

Diversity Impact Assessment: Screening Form

Directorate Regeneration, Community and Culture	Name of Function or Policy or Major Service Change Tree Management Policy		
Officer responsible for assessment Michael Sankus	Date of assessment 12 November 2008	New or existing? New?	
Defining what is being assessed			
1. Briefly describe the purpose and objectives	<p>Medway Council has a dual role to play in tree management. Firstly, as an owner it has a duty of care to manage its own trees in a safe and healthy condition while maximising their amenity value. Secondly, the Council has a variety of regulatory roles for example under the Highways Act, to ensure trees do not cause a danger to users of the highway, and under the Town and Country Planning Act for the preservation of valuable trees with tree preservation orders and the consideration trees through the development control process.</p> <p>The tree management policy sets out the principles by which the Council will approach its role with specific regards to customer requests for service, the management of its own trees, dangerous privately owned trees, problematic high hedges, protected trees and trees affected by development.</p>		
2. Who is intended to benefit, and in what way?	<p>All residents of and visitors to Medway, many businesses working in Medway, Councillors and officers of Medway Council will benefit by having a fit for purpose and transparent policy, which aims to provide consistency. This policy will set out the principles by which the Council will approach its role in tree management following industry best practice and taking account of the needs of the wider community and our environment.</p>		
3. What outcomes are wanted?	<p>A clear and consistent approach to the care of trees in medway that adheres to industry best practice and ensures trees are properly cared for taking account of the needs of the wider community and our environment so that everyone may enjoy and benefit from them.</p>		
4. What factors/forces could contribute/detract from the outcomes?	Contribute Sufficient publicity of the policy principles. Adequate human and financial resources to implement the policy. Support from Councillors and officers of Medway Council when dealing with issues that have an impact on trees.	Detract Lack of human and financial resources to implement the policy. Failure to consider and where necessary adhere to the policy principles.	

<p>5. Who are the main stakeholders?</p>	<p>All residents of and visitors to Medway, many businesses working in Medway, Councillors and officers of Medway Council who come into contact with trees in their working or private life.</p>
<p>6. Who implements this and who is responsible?</p>	<p>The tree team implements and is responsible for the tree management policy with appropriate support from the Director of Regeneration, Community and Culture</p>

<p>Assessing impact</p>		
<p>7. Are there concerns that there <u>could</u> be a differential impact due to <i>racial groups</i>?</p>	<p><u>NO</u></p>	<p>Brief statement of main issue</p>
<p>What evidence exists for this?</p>	<p>Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to racial groups. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.</p>	
<p>8. Are there concerns that there <u>could</u> be a differential impact due to <i>disability</i>?</p>	<p><u>NO</u></p>	<p>Brief statement of main issue</p>
<p>What evidence exists for this?</p>	<p>Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to disability. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.</p>	
<p>9. Are there concerns that there <u>could</u> be a differential impact due to <i>gender</i>?</p>	<p><u>NO</u></p>	<p>Brief statement of main issue</p>
<p>What evidence exists for this?</p>	<p>Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to gender. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.</p>	
<p>10. Are there concerns there <u>could</u> be a differential impact due to <i>sexual orientation</i>?</p>	<p><u>NO</u></p>	<p>Brief statement of main issue</p>
<p>What evidence exists for this?</p>	<p>Experience of the policy authors in dealing with tree</p>	

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	related issues for Medway Council have not highlighted any differential impact due to sexual orientation. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.	
11. Are there concerns there <u>could</u> be a have a differential impact due to <i>religion or belief</i> ?		Brief statement of main issue
	<u>NO</u>	
What evidence exists for this?	Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to religion or belief. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.	
12. Are there concerns there <u>could</u> be a differential impact due to people's age?		Brief statement of main issue
	<u>NO</u>	
What evidence exists for this?	Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to people's age. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.	
13. Are there concerns that there <u>could</u> be a differential impact due to <i>being transgendered or transsexual</i> ?		Brief statement of main issue
	<u>NO</u>	
What evidence exists for this?	Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to being transgendered or transsexual. This policy follows the same basic principles outlined in government guidelines and industry best practice on tree care, so there are no obvious reasons to suggest this policy should lead to any differential impact.	
14. Are there any <i>other</i> groups that would find it difficult to access/make use of the function (e.g. people with caring responsibilities or dependants, those with an offending past, or people living in rural areas)?		If yes, which group(s)?
	<u>NO</u>	
What evidence exists for this?	There is no evidence to suggest that any particular group would find it more difficult than others to access/make use of the tree related services offered by Medway Council. We will continue to monitor any complaints and interaction with the public to enable us to identify any differential impact should it occur.	

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15. Are there concerns there could be a have a differential impact due to <i>multiple discriminations</i> (e.g. disability <u>and</u> age)?		Brief statement of main issue
	<u>NO</u>	
What evidence exists for this?	Experience of the policy authors in dealing with tree related issues for Medway Council have not highlighted any differential impact due to multiple discriminations. This policy follows the same basic principles that adhere to government guidelines and industry best practice on tree care and so there are no obvious reasons to suggest this policy should change matters.	

Conclusions & recommendation		
16. Could the differential impacts identified in questions 7-15 amount to there being the potential for adverse impact?		Brief statement of main issue
	<u>NO</u>	NOT APPLICABLE
17. Can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or another reason?		Please explain
		NOT APPLICABLE
Recommendation to proceed to a full impact assessment?		
NO	This function/ policy/ service change complies with the requirements of the legislation and there is evidence to show this is the case.	
	What is required to ensure this complies with the requirements of the legislation? (see DIA Guidance Notes)?	Minor modifications necessary (e.g. change of 'he' to 'he or she', re-analysis of way routine statistics are reported)
	Give details of key person responsible and target date for carrying out full impact assessment (see DIA Guidance Notes)	

Action plan to make Minor modifications		
Outcome	Actions (with date of completion)	Officer responsible

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Planning ahead: Reminders for the next review		
Date of next review		
Areas to check at next review (e.g. new census information, new legislation due)		
Is there <i>another</i> group (e.g. new communities) that is relevant and ought to be considered next time?		
Signed (completing officer/service manager)	Date	
Signed (service manager/Assistant Director)	Date	