

## Integrated Impact Assessment (IIA)

### Stage 1 Scoping and Assessing for Relevance

#### Section 1 Details of the Proposal

<p><b>A. Title of Proposal:</b></p>	<p>Grass Management review</p>
<p><b>B. What is it?</b></p>	<p>A new Policy/Strategy/Practice <input type="checkbox"/>  A revised Policy/Strategy/Practice <input checked="" type="checkbox"/></p>
<p><b>C. Description of the proposal:</b>  (Set out a clear understanding of the purpose of the proposal being developed or reviewed (what are the aims, objectives and intended outcomes, including the context within which it will operate)</p>	<p><u>Background</u></p> <p>In 2018 it was agreed to implement changes to grass cutting and greenspace management to deliver savings, which included the removal of bedding plant provision, creation of Biodiversity areas and moving from a 10 to a 20 working day grass cutting cycle on general amenity areas. The 20 day frequency has been applied to all general amenity areas including play parks, schools, cemeteries, village greens, care homes and other amenity open spaces.</p> <p>As a one size fits all approach this has generated challenges, the main ones being; climatic conditions can affect grass growth, staff shortages, fleet issues/machinery breakdown and the clearing of long arisings. The number of customer enquiries relating to grass management rose sharply in 2023.</p> <p><u>Proposal</u></p>

In response to the challenges experienced, whilst also fulfilling our statutory duties, it is proposed to undertake a Pilot across three operational routes in different localities.

- Berwickshire - Duns/Chirnside/Westruther route
- Eildon - Galashiels/Tweedbank route
- Teviot & Liddesdale - Hawick landward route.

Using local knowledge and working with both staff and the local communities sites will be identified which will build on the 'Biodiversity sites' already established and trial relaxed cutting regimes, where appropriate. Community priority areas will also be identified which require additional cuts.

By reducing the frequency of cuts across some sites it is anticipated this will enable squads to deploy additional cuts in the agreed priority sites, at key times of the year, where required. This builds in flexibility to the routine cyclical works, enabled by focussing resources on these key areas. Naturalised sites would still receive 1-2 cuts per year and would need to be monitored to manage weed control.

The pilot will also test a more flexible approach within the cycle of 20 working days to general amenity areas, providing a balanced approach to service delivery to meet local needs and priorities, while delivering biodiversity benefits.

By trialling this approach, we can build intelligence around engagement and delivery, monitor outcomes, and phase in changes where appropriate.

#### Next steps

- Engagement with the operational squads, building on their local knowledge to review opportunities within their route to recalibrate cutting regimes. As well as designing deliverable outcomes this

	<p>approach seeks to build consensus and buy-in on agreed service standards and outcomes.</p> <ul style="list-style-type: none"> <li>▪ Following this, engagement with relevant community councils and other stakeholders will be undertaken, to agree priorities for service delivery.</li> <li>▪ Once agreed, new route designs will be prepared in advance of the 2024 growing season.</li> <li>▪ Signage will be deployed at naturalised sites, and a comms plan will be prepared.</li> <li>▪ Feedback will be sought from both staff and communities. The performance and outcomes of these pilots will be monitored throughout 2024, and a further update brought back to members.</li> <li>▪ Opportunities for community and stakeholder involvement and support will also be explored eg biodiversity areas and harmonisation of service standards to improve outcomes for communities.</li> </ul>
<p><b>D. Service Area: Department:</b></p>	<p>Parks and Environment</p>
<p><b>E. Lead Officer: (Name and job title)</b></p>	<p>Carol Cooke, Parks &amp; Environment Manager</p>
<p><b>F. Other Officers/Partners involved: (List names, job titles and organisations)</b></p>	<p>Stuart Young, Greenspace Manager Amy Alcorn, Greenspace Programme Officer Neil Pringle, Operations Manager Foreman and staff in Berwickshire, Eildon and Teviot localities.</p>
<p><b>G. Date(s) IIA completed:</b></p>	<p>31 October 2023</p>

**Section 2 Will there be any impacts as a result of the relationship between this proposal and other policies?**

**No** *(please delete as applicable)*

**If yes, - please state here:**

**Section 3 Legislative Requirements**

**3.1 Relevance to the Equality Duty:**

**Do you believe your proposal has any relevance under the Equality Act 2010?**

*(If you believe that your proposal may have some relevance – however small please indicate yes. If there is no effect, please enter “No” and go to Section 3.2.)*

<b>Equality Duty</b>	<b>Reasoning:</b>
<b>A. Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Will the proposal discriminate? Or help eliminate discrimination?)</i>	No
<b>B. Promotion of equality of opportunity?</b> <i>(Will your proposal help or hinder the Council with this)</i>	No
<b>C. Foster good relations?</b> <i>(Will your proposal help to foster or encourage good relations between those who have different equality characteristics?)</i>	No

3.2 Which groups of people do you think will be or potentially could be, impacted by the implementation of this proposal? (You should consider employees, clients, customers / service users, and any other relevant groups)				
Please tick below as appropriate, outlining any potential impacts on the undernoted equality groups this proposal may have and how you know this.				
	Impact			Please explain the potential impacts and how you know this
	No Impact	Positive Impact	Negative Impact	
<b>Age</b> Older or younger people or a specific age grouping		x		<p>General amenity areas including play parks, schools, cemeteries, village greens, care homes and other amenity open spaces which are identified as priority community spaces will be maintained to an agreed standard, encouraging all members of the community to access and use the space.</p> <p>The increase of biodiversity areas and areas whereby the cutting regime can be more relaxed will create more spaces to support local pollinators and wildlife and increase areas of pollinator-friendly longer grass/meadow grass habitat.</p>
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x		<p>General amenity areas including play parks, schools, cemeteries, village greens, care homes and other amenity open spaces which are identified as priority community spaces will be maintained to an agreed standard, encouraging all members of the community to access and use the space.</p> <p>The increase of biodiversity areas and areas whereby the cutting regime can be more relaxed will create more spaces to support local pollinators and wildlife and</p>

				increase areas of pollinator-friendly longer grass/meadow grass habitat.
<b>Gender Reassignment/ Gender Identity</b> anybody whose gender identity or gender expression is different to the sex assigned to them at birth	x			
<b>Marriage or Civil Partnership</b> people who are married or in a civil partnership	x			
<b>Pregnancy and Maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),	x			
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)	x			
<b>Religion or Belief:</b> different beliefs, customs (including atheists and those with no aligned belief)	x			
<b>Sex</b> women and men (girls and boys)	x			
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual	x			

### 3.3 Fairer Scotland Duty

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions.

The duty is set at a strategic level - these are the key, high level decisions that SBC will take. This would normally include strategy documents, decisions about setting priorities, allocating resources and commissioning services.

#### Is the proposal strategic?

No

**If No go to Section 4**

**If yes, please indicate any potential impact on the undernoted groups this proposal may have and how you know this:**

	Impact			State here how you know this
	No Impact	Positive Impact	Negative Impact	
<b>Low and/or No Wealth</b> – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.				
<b>Material Deprivation</b> – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies				

<b>Area Deprivation</b> – where you live (e.g. rural areas), where you work (e.g. accessibility of transport)				
<b>Socio-economic Background</b> – social class i.e. parents' education, employment and income				
<b>Looked after and accommodated children and young people</b>				
<b>Carers</b> paid and unpaid including family members				
<b>Homelessness</b>				
<b>Addictions and substance use</b>				
<b>Those involved within the criminal justice system</b>				

### **3.4 Armed Forces Covenant Duty (*Education and Housing/ Homelessness proposals only*)**

This duty places a legal responsibility on Scottish Borders Council (SBC) to actively consider (give due regard) to the three matters listed below in Education and Housing/ Homelessness matters.  
This relates to current and former armed forces personnel (regular or reserve) and their families.

**Is the Armed Forces Covenant Duty applicable?**

**No**



If "Yes", please complete below	
<b>Covenant Duty</b>	<b>How this has been considered and any specific provision made:</b>
<b>The unique obligations of, and sacrifices made by, the armed forces;</b>	
<b>The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the armed forces;</b>	
<b>The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the armed forces.</b>	

#### **Section 4 Full Integrated Impact Assessment Required**

*Select No if you have answered "No" to all of Sections 3.1 – 3.3.*

**No** *(please delete as applicable)*

If yes, please proceed to Stage 2 and complete a full Integrated Impact Assessment

**If a full impact assessment is not required briefly explain why there are no effects and provide justification for the decision.**

No negative impacts have been identified as a result of the pilot being undertaken for the spring/summer of 2024. The pilot aim is not to change agreed policy but to empower both staff and communities to agree a more flexible approach to grass management which reflects local priority and need. Consultation will be undertaken with both staff and local communities at the end of the 2024 growing season to discuss and agree which changes could be made on an ongoing basis, therefore a full Impact Assessment is not required.

<b>Signed by Lead Officer:</b>	<b>Carol Cooke</b>
<b>Designation:</b>	<b>Service Manager</b>
<b>Date:</b>	
<b>Counter Signature Director:</b>	<b>John Curry</b>
<b>Date:</b>	