Bath & North East Somerset Council

Improving People's Lives

Equality Impact Assessment / Equality Analysis

Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Tree Management			
Growth or Savings/Income?	Growth	**FTE Reduction/Increase**	0	
Brief Description and Aim *(no more than 100 words)*	£316,000 recurring growth is proposed to fund risk-based tree inspections and maintenance across Council land, including cemeteries and closed churchyards, and to manage Ash Dieback. The programme will support public safety, highway safety and operational resilience through inspection, risk assessment, prioritised tree works, felling and replacement planting. It will protect memorials, burial plots, property and infrastructure, maintain safe access, respond to emerging tree diseases and climate-related decline, and help mitigate longer-term loss of tree canopy and biodiversity.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	316	0	0
Directorate/Service area and Cabinet Portfolio	Place Directorate / Community & Compliance Sustainable Communities			

Impacts to Service Delivery *(no more than 100 words)*	Without additional funding, proactive risk-based inspections and tree works would be reduced. This would increase foreseeable risks of tree or branch failure, injury, damage to memorials, burial plots, property and infrastructure, highway disruption, emergency works and liability claims. It could disrupt burial operations and public access and would limit the Council's ability to respond to Ash Dieback, emerging pests and diseases, severe weather and climate-related tree decline, and to protect tree canopy and biodiversity.
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	High risk if funding is not approved: reduced inspection and maintenance capacity would increase foreseeable public safety, highway, asset, operational, financial and reputational risks. Although there is no specific statutory duty to manage Ash Dieback as a disease, the Council has wider responsibilities as landowner and highway authority to manage foreseeable tree risks, including powers under section 154 of the Highways Act 1980. Low delivery risk if approved: established inspection, risk assessment and works programmes will prioritise action by condition, location and public exposure, supported by monitoring of works, expenditure and emerging risks.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	This consolidated proposal combines the former Ash Dieback and Bereavement Services tree-management growth requests. It supports the Council's wider climate adaptation, asset management, public safety and operational resilience objectives, and service continuity.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	The programme will support Bereavement Services and Parks Prioritised works may require temporary road, path, cemetery, car park or open-space restrictions and adjustments to burial operations. Coordination will be required to maintain accessible routes, manage traffic and access, communicate disruption and protect sensitive bereavement activity. Without funding, services may face greater emergency costs, disruption and exposure to unmanaged tree risks.

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	**Sex**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.
2	**Pregnancy & maternity**	Proactive tree management will support safer access routes and public spaces for pregnant visitors and people visiting with babies or pushchairs.	Temporary closures or diversions may have a greater impact on people with limited mobility or using pushchairs. Accessible alternatives, advance information, suitable barriers and signage will be provided where practicable.	Bereavement Services, Highways and site operations may need to support temporary accessible routes.
3	**Gender reassignment**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.
4	**Disability**	Proactive management of hazardous trees will improve safety and accessibility across highways, pavements, cemeteries, closed churchyards, parks, rights of way and	Path closures, diversions or access restrictions may have a greater impact on disabled people, including those with reduced mobility, sight loss or sensory differences. Mitigation will include	Highways, Parks, Property, Bereavement Services and Parking Services may need to maintain accessible temporary routes and communicate changes.

		other public spaces used by disabled people.	accessible diversions where practicable, advance information, suitable barriers and signage, and coordination with affected services.	
5	**Race**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.
6	**Sexual orientation**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.
7	**Marriage and civil partnership**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.
8	**Religion/belief**	Effective tree management supports safe access to cemeteries, burial grounds and places of worship used by different faith and belief communities. Works in sensitive burial environments will be planned carefully.	Works may affect access, funerals, commemorative activity or visits to graves and places of worship. Timing, advance communication and site arrangements will be coordinated to minimise disruption and respect religious and cultural needs.	Coordination may be required with Bereavement Services, faith representatives and places of worship.
9	**Age**	Reducing risks from falling branches and tree failure will particularly benefit children, older people and others who may be less able to avoid or respond quickly to a hazard.	Temporary closures or longer diversion routes may have a greater effect on older people and families with young children. Works will minimise disruption,	Coordination may be required with schools, care settings, community facilities and services at affected locations.

			with clear advance information and safe alternative routes where practicable.	
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	A risk-based programme will protect residents, public routes and property in communities where people may have less ability to absorb the financial or practical consequences of tree failure and service disruption.	Temporary closures and diversions may affect access to work, education, public transport or local services. Works will be prioritised on safety grounds and communicated through appropriate Council and local channels.	Potential implications for Highways, public transport, schools, community facilities and local access arrangements.
11	**Rural communities**	Rural communities will benefit from reduced risks associated with diseased or declining trees alongside highways, rights of way, cemeteries, churchyards and important local routes.	Temporary closures may have greater effects where alternative roads, paths or transport options are limited. Works will be coordinated with relevant services, with advance notice and suitable diversions where practicable.	Potential temporary implications for rural roads, rights of way, public transport, access to services and landowner liaison.
12	**Armed Forces Community**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.
13	**Care Experienced**	No differential impact has been identified on this characteristic. Tree inspections and works will be prioritised according to tree condition, location, public safety and operational need. Impacts will remain under review as individual work programmes are developed.	No adverse impacts identified.	None expected.

Once completed, this equality analysis template needs to be approved by your director/ their nominated senior officer.

Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk)

Name of officer(s) conducting equality analysis:

Signed off by: (Director or nominated senior officer)

Date:

For assistance in completing this template and/or to discuss the findings please email Equality@Bathnes.gov.uk to arrange a time to do this.