

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics.

(Form updated October 2023)

Parks & Grounds Commercialisation ENV013 / HAT09

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Environment – Parks & Grounds
Lead Officer and contact details	Jon Clubb – Head of Parks & Grounds Jonathan.clubb@northyorks.gov.uk
Names and roles of other people involved in carrying out the EIA	N/A
How will you pay due regard? For example, working group, individual officer	Working group
When did the due regard process start?	December 2024

Section 1. Please describe briefly what this EIA is about. (for example, are you starting a new service, changing how you do something, stopping doing something?)

The context is the introduction of new financial income targets associated with increasing commercial income within the parks and grounds service. These total £322k between 2024/25 to 2027/28.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (for example, to save money, meet increased demand, do things in a better way.)

Within a challenging financial context and the need for all services to make efficiency savings (or generate additional income) the Parks and Grounds Service has the opportunity to utilise existing skills and expertise to leverage additional commercial income. These will contribute to Service Unit savings targets and help protect front line services.

Section 3. What will change? What will be different for customers and/or staff?

Staff will be expected to be commercially minded in their work and ensure they are target driven whilst ensuring excellent customer service and value for money. Customer will benefit from an increase range of services offered by the council, drawing on our expertise and knowledge.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

Customer feedback and intelligence is a key driver for developing new or enhancing existing commercial services. This is often informal through our daily interactions when making sales or through monitoring of requests for services / demand that we have not yet satisfied. Internally, within North Yorkshire Council, officers from across the service have been involved with developing proposals via existing management meetings and project groups. Ongoing customer feedback will help further develop and refine proposals in later years.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

The programme to further commercialise Parks and Grounds services is intended to have a net benefit of £322k to be in phases until the financial year 2027/28.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age	X			
Disability	X			
Sex	X			
Race	X			
Gender reassignment	X			

Sexual orientation	X			
Religion or belief	X			
Pregnancy or maternity	X			
Marriage or civil partnership	X			

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?	X			
...have a low income?	X			
...are carers (unpaid family or friend)?	X			
..... are from the Armed Forces Community	X			

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)

North Yorkshire wide	N/A
Craven	
Hambleton	
Harrogate	
Richmondshire	
Ryedale	
Scarborough	
Selby	

If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.

N/A

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (for example, older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.

N/A

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	X
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.) No potential for discrimination or adverse impacts have been identified.	

<p>Section 11. If the proposal is to be implemented, how will you find out how it is really affecting people? (How will you monitor and review the changes?)</p> <p>The implementation of any recommendations will be reviewed by officers from the relevant services and take into account stakeholder feedback.</p>
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Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.				
Action	Lead	By when	Progress	Monitoring arrangements
Post implementation Review of EIA	HoS Parks & Grounds	December 2026	N/A	Project group

<p>Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.</p> <p>Proposals to enhance commerciality across the Parks and Grounds service have not identified potential for discrimination or adverse equalities impacts. Net growth in income will support the council in achieving a fiscally sustainable position.</p>
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<p>Section 14. Sign off section</p> <p>This full EIA was completed by:</p>

Name: Jon Clubb

Job title: Head of Parks & Grounds

Directorate: Environment

Signature:

Completion date: 7 January 2025.

Authorised by relevant Assistant Director (signature):

Date: