

## EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Infrastructure Services
Section	Roads and Landscape Services
Title of the activity etc.	Road Maintenance
Aims of the activity	<p>Budget allocations on Budget Pages 84, 88, 90, 91, 93 support the management and maintenance of the road network in line with the Infrastructure Services Vision:.</p> <p>“Supporting Aberdeenshire Council’s vision to be the best area and the best Council through the effective management of the Council’s physical assets, by helping to create the conditions for economic growth within Aberdeenshire and the wider region and by providing high quality local services to residents, communities, business and visitors”</p> <p>Roads and Landscape Services will contribute to the delivery of this Vision through:-</p> <ul style="list-style-type: none"> <li>• Managing and maintaining the road infrastructure for the benefit of the travelling public;</li> <li>• Providing a roads winter maintenance service to reduce as far as practicable the effects of adverse weather conditions on the movement of people and vehicles to permit safe travel in Aberdeenshire;</li> <li>• Managing civil engineering related projects to enhance and develop the infrastructure in the Council area for residents and visitors to Aberdeenshire.</li> </ul> <p>This will ensure that the public road infrastructure is maintained to a high standard so that it is safe to use, enhances accessibility and supports commercial, industrial and residential development.</p> <p>For clarity this EqIA considers the impacts of the budget reductions proposed for 2016/17 only.</p>
Author(s) & Title(s)	Head of Roads and Landscape Services

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Citizen's Panel, Accident Database, Complaints Database, National Highways and Transportation Public Satisfaction Survey
Internal consultation with staff and other services affected.	Roads and Landscape Services Management Team Team Briefings Service Plan development
External consultation (partner organisations, community groups, and councils).	Citizen's Panel Survey
External data (census, available statistics).	Association of Public Sector Excellence (APSE) Performance Networks, Society of Chief Officers for Transportation in Scotland (SCOTS) Asset Management Data, National Highways and Transportation (NHT) Public Satisfaction Survey
Other (general information as appropriate).	

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	No

Stage 4: Measures to fill the evidence gaps.		
What measures will be taken to fill the information gaps before the activity is implemented? These should be included in the action plan at the back of this form.	Measures:	Timescale:

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting "yes" in the applicable box/boxes below.

	Positive	Negative	Neutral	Unknown
Age – Younger			Yes	
Age – Older		Yes		
Disability			Yes	
Race – (includes Gypsy Travellers)			Yes	
Religion or Belief			Yes	
Gender – male/female		Yes		
Pregnancy and maternity		Yes		
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			Yes	
Gender reassignment – (includes Transgender)			Yes	
Marriage and Civil Partnership			Yes	

Stage 6: What are the positive and negative impacts?		
Impacts.	Positive (describe the impact for each of the protected characteristics affected)	Negative (describe the impact for each of the protected characteristics affected)
<p>Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.</p>		<p>The impacts are likely to affect all users, as this impact affect footway construction and maintenance of vehicle restraint systems.</p> <p>Information available from the Scottish Household Survey does indicate that there are likely to be differential impacts across the protected characteristic groups depending on the aspect of the network which is being considered.</p> <p>As the proposal will lead to a reduction in the creation of new footways, then it could be argued that there is no reduction in footway availability and therefore no negative impact. However, this proposal will reduce the rate at which gaps in the network are filled and this may have a negative impact on impact on elderly and mothers, as they tend to walk more.</p>

Stage 7: Have any of the affected groups been consulted?	
<p>If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?</p>	<p>No</p>

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
These should be included in any action plan at the back of this form.	Mitigating Steps	Timescale
	Budget still exists for creation of new footways. This will continue to be used to fill gaps in the network, albeit that it will be slower than previously.	Ongoing

Stage 9: What steps can be taken to promote good relations between various groups?	
These should be included in the action plan.	Continue to communicate key messages to all protected groups in relations to road management and maintenance through appropriate media releases and social media.

Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?
<p>The activity provides the financial resources necessary to manage and maintain the road network. The network provides mobility and accessibility for residents, visitors and businesses across Aberdeenshire.</p> <p>A number of the protected characteristic groups rely more heavily on some aspects of the road network and it could therefore be argued that reduced investment in these features impacts negatively on the resultant level of service reducing potential to advance equality of opportunity.</p>

Stage 11: What equality monitoring arrangements will be put in place?	
These should be included in any action plan (for example customer satisfaction questionnaires).	We will continue to review the information gathered via transport related questions in the Citizen's Panel Survey, along with specific information gathered from the National Highways and Transportation Satisfaction Survey.

Stage 12: What is the outcome of the Assessment?		
Please complete the appropriate box/boxes	1	No negative impacts have been identified –please explain.
	2	Negative Impacts have been identified, these can be mitigated - please explain. * Please fill in Stage 13 if this option is chosen.
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen
The removal of this footways line will see a slow down in the creation of new footways that bridge gaps in the current network. However, budget is still available with the Capital Plan for the creation of footways, and this will mitigate this impact, albeit that overall the rate of development will slow.		

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.
The need to balance the overall corporate budget is a statutory requirement. When options have been considered by officers it appears that other options have greater negative impacts and therefore this outweighs the negative impacts.

Stage 14: Sign off and authorisation.			
Sign off and authorisation.	1) Service and Team	Road and Landscape Services	
	2) Title of Policy/Activity	Road Maintenance Activities	(if appropriate)
	3) <b>Authors:</b> I/We have completed the equality impact assessment	Name: Position: Head of Roads and Landscape Services Date: 18/12/15 Signature:	Name: Position: Date: Signature:

	for this policy/ activity.	Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
	5) Authorisation by Director or Head of Service	Name: Position: Director of Infrastructure Services Date:	Name: Position: Date:
	6) If the EIA relates to a matter that has to go before a Committee, Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.		Date:
	7) EIA author sends a copy of the finalised form to: eia@abdnshire		Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:

Action Plan					
Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Budget still exists for creation of new footways. This will continue to be used to fill gaps in the network, albeit that it will be slower than previously.	Ongoing		Roads Managers	Create of new assets, but at a slower rate than previously	Accommodated within existing resources
Continue to communicate key messages to all protected groups in relations to road management and maintenance through appropriate media releases and social media	Ongoing		Roads Managers	Better informed groups	Accommodated within existing resources with support from Communications Team