

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	C/13/65	
Lead Officer	Name	Paul Wright
	Position	DM – Open Space Services
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SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

Proposal to change the way allotment plots are charged for from plot size to a m2 rate.

What is the current status of the policy / practice?

Existing

Changed ✓

New

1.3 What are the principal aims and intended outcomes of the policy / practice?

Allotment tenants raised the issue of fairness in charging for allotments. Because HBC allotments are variable in size the situation exists where an individual having a plot of 250m2 will pay the same as an individual who has 180m2.

1.4 Who has primary responsibility for delivering the policy / practice?

Open Space Services

1.5 Who are the main stakeholders?

Allotment plot holders. Halton BC is the landlord

1.6 Who is the policy / practice intended to affect?

Residents

Staff

Specific Group(s) ✓

(add details below)

Allotment plot tenants

1.7 Are there any other related policies / practices?

Communities Directorate has a duty to produce a budget in line with the Council's approved Medium Term Financial Strategy. This proposal will enable the service to continue in its current form whilst at the same time being more equitable to plot holders.

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SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (✓) No ()

State reasons below

(Relevance to service users/staff)

The service is available to all, regardless of protected characteristic.

2.2 Has data and information has been used in determining the impact of the policy / procedure under review?

Equality Group(s)	All
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Baseline data and information

Occupancy levels, waiting list. User profiles are recorded which include many of the protected characteristic.
Allocations priorities are not influenced by the characteristics of the user.

2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or Low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	/	All protected groups may be and are service users and none are affected by service changes in a way that is determined by their characteristics.
Disability	=	/	
Gender	=	/	
Race / ethnicity	=	/	
Religion / belief	=	/	
Sexual Orientation	=	/	
Transgender	=	/	
Marital status/ Civil Partnerships	=	/	
Pregnancy/Maternity	=	/	

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In Halton two further vulnerable groups have been identified: -			
Carers	=	/	As above
Socio – economic disadvantage	–	L	It is recognised that the proposal potentially has some negative socio-economic impact on holders of the larger plots. The majority of plot holders will see no cost increase and some will see a reduction;

2.4 Does the policy / practice have any potential impact upon safeguarding vulnerable people?

No

2.5 How will the impact of the policy / practice be monitored?

Occupation levels, waiting list. Both can be analysed by a range of protected characteristics to determine any significant changes in profile which may follow implementation of this proposal.

2.6 Who will be responsible for monitoring?

Open Space Services

2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment. Where none have been identified insert 'no further action required' in the first column

Action & purpose / outcome	Priority	Timeframe	Lead Officer
Monitoring and analysis of user and waiting list profiles	L	Ongoing	Open Space Services

2.8 Summary of stakeholders involved in this review

Job Title or Name	Organisation / representative of
Paul Wright DM, Open Space Services	Halton BC
Les Unsworth Policy Officer, Corporate & Organisational	Halton BC

2.9 Completion Statement

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As the identified Lead Officer of this review I confirm that:-

No significant negative impact has been identified for one or more equality groups that cannot be mitigated at this stage and a Stage 2 Assessment is not required
√

Signed: Paul Wright

Date: 04/10/2013

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.