

EQUALITY IMPACT ASSESSMENT

Cease the Ranger Patrol Service

Reference: EIA000360



EIA Form – About your EIA

Reference number	EIA000360
Date Submitted	08/02/2024
Subject of the EIA	Cease the Ranger Patrol Service
Brief description of the policy, service or function covered by the EIA	The proposal will remove the Ranger Patrol Service which is generally an out of hours provision. This means that the remaining parks rangers service will not be able to response to any issues in our parks during out of hours (Evenings & Weekends). Additional key holders will be identified from the remaining parks rangers service to continue to enable the opening and closing of the parks and other general activities, however we have a contracted gate locking contractor who manages access out of hours and is linked through to the BCC call center that will manage any arising issues. We are not removing the whole service provision we are merely changing the service delivery model. We have been unable to identify any additional impact against the protected characteristics and our assessment defines that these changes will impact on everyone in the same way.
Equality Assessment is in support of...	["Amended policy", "Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-01-20

Directorate, Division & Service Area

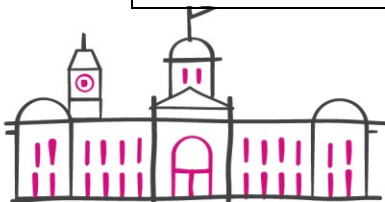
Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Street Scene
Service area	Parks
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Neil Griffiths
What is the accountable officer's email address?	Andy Vaughan

Data Sources

Data sources	["Relevant reports/strategies"]
Data source details	Records of call outs



Protected Characteristics
Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A



How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A
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Protected Characteristic - Marriage and Civil Partnership

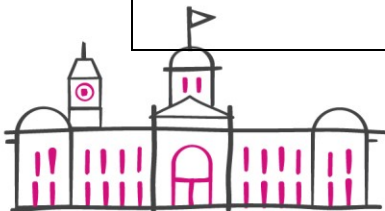
Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["Pakistani", "Caribbean"]
Please describe the impact to the ethnicity and race characteristic	The proposal is to cease the Ranger Patrol Service. Whilst the general public will not be adversely impacted by this proposal the three staff that would potential have to be made redundant are from BME communities.



How will you mitigate against any negative impact to the ethnicity and race characteristic?	Look to offer alternative positions through Priority Movers or "Bumping" if available
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Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	There will be a review of all services through the street scene redesign in 2024/25 including the identified staff changes.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Joe Hayden

