

**Appendix 4**

**Rural Highway Grass Cutting Regimes  
24 April 2016**

Equality Impact Assessment

**<Title of the proposal being assessed>**

**Contact:** S.Parker - Head of Highways

**Updated:** <24.04.2016

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

A strategic or service plan

**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?**

<Variations to rural grass cutting frequencies

**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*

<b>No</b>	<The proposed regimes do not disproportionately affect any of the protected groups
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**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>
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**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>
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**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>
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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.

<b>Review Date:</b>	24.04.2016
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Name of Lead Officer for Equality Impact Assessment	Date
S.Parker	24.04.2016

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