



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, Landscape and Waste Services
Title of the activity etc.	Road Maintenance and Management
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"> • Managing and maintaining the road infrastructure for the benefit of the travelling public; • 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; • Managing civil engineering related projects to enhance and develop the infrastructure in the Council area for residents and visitors to Aberdeenshire. <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>For clarity this EqIA considers the impacts of the budget reductions proposed for 2018/19 only. These total £1,425,000.</p>
Author(s) & Title(s)	Philip D McKay, Head of Roads, Landscape and Waste Services

Stage 2: List the evidence that has been used in this assessment.

<p>Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).</p>	<p>Citizen's Panel, Accident Database, Complaints Database, National Highways and Transportation Public Satisfaction Survey</p>
<p>Internal consultation with staff and other services affected.</p>	<p>Roads and Landscape Services Management Team Team Briefings Service Plan development</p>
<p>External consultation (partner organisations, community groups, and councils).</p>	<p>Citizen's Panel Survey</p>
<p>External data (census, available statistics).</p>	<p>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</p>
<p>Other (general information as appropriate).</p>	

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)
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.		One element of the proposal is reduced spend on footway maintenance, particularly on residential streets. This will see a gradual deterioration in footway surface condition over time, potentially increasing the risk of worn surfaces, potholes, loose slabs, damaged kerbs. This is likely to have a greater impact on protected groups such a young, old, disability, pregnancy/maternity.

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 groups have been directly consulted but these proposals were part of a public engagement programme.

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
	None	

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

These should be included in the action plan.

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Stage 10: How does the policy/activity create opportunities for advancing 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.
	For a number of the elements in this proposal there are no negative impacts as these proposals will not have a disproportionate impact on any potential user group with protected characteristics.	
	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 reduced spend on footway maintenance, particularly on residential streets, resulting in a gradual deterioration over time in footway condition, increasing the risk of worn surfaces, potholes, loose slabs, damaged kerbs. While the use of techniques to lengthen the life of the footway surface will be expanded, and there will be a focus on areas of high footfall, over all the condition of the footway network is likely to deteriorate.		

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

This proposal will see reduced overall spend on footway maintenance across the network but there will be a re-focus on areas of higher footfall (town centres, routes to schools etc) to minimise the risk in areas of major pedestrian use.

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) Authors: I/We have completed the equality impact assessment for this policy/activity.	Name: Philip D McKay Position: Head of Roads and Landscape Services Date: 23 January 2018 Signature:	Name: Position: Date: Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
	4) Consultation with Service Manager	Name: Date:		
	5) Authorisation by Director or Head of Service	Name: Stephen Archer Position: Director of Infrastructure Services Date: 23 January 2018	Name: Position: 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@abdshire			Date:
(Equalities team to complete) Has the completed form been published on the website? YES/NO			Date:	

