Appendix B - Equality with Human Rights Analysis Toolkit



The Equality Act 2010 and Human Rights Act 1998 require us to consider the impact of our policies and practices in respect of equality and human rights.

We should consider potential impact before any decisions are made or policies or practices are implemented.

SECTION A

Name of policy / project / service	Grounds Maintenance service specification	
Background and aims of policy / project / service at outset	This assessment relates to the specification developed as part of the 'GSW26' project	
	It forms part of the Grounds Maintenance contract that runs from 1/9/2026 and determines how the services are delivered.	
	It was developed following extensive, focussed officer workshops, and has been informed by the outcomes of All-Member workshops, the Council's legal duties and requirements, best practice, officer experience, customer need, and the environmental agenda	
Person(s) responsible for policy or decision, or advising on decision, and also responsible for equality analysis	Caroline Bird, Community Services Manager (Programme). The project has been overseen by the GSW26 Board.	
Key people involved i.e. decision- makers, staff implementing it	GSW26 Board, Chaired by Simon Walters. Cllr Bob Bushell Portfolio Holder. Specifications considered by Policy Scrutiny Committee and signed off by Executive. Community Services staff to contract / performance manage the contract. Quarterly Performance Management Board to oversee performance of the contract, chaired by Portfolio Holder.	

SECTION B

This is to be completed and reviewed as policy / project / service development progresses

	Is the likely effect positive or negative? (please tick all that apply)			Please describe the effect and evidence that supports this and if appropriate who you have consulted with*	Is action possible to mitigate adverse	Details of action planned including dates, or why action is not possible
	Positive	Negative	None		impacts?	
Age			✓	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Disability including carers (see Glossary)			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Gender re- assignment			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Pregnancy and maternity			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Race			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Religion or belief			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Sex			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	
Sexual orientation			1	There are no issues that would affect people in this protected characteristic category specifically.	Yes/No/NA	

larriage/civil artnership		•	There are no issues that would affect people in this protected characteristic category specifically.	e Yes/No / <u>NA</u>	
uman Rights see page 8)			There are no Human Rights implications	Yes/No/NA	
		ude information fr nd reviews of prev	rom consultations; voluntary group feedback; sa rious strategies	atisfaction and usage data (i.e. compla	aints, surveys
oid any aps exist?	information	Y/N/NA	If so what were they and what will you do	to fill these?	
		NO			
		De	SECTION C ecision Point - Outcome of Assessmen	nt so far:	
Based on th	e information	_		please select one option below):	Tick here
No equalNo majorAdverseAdjust the	lity or human r r change requi Impact but co ne policy (Char	in section B, who right Impact (you ired (your analysis ntinue (record ob nge the proposal t	ecision Point - Outcome of Assessmen	please select one option below): essment below harassment)- sign assessment below pact)-complete sections below AFTER changes made	Tick here [
 No equal No major Adverse Adjust th Put Polic Conclusion of	lity or human r r change requi Impact but co ne policy (Char	in section B, wheright Impact (you ired (your analysis ntinue (record obage the proposal tek advice from the	ecision Point - Outcome of Assessment at is the decision of the responsible officer (arranalysis shows there is no impact) - sign assess shows no potential for unlawful discrimination, bjective justification for continuing despite the impact of mitigate potential effect) -progress below only	please select one option below): essment below harassment)- sign assessment below pact)-complete sections below AFTER changes made	[

Checked and approved by responsible officer(s) (Sign and Print Name)	Claser.	Date	25/4/2024
Checked and approved by Assistant Director (Sign and Print Name)		Date	25/4/2024