



## EQUALITY IMPACT ASSESSMENT

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions).	
Service	Infrastructure Service
Section	Transportation
Title of the activity etc.	Transport Strategy, Planning and Management
Aims of the activity	<p>The aim is to accommodate a budget reduction of £223k per annum whilst minimising the impact on service users including those within the protected groups. It is proposed to reduce spend in:</p> <ol style="list-style-type: none"> <li>1. Road Safety – nominal £40k budget reduction It is proposed to significantly change the way the road safety function is delivered with a greater emphasis on collaboration through the Community Planning Partnership and Community Safety Partnership.</li> <li>2. Strategy Initiatives – nominal £60k budget reduction It is proposed to reduce spend on Active Travel.</li> <li>3. Planning Applications and Development - £123k budget reduction It is proposed to review the process for dealing with planning applications and developments with a view to reducing the workload within the Transportation section. A central core team could be used within the Council with a focus that differs from the current way of working. The budget reduction will largely come from savings in staff time.</li> </ol>
Author(s) & Title(s)	Ewan Wallace

Stage 2: List the evidence that has been used in this assessment.	
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	<p>The Transportation section consults with residents on a range of the services it supports, for example: Aberdeenshire Walking and Cycling Strategy (2008); focussed questions in the Citizens Panel surveys (2012 and 2013); Local Transport Strategy (2012); Car Parking Survey (2013); A947 Corridor Improvements (2013 and 2014); National Highways &amp; Transport User Perception Surveys (2012 and 2013). This data has helped to build up a picture of what is important to residents.</p>

<p>Internal consultation with staff and other services affected.</p>	<p>The Strategy and Transportation Managers have been consulted. All Chief Officers are aware of the range of budget reduction proposals.</p>
<p>External consultation (partner organisations, community groups, and councils).</p>	<p>Due to the nature of the budget process there has been no opportunity for external consultation on the proposed budget reduction but this will be done as the individual budget reductions are progressed.</p>
<p>External data (census, available statistics).</p>	<p>Department for Transport (DfT) publication “Personal Security Issues in Pedestrian Journeys” (2006)  Transport Scotland data on road traffic casualties by age  UK research on road traffic accidents  Road Traffic Reduction Act Report  Annual Accident Statistics  Site specific Transport Assessments</p>
<p>Other (general information as appropriate).</p>	<p>The proposed reduction in road safety spending could lead to an increase in road traffic accident casualties if not handled carefully. Options are currently being considered for minimising any negative impact, for example by pooling the remaining budget within a Road Casualty Reduction Partnership across multiple agencies.</p> <p>The proposed reduction in Active Travel spend, for example on encouraging walking and cycling, could affect the health and wellbeing of residents and contribute to traffic congestion.</p> <p>The proposed reduction in spend on handling planning applications could result in developments with poor access, e.g. not conducive to the provision of bus services, if developers fail to fully comply with requirements or cut corners. Given the timescales involved the outcome will not be immediately apparent. At present Transportation staff take a proactive approach to working with developers. Other steps will be taken to make efficiency savings, for example officers will only attend Committee meetings for large-scale applications and will take a stronger position on any recommendation of refusal for non-compliant planning applications.</p>

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	The information held is sufficient to make decisions.

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:
	n/a	n/a

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)
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.	n/a	<p>Age – Younger</p> <p>Young people, and in particularly children, make more walking and cycling trips than any other age groups. Young people, subsequently, benefit in particular from investment in active travel. The Council's School Travel Plans and the ongoing promotion of walking and cycling enhances young people's ability to access a wide range of opportunities. These active modes of travel also help to tackle the problem of childhood obesity. Therefore reducing the amount of staff time spent on these areas will have a negative impact.</p> <p>Young people and especially children aged between 10 and 15 make up the largest proportion of child casualties in the UK. Work currently undertaken to reduce further casualties and to identify why and where accidents happen is, therefore, likely to have a considerable positive impact on this equality group. Therefore reducing time spent on these areas would have a negative impact.</p> <p>Younger drivers are at higher risk of death or serious injury and so the interventions within our Road Safety programmes are biased to tackling those groups. Therefore reducing time spent on these areas would have a negative impact.</p>
	n/a	<p>Age – Older</p> <p>Older people make up an increasing share of all road casualties in Scotland. In 2012, casualties aged 50 and over increased by 8% (Transport Scotland). Work currently undertaken to reduce further casualties and to identify why and where accidents happen is, therefore, likely to have a considerable positive impact on this equality group. Therefore a reduction in time spent would have a negative impact.</p>

		<p>Gender – Female</p> <p>Women on average make 15% more walking trips than men (Department for Transport, DfT, 2011). The proposed reduction in time spent on walking facilities is likely to impact on them disproportionately.</p> <p>According to the DfT's "Personal Security Issues in Pedestrian Journeys" (2006), women tend to express more personal safety concerns than men. This is particularly so at night, where fear of crime can be a significant travel deterrent. Current work undertaken to increase the numbers of people walking and cycling and, thus, providing natural surveillance to address such concerns and perception of danger will enable women to derive maximum benefits from the transport network in Aberdeenshire. Therefore reducing time spent on the work-streams currently looking at these issues is expected to have a negative impact.</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>It has not been possible to consult the affected groups on the budget proposals because of the budget process. However regular meeting are held with community safety groups through the Community Planning Partnership Forums to identify the key emerging issues and study work has always included representative groups of older, younger and disabled persons. This knowledge has helped inform decision-making.</p>

Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?		
<p>These should be included in any action plan at the back of this form.</p>	Mitigating Steps	Timescale
	<p>Reduction in spend on road safety – new processes and procedures will be agreed to enable wider collaboration across agencies and authorities to maximise the benefit of available funds.</p>	<p>March – July 2017</p>
	<p>Reduction in spend on Active Travel - new processes and procedures will be agreed to enable wider collaboration across agencies and authorities to maximise the benefit of available funds.</p>	<p>March - July 2017</p>


**Stage 9: What steps can be taken to promote good relations between various groups?**

<p>These should be included in the action plan.</p>	<p>The budget reduction does not provide opportunities for promoting good relations between groups.</p>
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

The reduction in budget does not create opportunities for advancing equality of opportunity.

Stage 11: What equality monitoring arrangements will be put in place?

These should be included in any action plan (for example customer satisfaction questionnaires).

No formal equality monitoring arrangements will be put in place.

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
<p>Reduction in spend on road safety – changing the way that things are done will help to mitigate the negative effects of a reduction in staff time. However, these steps cannot fully mitigate an expected increase in road traffic accidents.</p> <p>Reduction in spend on active travel planning – changing the way that things are done will help to mitigate the negative effects of a reduction in staff time. However, these steps cannot fully mitigate an expected decrease in active travel opportunities.</p> <p>In both cases a review of processes will be undertaken internally and with partners with the aim of reducing the impact.</p>		

\* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

There are limited funds so priorities have to be set and alternatives do exist but at an increased cost to individuals, the environment and society. All possible steps will be taken to minimise negative impacts.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Infrastructure Services - Transportation	
	2) Title of Policy/Activity	Transport Strategy, Planning and Management	
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: David Armitage Position: Manager Date: 13/01/17 Signature:	Name: Position: Date: Signature:
		Name: Position: Date: Signature:	Name: Position: Date: Signature:
	4) Consultation with Service Manager	Name: Date:	
	5) Authorisation by Director or Head of Service	Name: Ewan Wallace Position: Head of Transportation Date: 27/1/17	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
Reduction in spend on road safety – new processes and procedures will be agreed to enable wider collaboration across agencies and authorities to maximise the benefit of available funds.	March 2017	July 2017	Mark Skilling	The aim is to reduce the numbers of people killed or seriously injured on our roads, compared to the number that would have been killed or seriously injured if the mitigating steps were not taken.	Existing staff resources
Reduction in spend on Active Travel - new processes and procedures will be agreed to enable wider collaboration	March 2017	July 2017	Mark Skilling	The maximisation of benefits from available funds. The negative impact on residents of the proposed reduced spend will be minimised.	Existing staff resources