

Equality Impact Assessment Form

MTC Highways Block

1. Persons responsible for this assessment:

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Service: Highways MTC Block	E-Mail: Sheila.corkett@gloucestershire.gov.uk
Directorate: Environment	Date of Assessment: Dec 2010

2. Name of the policy, service, strategy, procedure or function: Highways Block

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

This EIA reviews the planned 'Meeting the Challenge' changes to be made within the Highways Block. The Block incorporates a range of sub-projects as listed below:

Asset Management

Asset Manager	Loss of part-time tech support
Data Management	Loss of data technician
Transport Monitoring	Reduction in team size
Traffic Regulation Orders	Reduced area based TROs
Safety Inspections	Reduced HSIM and/or hierarchy
Bridge Maintenance & Inspections	Reduction in bridge maintenance
Forward Programme Team	Reduced capital spend
Asset Planning	Reduction in asset planning

Business Management

Administration Team	Reduction on overall team
Premises	Renegotiation of the IG lease

Highway and Customer Services Team

Staff and depots	Restructure of area teams
Pay & prices	Savings due to less staff
Customer surveys	Suspend surveys
Compliance with TMA	Do not comply with the TMA
Insurance contribution for ex Agency Areas	Reduce contribution by negotiation

Safety Maintenance (Signs & Lines)

Road Markings (white & yellow & studs)	Policy changes - reduced maintenance standards
Signs (direction, advisory, regulatory)	Policy changes - reduced maintenance standards

Marker posts and bollards	Policy changes - reduced maintenance standards
Pedestrian barriers	Policy changes - reduced maintenance standards
Safety fencing (crash barriers)	Policy changes - reduced maintenance standards
Environmental Maintenance	
Grass cutting (including amenity)	Policy changes - reduced maintenance standards
Tree maintenance	Policy changes - reduced maintenance standards
Verge maintenance/clearance	Policy changes - reduced maintenance standards
Weed control	Policy changes - reduced maintenance standards
Agency agreements	Reduced contribution to agencies
Routine Maintenance	
Emergency response	Reduction in publically reported defects OOH
Safety defects (footway & carriageway)	Reduced inspection policy resulting in less defects
Drainage Maintenance	
Drainage repairs and replacement	No repairer/replaced unless unsafe
Contribution to DCs	Reduced revenue contribution
Gully cleansing	Policy changes - reduced maintenance standards
Drainage jetting	Policy changes - reduced maintenance standards
Sweeping (reactive)	Respond to emergencies only
Grip and ditch cleaning	Policy changes - reduced maintenance standards
Winter Maintenance	
Primary routes	Cut routes by up to 25%
Secondary routes	Stop salting secondary route network
Salt bins	Do not replenish salt bins, promote self help
Street Lighting	
Staff	Restructure of the team and GH
Energy costs	Reduce through extension of dimming, part night etc
Reactive maintenance	Policy changes - reduced maintenance standards
Cyclical maintenance	Policy changes - reduced maintenance standards
Community safety	Stop all community safety work
Road Safety	
Staff	
Income generation	
Network & Traffic Management	
Traffic Signals	Review of strategy and structure
Street Works	
Flooding	
PROW	

4. Who is intended to benefit from it and in what way?

The Highways Block has been set up to deliver the meeting the challenge savings necessary over the next 4 years, and to provide a consistent, joined up approach that aligns with the corporate approach.

5. What outcomes are expected?

The outcomes will be the delivery of the required savings, and changes to the form and function of the service areas within the Highways Block.

6. Have you consulted on this policy, service, strategy, procedure or function?

Yes

Details of consultation and outcome

Consultation is ongoing and is led from the top by the Chief Executive and Leader of the Council. Other consultation is taking place locally with staff and Members as appropriate.

7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?

This EIA focuses on reductions in the form & function of service areas within the Highways Block. A range of sub-projects within the Block require more detailed EIA work and this will progress over the 4 year programme. Research and data will be identified and used as required.

8. Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

Please note that for each Highways Block sub-project a separate section will be completed as that element of work is explored over the 4-year programme, and these sections will be attached as an appendix to this overarching EIA. Each appendix will incorporate the following tables detailing impact, evidence and action.

	Negative	Positive	Neutral	Evidence
Age				

Disability				
Gender				
Race including Gypsy & Traveller				
Religion or Belief				
Sexual Orientation				
Transgender				
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality				
Community Cohesion	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</p> <p>You will need to consider;</p> <p>Is there equality between those who will and won't benefit from the proposal?</p> <p>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</p> <p>Does the proposal bring groups / communities into increased contact with each other</p>			
Community Cohesion (Contd)				

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N
			Y/N	Y/N

			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by:

Date:

Role:

Countersigned by Head of Service

Date:

Date for Review:

Please forward an electronic copy to the Equalities Team by emailing

equalities@gloucestershire.gov.uk

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

APPENDICES – EIA SUB-SECTIONS

- A. Asset Management**
- B. Business Management**
- C. Highway and Customer Services Team**
- D. Safety Maintenance (Signs & Lines)**
- E. Environmental Maintenance**
- F. Routine Maintenance**
- G. Drainage Maintenance**
- H. Winter Maintenance**
- I. Street Lighting**
- J. Road Safety**
- K. Network & Traffic Management**
- L. Flooding**
- M. PROW**

APPENDIX A
Asset Management

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template
<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			X	
Disability			X	
Gender			X	
Race including Gypsy & Traveller			X	
Religion or Belief			X	
Sexual Orientation			X	
Transgender			X	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			X	
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into</p>			<p>The reductions in staff and funding for maintenance activities will not have any effect on community cohesion.</p>

	increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
NONE			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

APPENDIX B
Business Management

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template
<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			x	N/A
Disability			x	N/A
Gender			x	N/A
Race including Gypsy & Traveller			x	N/A
Religion or Belief			x	N/A
Sexual Orientation			x	N/A
Transgender			x	N/A
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			x	N/A
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring</p>			<p>Reduction in staff & funding will affect current service levels provided, to members of the public, stakeholders, members and officers particularly in peak periods such as adverse weather events and flooding. A reduction on current level of service should not affect Community Cohesion.</p>

	groups / communities into increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

APPENDIX C
Highways and Customer Service Team

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template
<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			✓	
Disability			✓	
Gender			✓	
Race including Gypsy & Traveller			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Transgender			✓	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive</p>			<p>The reductions in staff and funding for maintenance activities will not have any effect on community cohesion.</p>

	relationships? Does the proposal bring groups / communities into increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

APPENDIX D
Safety Maintenance

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template

<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			✓	
Disability			✓	
Gender			✓	
Race including Gypsy & Traveller			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Transgender			✓	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into</p>			<p>Reductions in service levels will be determined on the basis of safety implications for highway users and on the level of priority for differing route classifications</p>

	increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

APPENDIX E
Environmental Maintenance

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template
<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			✓	
Disability			✓	
Gender			✓	
Race including Gypsy & Traveller			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Transgender			✓	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	
Community Cohesion Community Cohesion (Contd)	Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into			Reductions in service levels (e.g. grass cutting or weed control) will be determined on the basis of safety implications for highway users.

	increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

APPENDIX F
Routine Maintenance

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template

<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			✓	
Disability			✓	
Gender			✓	
Race including Gypsy & Traveller			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Transgender			✓	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into</p>			<p>Reductions in service levels will be determined on the basis of safety implications for highway users.</p>

	increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

APPENDIX G
Drainage Maintenance

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template

<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			✓	
Disability			✓	
Gender			✓	
Race including Gypsy & Traveller			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Transgender			✓	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into</p>			<p>Reductions in service levels (e.g. gully emptying frequency) will be determined on the basis of safety implications for highway users. These changes in service levels will not affect community cohesion.</p>

	increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			N/A	N/A
			N/A	N/A
			N/A	N/A
			N/A	N/A
			N/A	N/A

APPENDIX H
Winter Maintenance

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template

<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			✓	
Disability			✓	
Gender			✓	
Race including Gypsy & Traveller			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Transgender			✓	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			✓	
Community Cohesion Community Cohesion (Contd)	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into</p>			<p>Community Self Help, Parish Snow Wardens and Parish Snow Plough Operators will continue to serve the local needs of the community. More local control will provide residents to decide on the priorities within the community.</p>

	increased contact with each other	
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If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2? Leave blank	Carried to Level 3? Leave blank
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

Appendix J Road Safety

Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template
<http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			X	
Disability			X	
Gender			X	
Race including Gypsy & Traveller			X	
Religion or Belief			X	
Sexual Orientation			X	
Transgender			X	
Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality			X	
Community Cohesion Community Cohesion (Contd)	Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive			This model of service delivery will contribute to community cohesion by promoting community action on Road Safety. Demonstrating that communities can affect Road Safety will empower the community and bring members of the community together to work on positive action for change.

	relationships? Does the proposal bring groups / communities into increased contact with each other	
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10. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N