

APPENDIX A

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Lee Matthews – Strategic Manager Recreation and Open Spaces
Directorate:	Neighbourhoods
Date of Completion:	22/09/2019

Name of Policy/Strategy/Service/Function Proposal

Award of Grounds Maintenance Contract

The Aims, Objectives and Expected Outcomes:

The aim to procure and appoint a grounds maintenance contractor to cover services across the Island

Our objective to seek best value through joint procurement of parks and countryside, cemeteries, schools, and community open space

Our outcome is to secure economies of scale through island wide contract and standardisation of services and costs

The intention is to realise a better outcome for our customers and communities. Working jointly with a contractor brings about opportunities to share knowledge and experience which is of benefit to everyone. Opportunities to benefit from technological advances may have significant benefits for our customers.

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	No
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	The service is universal and delivered to areas of land rather than individuals.
Disability			X	The service is universal and delivered to areas of land rather than individuals.
Gender Reassignment			X	The service is universal and delivered to areas of land rather than individuals.
Marriage & Civil Partnership			x	The service is universal and delivered to areas of land rather than individuals.
Pregnancy & Maternity			x	The service is universal and delivered to areas of land rather than individuals.
Race			x	The service is universal and delivered to areas of land rather than individuals.
Religion / Belief			x	The service is universal and delivered to areas of land rather than individuals.
Sex (male / female)			x	The service is universal and delivered to areas of land rather than individuals.
Sexual Orientation			x	The service is universal and delivered to areas of land rather than individuals.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<p>Reletting the contract will ensure parks and open space remain open and accessible to all users. Numerous research studies show that access to local, quality green space improves the physical and mental health and wellbeing of everyone. Access to green and blue spaces helps promote physical and mental health and wellbeing through the joint benefits of physical activity and interacting with others. Evidence shows that living in close proximity to green spaces, such as parks and other open spaces, can improve health for the whole population. There is also evidence that access to, and engagement with, the natural environment is associated with positive health outcomes, such as improved mental health and a reduced risk of cardiovascular disease.</p>	

Evidence Considered	
<p>A full review of the current contract and services provided has been undertaken internally between Parks and countryside, rights of way, beaches and bereavement services. Consultation with key stakeholders has also been undertaken throughout the development of the new contract.</p> <p>schools town and parish councils cemetery friends groups</p>	
Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	