

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Tree Planting Programme	
Directorate: Regeneration & Environment	Service area: Culture Sport & Tourism
Lead person: Andy Lee	Contact number: 01709 822457
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
If other, please specify: Delegated Officer Decision	

2. Please provide a brief description of what you are screening
Tree Planting programme and site selection

3. Relevance to equality and diversity
All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		X
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>		X
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		X
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		X

If you have answered no to all the questions above, please explain the reason

The questions above where the service has answered 'no' are explained below:

Has there been or is there likely to be an impact on an individual or group with protected characteristics?

The Tree planting programme is applied across the borough, it identifies suitable sites based on existing use and suitability of soils and other environmental factors for planting. As the guidance relates to the management of the natural environment rather than engagement with specific communities, there is no specific impact any individual or group regardless of protected characteristics.

Could the proposal affect the Council's workforce or employment practices?

The Tree Service will continue to operate within its current industry practices, the programme just identifies priority sites for planting.

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

The questions above where the service has answered yes are explained below:

Could the proposal have implications regarding the accessibility of services to the whole or wider community?

The Tree planting programme seeks to positively impact the community in terms of their immediate environment, reducing negative environmental impact and improving mental health.

Could the proposal affect service users?

The proposal aims to positively affect service users.

Have there been or likely to be any public concerns regarding the proposal?

It is unlikely that proposals will cause concern in the short term. In the longer term the maintenance of trees can cause concern. These concerns are subject to other policy and guidance outside the terms of this programme.

Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?

No

- **How have you considered equality and diversity?**

The tree planting programme has been discussed at ward briefings and local concerns have been considered and the programme altered to accommodate concerns within communities.

- **Key findings**

The tree planting programme is generally seen as a positive environmental activity which benefits people universally by greening and improving the environment.

- **Actions**

The service will undertake the following actions:

<ul style="list-style-type: none"> Continue to work with colleagues in Neighbourhoods, ward members to prioritise planting locations. Continue to engage with individuals and groups to universally encourage tree planting and increases in tree cover across the Borough. 	
Date to scope and plan your Equality Analysis:	15 th May 2023
Date to complete your Equality Analysis:	15 th May 2023
Lead person for your Equality Analysis (Include name and job title):	Andy Lee – Green Spaces Manager

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Andy Lee	Green Spaces Manager	17 th May 2023

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	15 th May 2023
Report title and date	Tree Planting Programme 2021 to 2023.
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	June 2023
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	18 th May 2023