

Highway Grass Verge Cutting Policy &  
Programme 2014/15  
21<sup>st</sup> March 2014

Equality Impact Assessment

**Contact:** Mike Hitchings, Highways and Environmental Services  
**Updated:** 21.03.2014

**1. What type of proposal / decision is being assessed?**

A new or revised policy

**2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?**

To revise the Council's verge cutting policy and programme for 14/15 to incorporate the views of stakeholders.

**3. Does this proposal / decision require an equality impact assessment? If no, please explain why.**

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

|    |   |
|----|---|
| No | <If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end> |
|----|---|

**4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken**

*(Please refer to section 1 in the toolkit for guidance)*

<Type here>

**5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

<Please summarise any likely positive impact and identify which protected

characteristics will benefit>

**6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

<Please summarise any disproportionate negative impact and identify which protected characteristics will be affected>

**7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

<Please Select> | <If yes, please provide detail>

**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

<Please Select> | <If yes please complete the table below. If no, please explain here>

| Action(s)                                      | Owner        | By when?   |
|--|--------------|------------|
| <Please describe>                              | <Enter Name> | <DD.MM.YY> |
| <Please describe>                              | <Enter Name> | <DD.MM.YY> |
| <Please describe>                              | <Enter Name> | <DD.MM.YY> |
| <Please describe>                              | <Enter Name> | <DD.MM.YY> |
| <Unrestrict editing to insert additional rows> | <Enter Name> | <DD.MM.YY> |

**9. Declaration**

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date: | 21.03.14

| Name of Lead Officer for Equality Impact Assessment | Date     |
|---|----------|
| Mike Hitchings                                      | 21.03.14 |

**Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.**