

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	Recruit an in house Tree Surgery Team and stop using external contractors to provide tree surgery services for SCC, including TUPE of existing contractor employees
Brief Service Profile (including number of customers)	The Tree unit is part of the Parks and Street Cleansing Service, it currently consists of 6 Tree Officers responsible for all matters relating to trees in Southampton. One of the duties is to issue works to external contractors, who undertake all of SCC tree surgery works. The proposal is to directly employ teams of tree surgeons to deliver these currently contracted out services. This project/ESIA concerns the steps of bringing the team in house particularly recruitment and TUPE.
Summary of Impact and Issues	.
Potential Positive Impacts	Creation of 10 jobs within the city. Increase of capacity for delivery of tree surgery hours. Increase in responsiveness of service to residents requirements. Ability to carry out preventative surgery works as well reactive & emergency works. Ability to be more understanding of requirements of other services and

	departments' needs. Ability to plan timings of works to reduce any nuisance or inconvenience to residents partners.
Responsible Service Manager	Nick Yeats
Date	<u>27/01/16</u>

Approved by Senior Manager	Mitch Sanders
Signature	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	None – anyone capable of carrying out works is eligible.	
Disability	There are constraints with this service in terms that staff must be physically capable of carrying out the tasks required safely, and this includes high levels of mobility and reasonable levels of strength.	As long as the person is capable and safe there is no other barrier.
Gender Reassignment	No impact anticipated.	No impact anticipated.
Marriage and Civil Partnership	No impact anticipated	No impact anticipated.
Pregnancy and Maternity	No impact anticipated beyond temporary job adaptations to accommodate physical ability to carry out tasks while pregnant – e.g. climbing might be tricky with a bump.	Temporary job adaptations while any issues are noted.
Race	No impact anticipated	No impact anticipated.

Religion or Belief	No impact anticipated	No impact anticipated.
Sex	No impact anticipated	No impact anticipated.
Sexual Orientation	No impact anticipated	No impact anticipated.
Community Safety	We should be able to work more closely with the needs of different service users and programme works or methods that minimise any anticipated impact: for example to carry out works using quieter saws or ensure team is briefed fully on sensitive locations, avoid religious festival periods or when public events are taking place.	Should be positive
Poverty	Creates 10 jobs in the city and offers a very cost-effective alternative tree surgery supplier that we can consider reduced rates for appropriate service users, clients. We will also have an increased capacity for donating wood sections for play areas and housing design schemes, woodchip for allotment holders for example.	Should be positive
Other Significant Impacts	Our ability to work closely with other service providers and partners across the city should mean we can improve the service in terms of responsiveness, sensitivity and communication. For example if we are working in a cemetery we will take care not to impact services by booking with Bereavement Services, and the teams will be instructed to work as carefully and sensitively as necessary - something a commercial organisation may find harder to do. The teams will be given clear training on	

	respect for their city and its residents and visitors to reduce the number of complaints received.	
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