

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Colin Clayton

Email address: colinclayton@wirral.gov.uk

Head of Section: Mary Worrall

Chief Officer: Nicki Butterworth

Directorate: Neighbourhood Services

Date: 4th February 2021

Section 2: What Council proposal is being assessed?

**Ceasing Maintenance of Amenity greenspace and Highway Verge Public Open Spaces
& Reduced Maintenance and increased Rewilding and Increases Pollinators in Parks.**

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes / No **If 'yes' please state which meeting and what date**

17th February 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://democracy.wirral.gov.uk/ecCatDisplay.aspx?sch=doc&cat=13797>

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

Friends Groups, Wirral Parks Partners, Volunteers

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Age: Children & Older persons	Negative impact of decrease in usable space	Promote nearby parks as alternatives. The Management Team will carefully plan the reduced and ceased maintenance with a view to limiting the impact on the Community as far as is reasonably practicable within the restrictions of the significantly reduced budget and resources. The Plans will be implemented with Members and the Community as the limited resources allow. As appropriate we will include within the implementation plans the inclusion of grass	Mary Worrall	Ongoing	Significant Officer engagement time

		<p>pathways through the greenspaces, and the mowing of edges of surfaced paths. We will also encourage, with the support of Members, Community Groups to take over their local open amenity spaces to manage in a way that aligns with the Pollinator Strategy that also meets their local needs for open space.</p> <p>Note: Mowing of sightlines for safety purposes are not proposed to be part of this saving option, but instead will continue to be mown.</p>			
<p>Disability: Asthma sufferers,</p>	<p>Mixed impact on those suffering from substantial Asthma. There will be a positive impact arising from the decrease in use of fossil fuel burning mowing machines, and in the long term from increase tree growth leading to increased air quality on average, however this will be balanced in some situations with increased levels of pollen from unmown grass. <i>(It is important to note, the initial research carried out by PollerGEN regarding cutting and pollen does state that it requires further research to analyse the impact it may have on health</i>". There are a confounding number of issues to consider (e.g. amount of exposure, location etc) so imagine it would be difficult to quantify.)</p>	<p>Promote nearby parks as alternatives.</p> <p>On Wirral's website we will advise residents that there is a reduced grass cutting regime in place and that there may be higher levels of pollen during certain periods of the year and that they should check the pollen count and plan their visit accordingly.</p> <p>Note: Mowing of sightlines for safety purposes are not proposed to be part of this saving option, but instead will continue to be mown.</p>	Mary Worrall	Ongoing	Significant Officer engagement time

<p>Disability: Blind and Partially sighted</p>	<p>Negative impact in that longer vegetation and piles of vegetation where cutting takes place on a less frequent cycle, will hide potential hazards (e.g. dog faeces, trip hazards), especially to those in this group</p>	<p>Promote nearby parks as alternatives.</p> <p>The Management Team will carefully plan the reduced and ceased maintenance with a view to limiting the impact on the Community as far as is reasonably practicable within the restrictions of the significantly reduced budget and resources. The Plans will be implemented with Members and the Community as the limited resources allow. As appropriate we will include within the implementation plans the inclusion of grass pathways through the greenspaces, and the mowing of edges of surfaced paths. We will also encourage, with the support of Members, Community Groups to take over their local open amenity spaces to manage in a way that aligns with the Pollinator Strategy that also meets their local needs for open space</p> <p>Note: Mowing of sightlines for safety purposes are not proposed to be part of this saving option, but instead will continue to be mown.</p>	<p>Mary Worrall</p>	<p>Ongoing</p>	<p>Significant Officer engagement time</p>
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Persons of poorer Socio-economic status.	Negative impact of decrease in usable space	Promote nearby parks as alternatives.	Mary Worrall	Ongoing	Negligible
Workforce	<p>Positive; Consideration will be given to allow staff who have requested EVR / VS to leave.</p> <p>Negative; If any staff are affected who do not want to leave they would be put on the re-deployment list. – this is unlikely at present time</p> <p>The proposal will affect between 12-14 posts. None of these posts are vacant at present, but may be offset by not filling seasonal vacancies.</p>	Any staff on the re-deployment list with protected characteristics would be considered by HR and any additional support would be provided.	Mary Worrall	Ongoing	Negligible

Section 4a: Where and how will the above actions be monitored?

Above actions will be monitored monthly by the lead officer

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 5: What research / data / information have you used in support of this process?

Children, older persons, and those from poorer Socio-economic status are relatively more frequent users of their local Parks and Open Spaces. In considering the issues identified in 4 the Service Management Team have engaged with the Public Health Team and The Climate Emergency Team in forming the recorded considerations.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes / No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Public consultation on this proposal budget implication took place from 21st December 2020 – 22nd January 2021 which included online and virtual community outreach consultation.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)**
- b) **Include any potential positive impacts as well as negative impacts? (section 4)**
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**