

### Equality Analysis Template – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

<b>Name of policy, strategy or function:</b>	Rural Highway Grass Cutting
<b>Version and release date of item (if applicable):</b>	
<b>Owner of item being assessed:</b>	Paul Hendry – Countryside Manager
<b>Name of assessor:</b>	Paul Hendry – Countryside Manager
<b>Date of assessment:</b>	15/09/2015

<b>Is this a:</b>		<b>Is this:</b>	
<b>Policy</b>	<b>Yes</b>	<b>New or proposed</b>	<b>No</b>
<b>Strategy</b>	<b>No</b>	<b>Already exists and is being reviewed</b>	<b>Yes</b>
<b>Function</b>	<b>No</b>	<b>Is changing</b>	<b>No</b>
<b>Service</b>	<b>Yes</b>		

<b>1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?</b>	
<b>Aims:</b>	Reduce rural verge cutting from 3 to 2 cuts per year.
<b>Objectives:</b>	Reduce funding
<b>Outcomes:</b>	Overgrowth of vegetation can create a safety hazard for highway users by obstructing visibility at junctions; forcing highway users (particularly horse riders, cyclists and pedestrians) into the road and, adversely affecting surface water drainage, causing localised flooding. There will be reduced strimming and 'blowing' after grass cutting and reduced small area cutting e.g. around the base of signage and other highway structures. Visibility splays will be prioritised on classified roads but there will be an

	increased risk of road accidents depending on the extent of seasonal growth.
<b>Benefits:</b>	

<p><b>2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.</b></p> <p><b>(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)</b></p>		
<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this.</b>
<b>Further Comments relating to the item:</b>		
There are no equalities impacts directly as a result of this policy. None of the protected characteristics are disadvantaged.		

<b>3 Result</b>	
<b>Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?</b>	<b>No</b>
<b>Please provide an explanation for your answer:</b>	
This proposal will impact everyone equally. There is no requirement to treat those with protected characteristics more favorably than others.	
<b>Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?</b>	<b>No</b>
<b>Please provide an explanation for your answer:</b>	
Certainly not those with protected characteristics.	

**If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.**

**If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.**

<b>4 Identify next steps as appropriate:</b>	
<b>Stage Two required</b>	No
<b>Owner of Stage Two assessment:</b>	Paul Hendry
<b>Timescale for Stage Two assessment:</b>	
<b>Stage Two not required:</b>	Not required

**Signed: Paul Hendry**

**Date: 8/10/15**

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