

Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	Winter Maintenance	Head of Service or Business Manager	Rob Smith	
Names of those involved in completing the EqIA:	Richard Stacey	Lead officer contact details:	58115	
Date completed:	19 May 2017	Review date:	19 May 2018	

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p>Proposal objectives: – what you want to achieve – intended outcomes – purpose and need</p>	<p>To lead a strategic approach to the development of the County’s economy, allow the safe and expeditious movement of traffic and goods, manage allow and sustain and improve journey reliability. Hertfordshire County Council’s Winter operation takes a reasonably practicable approach to removal of snow and ice from Highway.</p> <p>Every highway authority should have a Winter Service Plan that contains the information laid out in “The Code of Practice for Highways Maintenance Management – Well Maintained Highways” (revised by the National Winter Salt Research Group NWSRG June 2013).</p> <p>There are two elements of legislation that relate to the provision of a Winter Maintenance Service in England and Wales</p> <ol style="list-style-type: none"> 1. Section 41 (1A) of the Highways Act 1980, which was modified on 31st October 2003, by Section 111 of the Railways and Transport Act 2003. The first part of Section 41 now reads: <ol style="list-style-type: none"> a) <i>The authority who are for the time being the highway authority for a highway maintainable at the public expense are under a duty, subject to subsections (2) and (3) below, to maintain the highway.</i> b) <i>(1) In particular, a highway authority are under a duty to ensure, so far as is reasonably practicable, that safe passage along a highway is not endangered by snow or ice.”</i> <p>This is not an absolute duty, given the qualification of “reasonable practicability” but it does effectively</p>
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	<p>overturn previous legal precedence, albeit not with retrospective affect.</p> <p>2. Section 150 of the Highways Act 1980 still imposes a duty upon authorities to remove any obstruction of the highway resulting from <i>“accumulation of snow or from the falling down of banks on the side of the highway, or from any other cause”</i>.</p> <p>In addition, the Traffic Management Act 2004 placed a network management duty on all local traffic authorities in England. It requires authorities to do all that is reasonably practicable to manage the network effectively to keep traffic moving. In meeting the duty, authorities should establish contingency plans for dealing promptly and effectively with unplanned events, such as unforeseen weather conditions, as far as is reasonably practicable.</p> <p>The plan must also comply with the general duty imposed by Section 41 of the Highways Act 1980: to maintain those highways maintainable at public expense in a safe condition.</p> <p>Hertfordshire County Council therefore undertake to provide a winter maintenance service which, as far as reasonably practical, will permit safe movement of traffic and minimise delays and accidents directly attributable to adverse weather conditions.</p> <p>Its resource levels and operations are based upon an average winter season based upon historical data from previous winters.</p>
<p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p>	<p>Everybody Citizens of Hertfordshire – Service users Road users of Hertfordshire travelling in and throughout the county Emergency services Elected members HCC staff Arup Staff Ringway Staff</p>

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STEP 3: Available data and monitoring information

Relevant equality information For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.	What the data tell us about equalities
<p>Complaints and general correspondence.</p> <p>Audits/ KPI Targets/Annual review with key stakeholders.</p>	<p>If a community is being adversely affected by HCC Policy</p> <p>Hertfordshire currently salts 42% of the highway network as a precaution, compared to the national average of around 35%. A further 644Km (13%) of highway is on HCCs post treatment routes.</p> <p>Road Priorities</p> <p>Priority 1 Primary Roads</p> <p>Priority 2 (a) Main Distributor Roads Secondary Distributor Roads Roads serving significant industrial areas and shopping centres</p> <p>Priority 2(b) Selected Scheduled Bus Routes (in general small buses have greater manoeuvrability than conventional double decker buses therefore their routes will not be singled out)</p> <p>One road to each village</p> <p>Urban cycle ways open to mopeds where accessible to vehicle mounted or towed spreaders</p> <p>Priority 3 Other roads with steep gradients in urban / residential areas</p> <p>Rural roads with poor drainage. Where the remainder of the road network running or standing water is a hazard.</p> <p>HCC's Priority is based upon road usage and speed therefore those roads will be treated as a priority to ensure as far as reasonably practicable the roads across Hertfordshire are kept open.</p> <p>During periods of severe weather and or a shortage of resource, i.e. salt, HCC may reduce its priority coverage.</p> <p>In support of its gritting service HCC also provides over 1000 grit bins and a limited amount of free salt to District, Parish and recommended Resident groups for self-help.</p>

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STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
Age	<p>55+ Possible -</p> <p>Footways not treated</p> <p>Younger people (17-25) & children.</p> <p>Schools</p>	<p>No evidence about falls. When Parish or residents groups take up offer of salt for some degree of self-help.</p> <p>Discussions with th Council's Risk & Insurance are ongoing to ascertain if this information is recorded and if so, produce statistics for assessing next steps.</p> <p>Consider links to schools in severe weather event. Analysis undertaken for 2014 showed that of the 525 schools in Hertfordshire, 191 are situated away (more than 50m by road, or 10m by footway) from a precautionary or post salting route.</p> <p>Engage with schools to promote self-help, share plans offer fee salt for use on public highway.</p>
Disability Including Learning Disability	<p>Mobility - Possible - Footways not treated</p> <p>Sensory NO</p> <p>Learning NO</p> <p>Mental health NO</p>	<p>No evidence about falls</p> <p>Discussions with the Council's Risk & Insurance are ongoing to ascertain if this information is recorded and if so, produce statistics for assessing next steps. Provision of plans and communications in suitable formats for all, discuss mediums with the Council's Comms team.</p> <p>Promote self-help, share locations of self-help facilities, during severe conditions prioritise response teams in line with demands.</p>
Race	<p>White</p> <p>Mixed</p> <p>Asian or Asian British</p>	

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
	Black or Black British Chinese Gypsies & Travellers Other not listed, i.e. migrant workers: -NO	
Gender reassignment	no	
Pregnancy and maternity	Possible	No evidence about falls. Discussions with the Council's Risk & Insurance are ongoing to ascertain if this information is recorded and if so, produce statistics for assessing next steps. Promote forecast and prevailing weather reports and road conditions to support blue light services. As during snow or severe weather event, liaise with Emergency Planning teams, establish snow desk and review of deployment of 4x4 for midwives and ambulance staff dependant of resource availability.
Religion or belief	No	During severe conditions a snow desk is established to support those life events such as funerals and weddings, a set of FAQs has been provided and the Council's decision makers will allocate resource as appropriate.
Sex	No	
Sexual orientation	No	
Marriage & civil partnership	Possible	Disruption by severe conditions, snow desk to assign resource if available
Carers (by association with any of the above)	Possible	Links to Local Voluntary Services via the Council's Emergency planning team.

Opportunity to advance equality of opportunity and/or foster good relations

Community engagement such as school visits, presentations , information days and press release , use of social media

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STEP 4a: Impact Assessment – Staff (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Age	None	
Disability Including Learning Disability	Possible	Communication in differing formats and languages. Cooperation with the Council's facilities management Reference Easy Read – produce any documentation in Easy Read for service users with a Learning disability
Race	None	Communication in differing formats and languages – reference Translation and Interpretation services. – understanding the demographic of Herts so that evidence based decisions can be made about communicating effectively with different groups. E.g. – If there is a large Polish community for e.g. focus on producing comms in Polish – or providing translation services through standard HCC methods.
Gender reassignment	None	
Pregnancy and maternity	Possible	Cooperation with HCC facilities management
Religion or belief	Faith Groups	Communication in differing formats and languages
Sex	Women Men Transgender	
Sexual orientation	Lesbian Gay men Bisexual	
Marriage & civil partnership	None	

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigation can you propose?
Carers (by association with any of the above)	None	

STEP 5: Gaps identified

<p>Gaps identified Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on Compass). How will you make sure your consultation is accessible to those affected?</p>	<p>Discuss with HCC Comms production of information in suitable formats, i.e. non-computer based.</p>
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STEP 6: Other impacts

Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<p><input type="checkbox"/> No equality impacts identified</p> <ul style="list-style-type: none"> – No change required to proposal. 	
<p><input checked="" type="checkbox"/> Minimal equality impacts identified</p> <ul style="list-style-type: none"> – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality. 	<p>Yes: Might be possible to consider revising policy around provision of grit bins for footways around specific sites e.g. residential homes and sheltered housing, doctors surgeries and hospitals. Broadening of self-help scheme to those schools not on priority treated network coverage.</p> <p>This will be considered as part of the annual end of winter service season review, as part of discussions around treatment of footways and grit bins. This discussion will take into account the experiences of the current winter.</p>

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Select one conclusion of your analysis	Give details
<input type="checkbox"/> Potential equality impacts identified <ul style="list-style-type: none"> – Take ‘mitigating action’ to remove barriers or better advance equality. – Complete the action plan in the next section. 	
<input type="checkbox"/> Major equality impacts identified <ul style="list-style-type: none"> – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact. 	

STEP 8: Action plan

Issue or opportunity identified relating to:	Action proposed	Officer Responsible and target date
<ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 		
	<p>Consider reinforcement of policy around provision of grit bins and self-help schemes for footways around specific sites e.g. residential homes and sheltered housing, doctor’s surgeries and hospitals.</p> <p>To be considered as part of the annual end of winter service season review, as part of discussions around treatment of footways and grit bins.</p>	<p>Winter Operations client lead 1st Oct 2018</p>
<p>Schools links Self help Grit bins Route priority review</p>	<p>Winter Maintenance Policy set by Panel in September 2014</p> <ul style="list-style-type: none"> - Existing policy of grit bins to continue. - Footways treated are considered on a cost benefit/resource analysis 	<p>Winter Operations client lead 1st Oct 2018</p>
<p>This EqIA has been reviewed and signed off by:</p>		
<p>Head of Service or Business Manager:</p>		<p>Date:</p>