

## Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) or phone 01223 457046.

Once you have drafted the EqIA please send this to [equalities@cambridge.gov.uk](mailto:equalities@cambridge.gov.uk) for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, ([graham.saint@cambridge.gov.uk](mailto:graham.saint@cambridge.gov.uk) or 01223 457044).

<b>1. Title of strategy, policy, plan, project, contract or major change to your service</b>
Herbicide Reduction Plan and extension

<b>2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)</b>
<a href="#">Environment and Community Services Scrutiny Committee 27<sup>th</sup> January 2022 and Environment and Community Services Scrutiny Committee 23<sup>rd</sup> March 2023</a>

<b>3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?</b>
<p>The Council unanimously voted in favour of declaring a Biodiversity Emergency on 18th July 2019; and this included a commitment to reducing and removing the need to use herbicides on highway verges, roads and pavements, and to find viable and effective unwanted vegetation control alternatives.</p> <p>Through collaborative working, the Council and its Highway Authority partner, Cambridgeshire County Council, have identified the opportunity to consider a range of options to stop day to day herbicide use for vegetation management across the city within the next year (2023)</p>

Both Councils recognise that the city's parks, open spaces, and highway estate provides significant opportunities for habitat enhancement to help buffer and connect the existing network of natural green spaces already designated and managed for their biodiversity value, for example Local Nature Reserves and County Wildlife Sites. The two Councils also recognise that unwanted vegetation growing on hard surfaces associated with this public realm estate can compromise the structural integrity of these assets and create a public health and safety risk, including slips, trips and falls

**4. Responsible service**

Environment Service – Streets and Open Space

**5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?**

**(Please tick all that apply)**

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

The presence or absence of unwanted vegetation is an important element of an accepted public realm environmental quality standard. If a public road or street has lots of unwanted vegetation, it looks rundown and uncared for, and can attract environmental crime such as littering and fly-tipping. If vegetation is left to grow unchecked, its roots can cause damage to road surfaces, pavements, and adjoining property walls. Roads/ streets that are free from unwanted vegetation, on the other hand, look cleaner, tidier, and more welcoming, all residents, visitors and staff will be impacted by this change in policy to support the trial however some groups of residents may have other priorities and wish to manage weeds in different ways and with alternative methods. This Plan aims to support these different approaches and MAY have a positive impact.

**6. What type of strategy, policy, plan, project, contract or major change to your service is this?**

- New
- Major change
- Minor change

**7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)**

- Yes
- No

If 'Yes' please provide details below:

**Cambridgeshire County Council – Highways team and City Homes.**

**8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?**

Environment and Community Services Scrutiny Committee 27th January 2022

**9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?**

Desk based research, sharing of information with other local authorities and training courses

Best Practice Guidance Notes for Integrated and Non-chemical Amenity Hard Surface Weed Control

<https://beta.lambeth.gov.uk/parks-sports-and-leisure/parks/integrated-pest-management-policy>

[https://www.apse.org.uk/apse/assets/File/John%20Moverley%20presentation\(1\).pdf](https://www.apse.org.uk/apse/assets/File/John%20Moverley%20presentation(1).pdf)

[https://www.apse.org.uk/apse/assets/File/Debbie%20Sutton%20-%20Glyphosate%20presentation%2030\\_10\\_19.pdf](https://www.apse.org.uk/apse/assets/File/Debbie%20Sutton%20-%20Glyphosate%20presentation%2030_10_19.pdf)

[https://www.pan-uk.org/resources/#pesticide\\_alternatives](https://www.pan-uk.org/resources/#pesticide_alternatives)

**10. Potential impacts**

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

**(a) Age - Please also consider any safeguarding issues for children and adults at risk**

There is a potential negative impact when linked with age related to mobility. An increase of weeds in pavements and footpaths does create a higher risk of slips trips and falls. This risk needs to be monitored during the trial and any webpage resource created to support the Trial must have a reporting tool so that the Council can respond to concerns raised.

**(b) Disability**

There might be a potential negative impact for disabled people with mobility or sight impairments relating to reducing the use of herbicides. If rights of way are not maintained to reduce weed growth, regrowth can cause obstacles that reduces accessibility and increases risk of trips and falls. On the other hand, reducing the use of herbicides is reducing the use of chemicals in the environment, which might have a positive impact on people's health.

**(c) Gender reassignment**

None identified

**(d) Marriage and civil partnership**

None identified

**(e) Pregnancy and maternity**

There is a potential negative impact especially when linked with mobility. An increase of weeds in pavements and footpaths does create a higher risk of slips trips and falls. This risk needs to be monitored during the trial and any webpage resource created to support the Trial must have a reporting tool so that the Council can respond to concerns raised.

There might be a potential negative impacts to reducing the use of herbicides if rights of way are not maintained to reduce weed growth. This might impact on people using pushchairs and buggies if regrowth causes obstacles that reduces their accessibility in these spaces.

**(f) Race – Note that the protected characteristic 'race' refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.**

None identified

**(g) Religion or belief**

None identified

**(h) Sex**

None identified

**(i) Sexual orientation**

None identified

**(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on:**

- **Low-income groups or those experiencing the impacts of poverty**
- **Groups who have more than one protected characteristic that taken together create overlapping and interdependent systems of discrimination or disadvantage. (Here you are being asked to consider intersectionality, and for more information see: [https://media.ed.ac.uk/media/1\\_159kt25q](https://media.ed.ac.uk/media/1_159kt25q)).**

None identified

**11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqIA accordingly.)**

This EQIA should be updated at least once a month during the Trial and must consider any comments or feedback where the Trial is having an impact. The webpage resource to support the Trial with a reporting tool is a good mitigation but there are other means of communicating change and this will be considered in the Communication Plan that will support the Trial. For example, the use of Cambridge Matters as part of wider article about Biodiversity strategy and the use of Twitter and nearby community notice boards.

**12. Do you have any additional comments?**

None

### 13. Sign off

Name and job title of lead officer for this equality impact assessment: Alistair Wilson

Names and job titles of other assessment team members and people consulted: HRP Project Team

Date of EqIA sign off: 8th March 2023

Date of next review of the equalities impact assessment: March 2024

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

**All EqIAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer at [helen.crowther@cambridge.gov.uk](mailto:helen.crowther@cambridge.gov.uk).**