

## 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	
<b>Title: Borough Wide Tree Planting Plan</b>	
<b>Directorate:</b> Regeneration & Environment	<b>Service area:</b> Culture Sport & Tourism
<b>Lead person:</b> Andy Lee	<b>Contact number:</b> 01709 822457
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input checked="" type="checkbox"/> Other
<b>If other, please specify: Plan</b>	

2. Please provide a brief description of what you are screening
A Borough Wide Tree Planting Plan for the ten-year period 2021-2031.

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:

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

The planting off trees is seen as having a positive effect on communities and the plan identifies that in all cases consultation regarding planting locations will take place. This will ensure there is no impact on the provision or accessibility to existing or future services.

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

The Borough Wide Tree Planting Plan 2021-2031 is applied universally across the borough, there is nothing in the plan with regard to any particular group. 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 how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?**

The Borough Wide Tree Planting Plan provides access at the point of delivery within local communities and opportunities to engage with the process will be available in all wards.

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

The Tree Service will continue to operate within its current industry practices, the protocol and guidance seeks to support and prioritise the current practices rather than materially change them.

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 affect service users?**

The plan is likely to provide positive benefits for service users, however some individuals could feel inconvenience through planting close to their homes. The Plan seeks to mitigate this through thorough consultation with regard to individual planting locations.

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

As above some initial local concerns have been raised and have been mitigated through local consultation both with individual residents and Elected Members.

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

The Borough Wide Tree Planting Plan will be made publicly available on the Council's website. Ward Members will be consulted regarding individual planting schemes and residents close to schemes will be given advance notice and the ability to feed into the process. The service will engage with individual residents who are concerned about planting.

- **Key findings**

Whilst the Borough Wide Tree Planting Plan aims to improve the local environment it has been identified that some people may have concerns regarding planting and proximity to

existing buildings. This will be mitigated through constructive consultation with individual residents.

The Plan will be applied universally across the borough and therefore does not impact disproportionately on any particular group or individual, but provision has been made within the guidance to support residents with vulnerabilities.

**• Actions**

The service will undertake the following actions:

- Work with Neighbourhood services and Ward Members to identify local issues with regard to planting schemes.
- Consult with residents who may be affected owing to proximity to existing homes.

Date to scope and plan your Equality Analysis:	20 <sup>th</sup> December 2023
Date to complete your Equality Analysis:	30 <sup>th</sup> November 2024 - Review
Lead person for your Equality Analysis (Include name and job title):	Kevin Burke – Tree Service 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	20 <sup>th</sup> December 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](mailto: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.

<b>Date screening completed</b>	20 <sup>th</sup> December 2023
<b>Report title and date</b>	Borough Wide Tree Planting Plan 2021-2031

<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	N/A
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	20 <sup>th</sup> December 2023