

Equality Impact Assessment (EqIA) - Stage One

What is the proposed decision that you are asking the Executive to make:	Reduction of Weed Spraying from Two Cycles to One a Year
Summary of relevant legislation:	Not applicable. There is no legislative requirement to spray weeds.
Does the proposed decision conflict with any of the Council's priorities for improvement? <ul style="list-style-type: none"> • Services we are proud of • A fairer West Berkshire with opportunities for all • Tackling the climate and ecological emergency • A prosperous and resilient West Berkshire • Thriving communities with a strong local voice 	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Name of Budget Holder:	Daniel Warne
Name of Service/Directorate:	Environment Department
Name of assessor:	Kofi Adu-Gyamfi
Date of assessment:	16 November 2023
Version and release date (if applicable):	N/A

Is this a ?		Is this policy, strategy, function or service ... ?	
Policy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	New or proposed	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Strategy	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Already exists and is being reviewed	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Function	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Is changing	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Service	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		

(1) What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	Reduction of Weed Spraying from Two Cycles to One a Year.
Objectives:	The Waste Management team currently undertake two rounds of weed spraying along relevant sections of the public highway throughout West Berkshire on annual

	basis. We are proposing to reduce the annual application of weed sprays containing glyphosate solution, from two application cycles to one.
Outcomes:	Reduced weed spraying. Higher weed prevalence across parts of the district. Increased biodiversity and pollinator populations. The current approach of weed spraying is based on applying a solution containing glyphosate, which can have adverse impacts on bees and other pollinators if not applied in the appropriate dose by trained professionals.
Benefits:	Increased biodiversity and pollinator populations. This will create an estimated annual saving of £12,000.

(2) Which groups might be affected and how? Is it positively or negatively and what sources of information have been used to determine this?		
Group Affected	What might be the effect?	Information to support this
Age	Not applicable.	
Disability	Not applicable.	
Gender Reassignment	Not applicable.	
Marriage and Civil Partnership	Not applicable.	
Pregnancy and Maternity	Not applicable.	
Race	Not applicable.	
Religion or Belief	Not applicable.	
Sex	Not applicable.	
Sexual Orientation	Not applicable.	
Further Comments:		
The proposed service change is not expected to specifically affect any of the groups listed above. There are no group-specific impacts expected that are relevant to Equality Act 2010 considerations. However, if any adverse impact in relation to any of the groups listed above should arise from the upcoming public consultation exercise, the service will review this assessment.		

(3) Result	
Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
The implementation of the change will be applied uniformly across the district. The change is not expected to contribute to inequality. Care will be taken to ensure that pavements are safe and accessible, and road sightlines are not obstructed.	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
The proposed service change is not significant enough to adversely impact employees and service users.	

(4) Identify next steps as appropriate:	
EqlA Stage 2 required	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Owner of EqlA Stage Two:	
Timescale for EqlA Stage Two:	

Name: Kofi Adu-Gyamfi

Date: 17 November 2023