

## Full Equality Impact Assessment Form

**Equality Relevance**    High ☐    Medium ☐    Low ☒

**1. Name of the policy or practice?**

Merger of Grounds Maintenance and Environmental Services

**2. What is the aim, objective or purpose of the policy practice?**

To improve the efficiency and sustainability of the management of the external grounds at UWE.

**3. Who is responsible for developing the policy?**

Mark Webster / Chris Abbott

**4. Who is responsible for implementing the policy?**

Mark Webster

**5. Who is the policy intended to benefit?**

Grounds and Environmental Services Staff, UWE staff, Students and Visitors.

**6. What is intended to be achieved by the policy?**

Increase the utility and biodiversity value of external space at UWE.

**7. How will you know if this policy has been successful?**

Improved species and habitat diversity, increased utilisation of external space as a teaching, learning and recreational space.

**8. Do the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Please give information/ evidence to support your answer.**

	Yes	No	Not known – Do you need to generate sources of information?
<b>Women, men, transgendered people</b>	Carers may be concerned about changes to working hours.  Multi skilled teams may offer opportunities to positively influence the		

	gender mix of the teams.		
<b>Black and minority ethnic groups</b>		A need for good security in the enw space/area.	
<b>Disabled people</b>	Access to external space		
<b>Younger or older people</b>	Safety and access		
<b>People of different religion and beliefs</b>	Provision of additional spaces to relax away from alcohol		
<b>Lesbian, gay and bisexual people</b>			There is a lack of data on the needs of this staff group.

**9. Is there potentially adverse impact on the following equality groups as a result of this policy? Please give information/ evidence to support your answer.**

	<b>Yes</b>	<b>No</b>	<b>Not known - Do you need to generate sources of information?</b>
<b>Women, men, transgendered people</b>	Possible change in working hours may affect employees with caring responsibilities.		
<b>Black and minority ethnic groups</b>	Safety – creation of space for use within UWE grounds may fall outside of security / CCTV coverage. Some groups may feel more vulnerable than others to this situation.		
<b>Disabled people</b>	Does the creation of Multiskilled roles within the Grounds Team make it more difficult for individuals with a disability to apply for the post?  Safety of walkways.  Vulnerability in quieter areas in case of emergency.  <b>Positives</b>		

	Provision of sense gardens (touch, smell, sound).  Improved access to external space.		
<b>Younger or older people</b>	Safety around natural water features – ponds and streams.		
<b>People of different religion and beliefs</b>	<b>Positives</b> Provision of additional spaces to relax, away from noise and alcohol.		
<b>Lesbian, gay, bisexual people</b>			A lack of information on this staff group – however, LGB staff may need to re-establish relationships with staff in new buildings/office space. This could lead to increased stress/anxiety.

**10. Is the policy designed or does it have the potential to promote equality for particular groups or good relations between groups? If so, how?**

Yes

- Provision of additional space to relax away from alcohol
- Improved access for disabled people

**11. Do you need to carry out a formal/informal consultation internally or externally at this stage? Who you need to consult?**

Yes – informal consultation with UWE staff and students to input into the formulation of landscape planning. Formal consultation with staff directly affected regarding their roles and working hours.

**12. What method or mechanism would be best suited for this consultation?**

Existing forums. For staff directly affected by restructure – one to one consultation meetings.

**13. What action could be taken to mitigate any negative impacts identified or is there an opportunity to take steps to address different needs or promote equality of opportunity more effectively? If yes, please comment and complete action plan.**

Consider reasonable adjustments that could be made to roles should a member of staff in the team have an impairment. Where possible, any change of working hours will be on a voluntary or rota basis.

**14. Who will be responsible for monitoring the implementation of the action plan?**

Mark Webster

**15. Please outline how you have revised the policy (if necessary) in the light of the Equality Impact Assessment . If no change is to take place please give reasons.**

Policy not yet written, EIA will inform policy development

**16. Please indicate when you think this policy/practice should be reviewed next:**

July 2011

**Equality Impact assessment completed by:**

Name	Mark Webster
Post title	Environment Manager
Faculty / service	Facilities
Date	August 2010

Please return this form to the Equality and Diversity Unit. The equality and diversity unit will provide feedback and will publish the final document.

**Confirmed by the equality and diversity unit:**

Name	Andrew McLean
Date	23 February 2011

**ACTION PLAN – Name of Policy** Merger of Grounds Maintenance and Environmental Services.....  
**Service/Faculty** Facilities

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	How will we manage the perception of safety in remote areas for all users and for people from different protected characteristics	Mark Webster	Security	During development of LBMP	Evidence gathered and reflected in the LBMP	
Consultation	A full EIA to be carried out on the proposed Landscape and Biodiversity Management Plan	Mark Webster		During development of LBMP	EIA developed prior to the signing off of the new LBMP	
Monitoring and review arrangements	The merger adheres to the UWE managing change process.  Necessary to monitor the impact of LBMP on LGBT due to lack of full understanding of potential impacts.	Mark Webster / Sarah Middleditch			Monitoring arrangements established and implemented in conversation with LGBT stakeholders	
Publication						
Other actions						

Please return form to the Equality and Diversity Manager