

## 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 Expenditure & Income, Administration and Management Activities and Quarries
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>However, the current budget proposal will see a reduction in the road maintenance budget of some £700,000 on top of a “flat cash” settlement. The combined impact of these issues is likely to be in the region of £1,225,000 in 2015/16.</p> <p>This level of reduction cannot be sustained while also maintaining the current level of the Road Condition Index. In practice this will result in the condition of the road network deteriorating over time.</p> <p>While the deterioration will not be quick, it will be sustained, and over the medium to long term more of the available budget will require to be allocated to reactive maintenance rather than planned.</p> <p>Reactive maintenance is generally less efficient, therefore more</p>

	<p>expensive, and this will lead to a gradual acceleration of the rate of deterioration.</p> <p>In addition the current budget proposal also includes a reduction in the street lighting electricity costs of £75,000 per annum.</p> <p>This reduction can be achieved, at least in the next 2 to 3 years, through continued investment in energy efficient lighting infrastructure.</p> <p>However, when coupled with a “flat cash” settlement and increasing lighting network due to road adoptions, the effective reduction is not sustainable at the current level of provision.</p> <p>It is anticipated that this combination will lead to a reduction in the funding available to invest in upgrading infrastructure, including energy efficiency, and this is likely to lead to a gradual diminution of the level of service.</p> <p>The impacts are likely to affect all users, as this impact affect public transport users, motorists, pedestrians and cyclists.</p>
Author(s) & Title(s)	<input data-bbox="459 748 694 797" type="text"/> 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 public transport users, motorists, pedestrians and cyclists.</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>For example deterioration of footways will have more impact on elderly and mothers, as they tend to walk more, while deterioration of main commuter routes more so for males, as they tend to drive to work more than other groups.</p> <p>However, the scale of the differential impacts are not quantifiable at this stage, as it is currently not possible to accurately define the impact that the proposals will have on the network in 2015.</p>
		<p>The reduction in this budget line will lead to reduction in the volume of road maintenance work undertaken. This is likely to have an impact on employment levels in the Civil Engineering sector, which is predominately male in profile.</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>
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**Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?**

	Mitigating Steps	Timescale
<p>These should be included in any action plan at the back of this form.</p>	<p>No obvious mitigating steps have been identified.</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>Continue to communicate key messages to all protected groups in relations to road management and maintenance through appropriate media releases and social media. Further consideration will be given to the role of the emerging Roads Communications Plan in this regard</p>
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Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

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.

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.

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 activity provides the financial resources to support the management and maintenance of the road network. The network is provided for all users While it is recognised that a number of the protected characteristic groups rely more heavily on some aspects of the network, at a strategic level resources are predominately directed towards the maintenance of the asset. A reduction in the allocation of this scale will lead to negative impacts over time.		

\* 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 associated with the gradual decline in network condition.

However, ultimately, this is a decision for Elected Members, who are required to balance the varied needs of the citizens of Aberdeenshire against the level of service that can be delivered in line with budgetary provision.

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 for this policy/activity.	Name: <input type="text"/>	Name:	
		Position: Head of Roads and Landscape Services	Position:	
		Date: 19/11/14	Date:	
		Signature:	Signature:	
		Name:	Name:	
		Position:	Position:	
	Date:	Date:		
	Signature:	Signature:		
4) Consultation with Service Manager	Name:			
	Date:			
5) Authorisation by Director or Head of Service	Name: <input type="text"/>	Name:		
	Position: Director of Infrastructure Services	Position:		
	Date: 19/11/2014	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:	




