

EQUALITY IMPACT ASSESSMENT - CCC573528771

Which service and directorate are you submitting this for (this may not be your service and directorate):

Directorate	Service	Team
Place and Sustainability	Asst Dir - Highways	Asst Dir - Highways Mtce

Your name: Jonathan Munslow

Your job title: Assistant Director - Highways Maintenance

Your directorate, service and team:

Directorate	Service	Team
Place and Sustainability	Asst Dir - Highways	Asst Dir - Highways Mtce

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Proposal being assessed: Review of Highways Operational Standards in relation to Weed Management

Business plan proposal number: N/A

Key service delivery objectives and outcomes: Review of the Highways Operational Standards in Relation to Weed Management Report to Highways and Transportation Committee 23 January 2024. Objective is to make positive changes to the way weeds growing in the highway are managed. To provide an effective and efficient regime of weed control that balances value for money, risk to road users and community expectations. In 23/24 an operational policy of reactive weed control was implemented. Review of the impact on operations and communities indicates that the policy adopted is not providing the outcomes desired. The proposed change objective is to establish a new operational policy to achieve the desired outcomes from this area of highways maintenance service.

What is the proposal: To change the Highways Operational Standards from Targeted approach at agreed locations identified on risk based approach To Within built up village and town areas within 40mph limits or below, the service will carry out planned chemical weed control with a minimum of two treatments in each year. Where communities prefer that weeds are not treated or removed, the Council will engage and agree a local standard based on engagement with the community. included in the proposal is a one of physical weed removal to remove the current build up of weeds in channels that may be affecting highways drainage

What information did you use to assess who would be affected by this proposal?:The review of the current operational policy consisted of: Survey of County Councillors, District Councils and Town and Parish Councils 2023. Assessments of weed treatment options reports by Cambridge City Council and Milestone- Hampshire. Review of impacts by Highways Officers.

Review of public reports of weeds in the highway 2023.

Are there any gaps in the information you used to assess who would be affected by this proposal?: No

Does the proposal cover: All service users/customers/service provision countywide

Which particular employee groups/service user groups will be affected by this proposal?:

The Highway is provided for all and everyone. Highways Maintenance is undertaken to support safe and functional use by all users. The policy change will be provided across the highways network providing benefit to all users. It is recognised that weeds can present more of a nuisance to vulnerable road users such as pedestrians and cyclists.

Does the proposal relate to the equality objectives set by the Council's EDI Strategy?:No

Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups: About in line with the population

Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?: No

Does the proposal relate to an area with known inequalities?:No

What is the significance of the impact on affected persons?:The response from Communities and the public indicates that the 23/24 operational policy has led to detrimental impacts to road users. Feedback indicates that the impact has led to; More perceived risk of slips trips and falls caused by weeds. More concern over the tidiness and state of the highways element of the public realm. Increased concern over flood issues caused by weeds in channels stopping surface water from entering drainage system. The new proposed operational policy will more effectively control weed growth removing the risks and concerns of the public. This should improve the highway for all users.

Category of the work being planned: Policy

Is it foreseeable that people from any protected characteristic group(s) or people experiencing socio-economic inequalities will be impacted by the implementation of this proposal (including during the change management process)?: No

Age: The highway provides for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. Weeds can be more of a nuisance to those less mobile. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Disability: The highway provides for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. Weeds can be more of a nuisance to those less mobile. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Gender reassignment:

The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users.

The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Marriage and civil partnership: The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Pregnancy and maternity: The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. Weeds can be more of a nuisance to those less mobile. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Race: The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Religion or belief (including no belief): The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Sex: The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Sexual orientation: The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Socio-economic inequalities: The highway provide for all and everyone. Highways Maintenance Service including the management of weeds supports safe use by removing the potential for weeds to cause damage to highways and present a hazard or nuisance to road users. The change in operational policy will more effectively manage weeds in the highway and therefore have a positive effect for all users.

Head of service: David Allatt Service Director Highways and Transport

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Confirmation: I confirm that this HoS is correct