Person responsible for this assessment

Name:	Dr Hannah Scott		
Job title:	Climate Change Officer		
Phone:	07411 815157		
Service area:	Operations	Date of assessment:	22/02/2021

2 Others involved in carrying out the analysis

Name:	Jennifer Phillips
Name:	Rebecca Gonzalez-Bello
Name:	

3. Description of strategy, policy, service, project, activity or decision

Title:	Draft change in cutting regime for pollinators
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Is it new?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
A review of existing?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

3.1 Aims and objectives

Consider: **what** you are doing? **why** you are doing it? **who** will benefit?

What: Reducing frequency and specific design of grass cutting in specific designated areas
 Why: To improve plant and insect biodiversity to address the sharp decline in pollinators over the past few decades.
 These insects pollinate a large variety of our food.
 They also pollinate many garden flowers. The measures proposed will improve habitats for pollinators

Who will benefit:

Members of the community who use the environmental space
 Residents and visitors will benefit from the native wildflower meadows created along the sea

3.2 What outcomes are expected? Who is expected to benefit?

Outcomes:

Areas of native wildflower meadows created in specific areas along the coast.

More little flowers in our parks during the month of May.

Benefits are as above.

Further benefits flow from taking action on the climate and ecological emergency that TDC declared in July 2019.

4 Who is affected?

- 4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect? For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, wider community, others.

Residents and members of the community

Visitors

It is part of a wider national regime to enhance biodiversity

- 4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

Certain sections of the community may have limited access to healthy open spaces with good biodiversity because of their housing situation - eg living in accommodation without access to outside space. The main aim of these proposals is to improve biodiversity for pollinators. However, the secondary effect will be to improve the access of all members of the community to a healthy outdoor environment through creating these wildflower spaces.

5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

Eliminate unlawful discrimination (including harassment, victimisation and other prohibited conduct)

The proposals do not negatively impact the groups identified in the Act. They provide more healthy, biodiverse, open spaces for the whole community.

Advance equality of opportunity (between people who share a protected characteristic and people who do not share it)

The proposals aim to provide access to biodiverse, alternative open space for people with protected characteristics and those who do not share those characteristics.

There may be some impact on access to those with mobility issues because of the height of the grasses, however, see mitigation measures set out below.

Foster good relations (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

A healthier, more biodiverse open space is unlikely to adversely impact relations between diverse groups moreover it may enhance relations and individual well-being.

6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.

Questions	Yes	No
1. Are there any particular groups who may have trouble accessing the 'service'?		x
Comments:		
2. Does your information suggest that some groups of people are less satisfied than others with this 'service'?	X	
Comments: Some people inherently like cut grass over wildflower meadows. Many residents and visitors may view the areas as beautiful and be pleased that the area is managed for pollinators.		
3. Will this service have a significant impact on any of our residents?		X
Comments:		
4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service?		X
Comments:		
5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else?		X
Comments: Some residents will not like the change as they inherently prefer cut grass. Some residents, however, will love the wildflower meadows.		
6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs?		X
Comments:		
7. Does consultation need to be carried out?		X
Comments:		

In order to assess the priority of your **'service'** please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

Priority	Number of questions answered 'yes'	Rating	Action
High	3 or more		Continue to section 2
Medium	1 to 2		Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required).
Low	0		Test for relevance complete.

If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.

Step two: full equality impact assessment

1 Could the strategy, policy, service, project, activity or decision have a **negative, positive or neutral** effect on groups or individuals?

Consider:

What you are doing?

Why you are doing it?

How you are doing it?

Who can access the service easily and who may not be able to access the service and **why**?

The full analysis explores ways to reduce or eliminate barriers and/or negative impacts.

Protected characteristics	N e g a t i v e	P o s i t i v e	N e u t r a l	Evidence/Reasoning (Consider any barriers which will have negative impact and/or good practices giving positive impact)
<p>Age</p> <p>Consider:</p> <ul style="list-style-type: none"> The way younger and older people access services may be different Use of technology Child care/care of other dependant Timings/flexibility, such as work patterns Transport arrangements Venue location 	x	x		<p>Recommendations:</p> <p>Negative: Elderly people and families with buggies may find it difficult to walk through the grassland meadows in late summer.</p> <p>Mitigation: The perimeter of the designations will be cut, as will a walkway through the centre. The designations will only be a percentage of the overall open space, and so access will not be restricted.</p> <p>Positive: The elderly may remember grassland meadows and be pleased that we are reinstating them.</p> <p>Many residents and visitors may view the areas as beautiful and be pleased that the area is managed for pollinators.</p>
<p>Disability (Includes: physical, learning, sensory (deaf/blind), mental health)</p> <p>Consider:</p> <ul style="list-style-type: none"> Communication methods Accessibility – venue, location, transport Range of support needed to participate Hearing Loops/Interpreters Disability awareness training for employees 	x	x		<p>Recommendations:</p> <p>Negative: Wheelchairs will not be able to access the designated areas late in the summer due to the height of the wildflower meadow.</p> <p>Mitigation: The perimeter of the designations will be cut, as will a walkway through the centre.</p> <p>Positive: It is well documented that areas kept for biodiversity lifts the spirits and improves wellbeing, having a positive effect on mental health. It is hoped that the wildflower meadow will attract more bees and butterflies and the presence of these will have a positive impact on all residents.</p>

<p>Race (Includes; gypsy, travelling, refugee and migrant communities)</p> <p>Consider:</p> <ul style="list-style-type: none"> • The size of the BME communities that your service/project affects. • Language(s) spoken/understood. • Culture, such as hygiene, clothing, physical activities, mixed gender activities. • What access support can you offer? 			<p>Recommendations:</p> <p>NA</p>
<p>Religion, faith or belief</p> <p>Consider:</p> <ul style="list-style-type: none"> • The diversity within the communities that your service/project affect • Prayer times, meal times, food (some religions do not eat meat), cultural habit or belief, religious holidays such as Ramadan • Awareness training for employees 			<p>Recommendations:</p> <p>NA</p>
<p>Pregnancy and maternity</p> <p>Consider:</p> <ul style="list-style-type: none"> • Flexible hours of the service/project • Is there access to private area for breastfeeding mothers? 			<p>Recommendations:</p> <p>NA</p>
<p>Gender</p> <p>Consider:</p> <ul style="list-style-type: none"> • The impact on men and women • Child care/care of other dependant • Mixed/single gender groups/activities • Timing of services/projects 			<p>Recommendations:</p> <p>NA</p>
<p>Sexual orientation (Includes: lesbian, gay, bisexual)</p> <p>Consider:</p>			<p>Recommendations:</p> <p>NA</p>

<ul style="list-style-type: none"> • LGB people should feel safe to disclose their sexual orientation without fear of prejudice • Make it clear you recognised civil marriage and partnerships • Awareness training for employees 			
<p>Transgender</p> <p>Consider:</p> <ul style="list-style-type: none"> • Trans people should be able to disclose their gender identity without fear of prejudice • Making it clear you have a Trans policy and process • Awareness training for employees 			<p>Recommendations:</p> <p>NA</p>
<p>Marriage and civil marriage/partnership</p> <p>Consider:</p> <ul style="list-style-type: none"> • All couples or partners, regardless of gender, should be able to access services 			<p>Recommendations:</p> <p>NA</p>

Outsourced services	
<p>If your policy/process is partly or wholly provided by external organisations/agencies (such as Civica or Capita), please list any arrangements you plan to ensure that they promote equality and diversity. Include this in your improvement plan</p>	
Relations between different equality groups	
<p>Does your assessment show that a strategy, policy or process may amount to potential adverse impact between different equality groups? If yes please explain how the improvement plan is going to tackle this issue</p>	<p>No</p>
Consultation responses	
<p>Summary of replies from individuals and stakeholders consulted including any previous complaints on equality and diversity issues about the strategy, policy or process</p>	

Summary of recommendations		
Actions	By Who	By When
Follow the communication plan to inform residents of the changes and also the benefits of wildflowers and pollinators.	Dr Hannah Scott, Emma Penny and Comms team	May 2021

Declaration

I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

I confirm that a full Equality Impact Assessment has been completed.

Yes No

Recommendations agreed: Yes No

Signed:  (Director): Mike Humber - Director of Operations	EIA date: 24 February 2021
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