

# Equality Impact Assessment



Name of project/proposal T19 - E5 Highways Winter Maintenance  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 05 Sep 2017

## **Description of Service / Policy**

Hampshire County Council has a duty under the 1980 Highways Act to act as the local highways authority responsible for maintenance and accessibility of 5,300 miles of road network. Providing access to the network is a universal service for the travelling public in Hampshire. The County Council aims to maintain main road surfaces free of ice and snow, and to ensure safe passage at all times where reasonably practical and within the resources available to the Council. The new Highways Contract is due to start in August 2017, which provides the opportunity for winter service review.

Geographical impact\* All Hampshire

## **Description of proposed change**

To review and rationalise the Council's salting network and associated operational activities with the aim of optimising the use of available assets and technology to reduce the cost of providing the service.

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

### **Statutory considerations**

	<b>Impact</b>
Age	Medium
Impact	Potential reduction in salting network may impact upon the accessibility for older residents of Hampshire, who may be less confident driving or walking along the highway in winter conditions. Equally, the changes may impact upon younger people, particularly pupils and students accessing schools and colleges.
Mitigation	Wide range of outward facing communication on salting provision, including the dates, times and routes covered.

Disability Impact	Medium Potential reduction in salting network may impact upon the accessibility for residents of Hampshire with a disability, who may be less confident driving or walking along the highway in winter conditions.
Mitigation	Wide range of outward facing communication on salting provision, including the dates, times and routes covered.
Sexual Orientation	Neutral
Race	Neutral
Religion and Belief	Neutral
Gender Reassignment	Neutral
Gender	Neutral
Marriage and civil partnership	Neutral
Pregnancy and Maternity	Neutral
<b>Other policy considerations</b>	
Poverty	Neutral
Rurality Impact	Medium If the salted and/or ploughed network has to be reduced, it is more likely to affect the less used and populated areas.

### ***Additional Information***

# Equality Impact Assessment



Name of project/proposal T19 - E6 Street Lighting  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 05 Sep 2017

## **Description of Service / Policy**

Management of the Street Lighting Service for Hampshire, including the Private Finance Initiative (PFI) Contract with Equitex. The user profile consists of all highway users.  
Geographical impact\* All Hampshire

## **Description of proposed change**

To achieve savings by reducing the energy requirements for street lighting, and through the implementation of operational efficiencies. The project will deliver savings and carbon reductions by such measures as dimming of principal roads and part-night lighting. Road signs and markings are retro-reflective and will appear bright in vehicle lights, reducing the impact of dimmer street lights. It is possible to vary the dimming by time of day and location to provide brighter lighting when required for site specific reasons. Switching off street lights altogether would have the greatest impact, but would likely be limited to the middle of the night and not applied everywhere. Large parts of the road network have no street lighting.

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

### **Statutory considerations**

#### **Impact**

Age Nothing selected

Disability  
Impact

Low  
For those with disabilities, there is the potential that these changes could have a disproportionately negative impact in terms of travel either as pedestrians or motorists on affected streets.

New infrastructure delivered by the Private Finance Initiative has increased the County Council's ability to be flexible about lighting and dimming regimes. Brighter lighting can be provided at specific times, and full switch-off will be limited to the middle of the night when road users are scarce on affected streets. These measures should minimise this potential impact.

Sexual Orientation      Neutral

Race      Neutral

Religion and Belief      Neutral

Gender Reassignment      Neutral

Gender      Neutral

Marriage and civil  
partnership      Neutral

Pregnancy and  
Maternity      Neutral

**Other policy considerations**

Poverty      Neutral

Rurality      Neutral

***Additional Information***

# Equality Impact Assessment



Name of project/proposal T19 - E7 School Crossing Patrols  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 05 Sep 2017

## **Description of Service / Policy**

This relates to the delivery of some 260 school crossing patrol sites across the county, one of the largest services in the country, notwithstanding that there is no statutory obligation to provide the services.

Geographical impact\* All Hampshire

## **Description of proposed change**

To make this service cost neutral by securing alternative sources of funding, and/or making service reductions. The optimum outcome of an alternative funding model would see no impact on service users. However, this option would impact upon school or community budgets, though the contribution requested for a single patrol would be relatively small. The Council would still manage the service. Other options would see a reduction in the number of school crossing patrols employed, and a potential impact upon service users in terms of perception of safety for walks to school. This is a discretionary service, and therefore changes will not affect the statutory responsibility of parents or guardians to get their child safely to school.

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

### **Statutory considerations**

#### **Impact**

Age	Medium
Impact	A reduction in the School Crossing Patrol Service could impact upon young people (pupils) in making their way to school. While there will be no change in the statutory responsibility of parents and guardians to get children safely to school, some parents and pupils may be required to make more judgements as to where and when to cross the road.
Mitigation	In some cases there will be opportunities to make crossing

improvements, and road safety education in schools will also provide opportunities to help individuals to cross the road safely.

More detailed impact assessments will be carried out against specific proposals.

Disability  
Impact

High

A reduction in the School Crossing Patrol service could have a disproportionate impact upon young people (pupils) with a disability, particularly with a visual or mobility impairment. While there will be no change to the statutory responsibility of parents and guardians to get children safely to school, some parents and pupils will be required to make more judgements as to where and when to cross the road.

Mitigation

In some cases, there will be opportunities to make crossing improvements, and road safety education in schools will also provide opportunities to help individuals to cross the road safely.

More detailed impact assessments will be carried out against specific proposals.

Sexual Orientation

Neutral

Race

Neutral

Religion and Belief

Neutral

Gender Reassignment

Neutral

Gender

Neutral

Marriage and civil  
partnership

Neutral

Pregnancy and  
Maternity

Neutral

**Other policy considerations**

Poverty

Neutral

Rurality

Neutral

**Additional Information**

At present, plans are not finalised. Consultation will inform future planning, and further EIAs will be carried out accordingly, including of affected staff as necessary. It should be noted that the impacts of this project will be further reassessed in tandem with those arising from proposals relating to the Home to School Transport service. This will help to ensure that alterations to services affecting access to schools are considered in the round.

# Equality Impact Assessment



Name of project/proposal T19 - E8 On Street Parking and Parking Agreements  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 21 Aug 2017

## **Description of Service / Policy**

This relates to the provision and enforcement of on street parking across Hampshire.  
Geographical impact\* All Hampshire

## **Description of proposed change**

To explore the opportunity to address traffic and safety issues through implementing consistent county-wide approaches to on-street parking pay and display and other parking controls. The savings would be achieved by providing a single, county-wide, standardised approach to civil parking enforcement. This could see an impact on staff, principally in District Council who currently deliver the service. There would be a potential impact upon service users as some parking charges might increase and new charges be introduced.

## **Engagement and consultation**

Has engagement or consultation been carried out? No

No specific consultation has been carried out on this proposal. However, the County Council carried out a major consultation exercise over the Summer of 2017 on a range of options for finding further budget savings, including increasing council tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing services, or indeed making revised charges. The outcome of this consultation will be reported to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

<b>Statutory considerations</b>	<b>Impact</b>
Age	Neutral
Disability	Neutral
Sexual Orientation	Neutral
Race	Neutral
Religion and Belief	Neutral
Gender Reassignment	Neutral

Gender	Neutral
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Marriage and civil partnership	Neutral
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Pregnancy and Maternity	Neutral
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**Other policy considerations**

Poverty	Low
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Impact	All motorists may need to pay for parking in some new parts of the Hampshire highways network, or pay more for existing parking, which may have a disproportionate impact upon poorer people who are less able to afford charges. However, at this stage options have not been scoped and there are no specific changes planned to existing regimes. Impacts upon staff in the County and District councils will be assessed separately when specific proposals and arrangements have been decided.
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Rurality	Neutral
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**Additional Information**

As proposals develop, further assessments will be carried out to gauge the impact on service users and staff as necessary.



# Equality Impact Assessment



Name of project/proposal T19 - E9 Transport and Traffic Agency Arrangements  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 21 Aug 2017

## **Description of Service / Policy**

This relates to the delivery of smaller scale and localised Traffic Management duties, and Highways Development Planning advice on smaller developments - which are currently provided by the district and borough councils on the County Council's behalf.  
Geographical impact\* All Hampshire

## **Description of proposed change**

End all current transport and traffic agency arrangements with the District Councils to be replaced with new delivery arrangements better reflecting current policy and financial priorities. Known impacts will be a reduction in the respective Highways Development Planning and Traffic Management agency budgets, efficiencies in the delivery of the Highways Development Planning Service, and more restricted district activity in Traffic Management, which could see a low impact upon some service users. There is potentially an impact upon mainly District Council staff arising from TUPE, which remains to be quantified. As this opportunity progresses, further adjustments to the delivery of these services may be pursued, the impact of which cannot yet be quantified.

## **Engagement and consultation**

Has engagement or consultation been carried out? No

No specific consultation has been carried out on this proposal. However, the County Council carried out a major consultation exercise over the Summer of 2017 on a range of options for finding further budget savings, including increasing council tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing services, or indeed making revised charges. The outcome of this consultation will be reported to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

<b>Statutory considerations</b>	<b>Impact</b>
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Age	Neutral
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Disability	Neutral
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Sexual Orientation	Neutral
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Race	Neutral
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Religion and Belief	Neutral
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Gender Reassignment	Neutral
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Gender	Neutral
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Marriage and civil partnership	Neutral
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Pregnancy and Maternity	Neutral
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**Other policy considerations**

Poverty	Neutral
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Rurality	Neutral
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Neutrality Statement	These are mainly contract negotiations which should have no disproportionate impact upon people with protected characteristics. As specific proposals are developed, further assessment will be carried out.
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**Additional Information**

As proposals develop, further assessments will be carried out to gauge the impact on service users and staff as necessary.

# Equality Impact Assessment



Name of project/proposal T19 - E11 Concessionary Fares  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 05 Sep 2017

## **Description of Service / Policy**

This service involves the administration of the Hampshire Concessionary Fares scheme for public transport, affecting predominantly older people and those with disabilities.  
Geographical impact\* All Hampshire

## **Description of proposed change**

The proposal is to capitalise upon changes in contract arrangements, national trends, and opportunities to reduce Council investment in the service or, subject to changes in the law, to introduce nominal charges to realise efficiencies and savings. Impacts upon service users should be minimal as they revolve around making more efficient use of existing budgets to reflect changing user trends. If, subject to legal changes, the County Council were to introduce a nominal charge, then there would be an impact upon some service users who would be obliged to make a small financial contribution to their journeys.

## **Engagement and consultation**

Has engagement or consultation been carried out? No

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

<b>Statutory considerations</b>	<b>Impact</b>
Age	Neutral
Disability	Neutral
Sexual Orientation	Neutral
Race	Neutral
Religion and Belief	Neutral

Gender Reassignment	Neutral
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Gender	Neutral
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Marriage and civil partnership	Neutral
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Pregnancy and Maternity	Neutral
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**Other policy considerations**

Poverty	Neutral
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Rurality	Neutral
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Neutrality Statement	Disproportionate impacts upon people with protected characteristics are not anticipated as part of current plans. When proposals are further developed, further assessment will take place prior to any executive decision to implement them. Should new legislation make it possible to introduce charges, and a proposal be developed to pursue this option, further impact assessments will scope the likely effect of such charges on people with protected characteristics.
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***Additional Information***

# Equality Impact Assessment



Name of project/proposal T19 - E12 Bus Subsidies and Community Transport  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 05 Sep 2017

## **Description of Service / Policy**

This relates to subsidising bus services that are not commercially viable but which are deemed to be socially important, and also the provision of community transport services for the mobility impaired and people living in isolated areas. 87% of passenger transport journeys are on bus services which are provided commercially without subsidy. In addition, Community Transport is funded by the district councils as well as the County.

Geographical impact\* All Hampshire

## **Description of proposed change**

Stopping Community Transport and withdrawing current, County Council funded bus subsidies. Community transport users might be required to use a wider selection of service providers depending on their needs and circumstances. There is also likely to be an impact upon community service providers, local authorities, and voluntary organisations.

Withdrawal of bus subsidies may affect choice and frequency of bus services available to users and possibly affect income for bus operators.

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

### **Statutory considerations**

Age  
Impact

### **Impact**

High

Withdrawal of this funding could have an impact upon the mobility of older and younger people who are disproportionately dependant on subsidised public or community transport to access amenities and services.

Mitigation

Precise plans have yet to be made and will be subject to more

detailed impact assessments to better understand the impact upon these groups in specific areas, and what mitigation might be possible.

Disability  
Impact

High

Withdrawal of this funding could have an impact upon the mobility of people with disabilities who are disproportionately dependant on subsidised public or community transport to access amenities and services

Mitigation

Precise plans have yet to be made and will be subject to more detailed impact assessments to better understand the impact upon these groups in specific areas, and what mitigation might be possible.

Sexual Orientation

Neutral

Race

Neutral

Religion and Belief

Neutral

Gender Reassignment

Neutral

Gender  
Impact

Low

Statistically, a larger number of women use subsidised public or community transport to access amenities than men. On this basis, these changes would have a disproportionate impact upon women.

Marriage and civil  
partnership

Neutral

Pregnancy and  
Maternity

Neutral

**Other policy considerations**

Poverty  
Impact

High

Withdrawal of this funding could have a disproportionate impact upon poorer people who are disproportionately dependant on subsidised public or community transport to access amenities and services.

Mitigation

Precise plans have yet to be made and will be subject to more detailed impact assessments to better understand the impact upon this group in specific areas, and what mitigation might be possible.

Rurality  
Impact

High

Withdrawal of this funding could have an impact upon the mobility of people who live in rural areas, who are disproportionately dependant on subsidised public or community transport to access amenities and services.

Mitigation

Precise plans have yet to be made and will be subject to more detailed impact assessments to better understand the impact upon this group in specific areas, and what mitigation might be possible.

***Additional Information***

It should be noted that 87% of passenger transport journeys are on bus services which are provided commercially without subsidy, and that the County Council is not the sole funder of community transport services in Hampshire.





# Equality Impact Assessment



Name of project/proposal T19 - E13 Waste Disposal Contract  
Originator Poyntz-Wright, Patrick  
Email address Patrick.Poyntz-Wright@hants.gov.uk  
Department Economy, Transport and Environment  
Date of Assessment 05 Sep 2017

## **Description of Service / Policy**

The Waste Disposal Contract is the mechanism through which household waste in Hampshire is managed. Specifically, it manages the processing of household wastes after the point at which they have been collected, i.e. via recycling, energy recovery, or disposal as appropriate to the specific nature of the waste materials that have been collected.

Geographical impact\* All Hampshire

## **Description of proposed change**

To achieve a significant reduction against the on going cost of managing Hampshire's Waste Recycling Centres network. There will be an impact upon residents, largely in terms of communications, which will be designed to either reduce the amount of waste that is created and/or to increase the amount of waste recycled.

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

<b>Statutory considerations</b>	<b>Impact</b>
Age	Neutral
Disability	Neutral
Sexual Orientation	Neutral
Race	Neutral
Religion and Belief	Neutral

Gender Reassignment	Neutral
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Gender	Neutral
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Marriage and civil partnership	Neutral
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Pregnancy and Maternity	Neutral
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**Other policy considerations**

Poverty	Neutral
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Rurality	Neutral
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Neutrality Statement	At present, it is not anticipated that these changes will have a disproportionate impact upon any group with protected characteristics. Further impact assessments will be carried out as proposals develop.
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***Additional Information***

# Equality Impact Assessment

Name of project/proposal	T19 - E14 Household Waste Recycling Centres (HWRCs) Service Review
Originator	Poyntz-Wright, Patrick
Email address	Patrick.Poyntz-Wright@hants.gov.uk
Department	Economy, Transport and Environment
Date of Assessment	05 Sep 2017

## **Description of Service / Policy**

Hampshire's Household Waste Recycling Centres (HWRCs) are a network of 26 sites (including those in Southampton and Portsmouth) where residents can bring and deposit their household waste. The centres then manage this waste, arranging for its reuse, recycling, or disposal as appropriate. It is a universal service, available to all Hampshire residents.

Geographical impact\* All Hampshire

## **Description of proposed change**

To achieve a significant reduction against the on going cost of managing Hampshire's Waste Recycling Centres network. Hampshire currently provides more HWRCs than comparable authorities, with almost 85% of the population currently within five miles of an HWRC. Closure of up to half of the HWRCs network will result in longer travel distances for some users in order to dispose of their waste. There is also the potential for amended opening hours across the HWRC network, which could either limit or enhance users' ability to access the service dependant on location. Subject to a change in the law, an introduction of a nominal charge for access to the HWRCs would have an impact upon service users who would be obliged to make a small financial contribution to dispose of their waste. However, this would also eliminate the need for site closures.

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Hampshire County Council consulted on similar proposals as part of its proposed 2017 programme of savings, details of which may be viewed in the report presented to the Executive Member for Environment and Transport's Decision Day on the 22nd July 2016.

## **Impacts of the proposed change**

This impact assessment covers Service users

**Statutory considerations**      **Impact**

Age	Neutral
Disability	Neutral
Sexual Orientation	Neutral
Race	Neutral
Religion and Belief	Neutral
Gender Reassignment	Neutral
Gender	Neutral
Marriage and civil partnership	Neutral
Pregnancy and Maternity	Neutral

#### **Other policy considerations**

Poverty Impact	Low Possible requirement to travel further to sites and incur increased petrol costs, which may impact upon lower income residents disproportionately. If legal changes make charging for access permissible, poorer people will be disproportionately affected by virtue of their being less able to pay.
Rurality Impact	Low Smaller rural HWRC sites are under possible threat of closure. Rural residents may have to make longer journeys to access the service.
Mitigation	

#### **Additional Information**

The review will look at re-provisioning of remaining HWRC infrastructure in support of best available geographical coverage for the overall network. This should help mitigate some of the impacts upon the groups considered above.

Engagement will be undertaken with local residents in advance of any closures to help identify best options for future HWRC use.

A further impact assessment will be undertaken in advance of any executive decisions.