

## 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.	Winter Maintenance Budget
Aims of the activity	<p>To fund the delivery of the Winter Maintenance Operational Plan, namely:</p> <p>“The Council’s policy objective in relation to winter maintenance is defined as the reduction as far as practicable of the effects of adverse weather conditions on the movement of people and vehicles to permit safe travel in Aberdeenshire.</p> <p>In order to achieve this objective it is recognised that a priority treatment system is required, which will concentrate initially on the more important routes and then be extended to the less important routes when practicable.</p> <p>Within these overall parameters the Director of Infrastructure Services is requested to try to curtail the level of expenditure within the sum provided in the annual budget bearing in mind the conditions which pertain and the overall policy objective.”</p> <p>However, the current budget proposal looks to reduce baseline budget for an “average” winter by £1,000,000. This will lead to a reduction in the current level of service.</p> <p>While the exact detail of the reductions are at this stage unknown, there is a likelihood that it will impact on current footway treatments, pre-treatment of the Priority network and reactive treatments on the wider network.</p>
Author(s) & Title(s)	<input 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 Highway and Transportation (NHT) national survey

<p>Internal consultation with staff and other services affected.</p>	<p>Working Group with other Services has been established to review the current provision and interface of winter maintenance with these other front line services.</p> <p>Pre Winter and Post Winter Operational Review meetings where the performance of the previous winter is considered and the changes in the “new” plan are considered before winter season commences.</p>
<p>External consultation (partner organisations, community groups, and councils).</p>	<p>Regular review of Operational Plans of other similar Roads Authorities. Participant in the Society for Chief Officers of Transportation in Scotland (SCOTS) Annual Winter Services Questionnaire. Results from 32 Scottish Local Authorities are then shared. Membership of the SCOTS Winter Sub Group.</p>
<p>External data (census, available statistics).</p>	<p>Association for Public Sector Excellence (APSE) Performance Networks, SCOTS Asset Management Data, NHT Survey</p>
<p>Other (general information as appropriate).</p>	

Stage 3: Evidence Gaps.	
Are there any gaps in the information you currently hold?	Yes

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:
	Review information held within Scottish Government Equality Evidence Finder in relation to Sexual Orientation and Gender Reassignment .	Annually

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
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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.		<p>Priority 1 footways will be affected and this is likely to have a disproportionate impact on various groups.</p> <p>The percentage of people who classify their health as “good” or “very good” declines as age increases. Reducing treatment of on routes to medical communities is therefore positive in terms of Age characteristic</p> <p>Reducing resources to access to public services, medical and community facilities is likely to have an negative in terms of Pregnancy and Maternity characteristics</p>
		<p>Treatment regimes may also have to be reduced across the road network. This will lead to a reduction in reactive maintenance during “snow events”.</p> <p>Men are more likely to drive daily, and also drive longer distances. Any reduction in the treatment regime is therefore likely to have a slightly more negative impact in terms of the Gender characteristic.</p> <p>In addition national statistics show that as people get older the percentage that drive to work increases. Reducing treatment regimes is therefore likely to have marginally more of a negative impact in terms Age characteristic.</p>

		<p>Elderly and the young are more likely to use public transport. Reductions in reactive treatments are therefore likely to have a negative impact in terms of Age characteristic.</p> <p>Adults with a disability are more likely to use local bus services. Reductions in reactive treatments are therefore likely to have a negative impact in terms of Disability characteristic.</p> <p>Women are more likely to use bus services. Reductions in reactive treatments are therefore likely to have a negative impact in terms of Gender characteristic</p>

**Stage 7: Have any of the affected groups been consulted?**

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?

No

**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
	There are no obvious mitigating steps.	

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

These should be included in the action plan.

Any reduction in the current level of service will be met with resistance from all groups. A communications plan will be developed to explain the reasoning behind the revised regime and what we will, and will not, do in the future.

**Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?**

The activity provides the financial resources necessary to deliver winter maintenance in line with the approved Winter Maintenance Operational Plan. The Operational Plan sets out the hierarchal context under which winter maintenance resources are deployed on the road network (including footways). As part of the determination of the hierarchy various factors are taken into consideration including the impact on local health services, educational establishment, public transport routes and local commercial districts.

A number of the protected characteristic groups rely more heavily on these services, and the added priority that these features provide within the hierarchy impact positively on the resultant level of service providing opportunities to advance equality of opportunity.

However, it must be recognised that the level of “normal” service during an “average” winter will reduce and that will have impacts disproportionate impacts on protected characteristic groups. Every effort will be made to minimise these impacts but they will exist.

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

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

Citizen’s Panel 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.
	N/A	
	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 reduction in the level of service will lead to negative impacts which cannot be mitigated.	

\* 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	Winter Maintenance Budget Page (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: 19/11/14	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:






