

## EQUALITY IMPACT ASSESSMENT

EIA Version	Date	Author	Changes
V 1	25 January 2021	Martin Hall	N/A

Stage 1: Title and aims of the activity (“activity” is an umbrella term covering policies, procedures, guidance and decisions including those that affect services the council delivers).

Service	Infrastructure Services
Section	Transportation
Title of the activity etc.	Transportation - Road Safety Budget Reductions
Aims and desired outcomes of the activity	<ul style="list-style-type: none"> <li>• Reduce Traffic Calming and Speeding Reduction revenue budget by 50% (£50,000)</li> <li>• Remove vacancies in team to save on revenue budget in 2021/22</li> </ul>
Author(s) & Title(s)	Martin Hall, Strategy Manager

Stage 2: List the evidence that has been used in this assessment and explain what it means in relation to the activity you are assessing.

Evidence	What does it say?	What does it mean?
Internal data (customer satisfaction surveys; equality monitoring data; customer complaints).	Customer complaints are regularly received with regarding to speeding and road safety.	A reduction in the Traffic Calming and Speeding Reduction revenue budget will have an impact on the Service ability to respond to these issues and will result in a longer lead time to gather data and propose interventions.
Internal consultation with staff and other services affected.	Both proposed posts to be removed are currently vacant and have been for some time.	No redundancies or staff consultation required.
External consultation (partner organisations, community groups, and councils).	Strong partnership links through Road Safety North East Scotland. Reduction in available revenue will impact on Aberdeenshire Council’s participation.	Some measures may now not be progressed or will require to be progressed by partners.

External data (census, available statistics).	The Road Safety Framework to 2020 is about to be launched following consultation in 2020. It sets new national targets.	There may be additional funding streams available to bid to but those typically will need funding from each Authority as well.
Other (general information as appropriate).	Nil	

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

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:
	N/A	

Stage 5: What steps can be taken to promote good relations between various groups/areas?	
These should be included in the action plan.	N/A

Stage 6: How does the policy/activity create opportunities for advancing equality of opportunity?
The reduction in spend in this area will not have an impact on advancing equality of opportunity.

Stage 7a:

Are there potential impacts on protected groups?

The protected groups covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Who is affected by the activity or who is intended to benefit from the proposed activity and how? Complete the table below 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	
Sex			YES	
Pregnancy and maternity			YES	
Sexual orientation – (includes Lesbian/ Gay/Bisexual)			YES	
Gender reassignment – (includes Transgender)			YES	
Marriage and Civil Partnership			YES	

Stage 7b: Do you have evidence or reason to believe that this policy, activity etc. will or may impact on socio-economic inequalities?

This is about trying to be fair to everyone. Part of that is realising that not everyone may be starting at the same place. Some individuals and families may have low income, may have very little or no savings which means they are living from month to month therefore changes to council policies/services may have a greater adverse impact on them.

On this basis you should consider potential impacts on individuals/families by:

- Place: on specific vulnerable areas or communities (SIMD, regeneration, rural) e.g. housing, transport.
- Pockets: household resources, (Income, benefits, outgoings) ability to access a service
- Prospects: peoples life chances e.g. access to, or ability to access: employment, training, services (such as council or health) or support.

Groups of people who may be impacted include, but not limited to:

<ul style="list-style-type: none"> <li>• Unemployed</li> <li>• Single parents and vulnerable families</li> <li>• People on benefits</li> <li>• Those involved in the criminal justice system</li> <li>• People in the most deprived communities</li> <li>• People who live in rural areas</li> </ul>	<ul style="list-style-type: none"> <li>• Pensioners</li> <li>• Looked after children</li> <li>• Carers including young carers</li> <li>• Veterans</li> <li>• Students</li> <li>• Single adult households</li> <li>• People who have experienced the asylum system</li> </ul>	<ul style="list-style-type: none"> <li>• Those leaving the care setting including children and young people and those with illness</li> <li>• Homeless people</li> <li>• People with low literacy/numeracy</li> <li>• People with lower educational qualifications</li> <li>• People in low paid work</li> <li>• People with one or more protected characteristic</li> </ul>
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Please complete by inserting "yes" in the applicable box/boxes below.

Socio-economic disadvantage	Positive	Negative	Neutral	Unknown
Pockets: Low income/income poverty – cannot afford to maintain regular payments such as bills, food, clothing		YES		

Pockets: Low and/or no wealth – enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		YES		
Pockets: Material deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure and hobbies		YES		
Place: Area deprivation – where you live, where you work		YES		
Prospects: Socioeconomic background – social class i.e. parents education, employment and income , educational achievement.		YES		

Stage 8: What are the positive and negative impacts?		
Impacts.	Positive	Negative
Please detail the	NIL	

<p>potential positive and/or negative impacts you have highlighted above. Detail the impacts and describe those affected.</p>		<p><b>Young children:</b> Reducing road safety inputs through educational inputs on safe waking/cycling etc would be to the detriment of a child's health.</p> <p><b>Young Drivers</b> are the most at risk group for having collisions, in particular young male drivers are disproportionately represented. Reducing road safety i) campaigns eg. Safe Drive Stay Alive / inputs into national campaigns and ii) Engineering remedial improvement schemes, particularly on the rural road network, will adversely affect the health of this vulnerable road user group through increased collisions.</p>
		<p><b>Older Drivers</b> – With an ageing population older drivers are a vulnerable road user group that will need more interventions. Both campaigning at National level with NHS for drivers &amp; family members to know when an older driver should hand in their licence. Older driver eyesight awareness campaigns. Providing clear signage strategies and road markings to assist older drivers in particular to alleviate issues with older drivers not being confident with driving at night.</p>
		<p><b>Social / Economic</b> deprivation – Research conducted from 10 UK Police Forces showed that: Driving at excessive speed, driver intoxication, driver/ passenger failure to wear seat-belts, and unlicensed/uninsured driving were most prevalent in fatal collisions in the most deprived IMD quintiles. A reduction in road safety is likely to have an adverse effect on this group.</p>

Stage 9: Have any of the affected groups/areas been involved, engaged with or 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?	<p>These groups present when investigating collisions on the network and interventions whether educational or engineering are carried out with the intervention tailored to the problem being mitigated.</p> <p>National and local campaigns / interventions inform these groups of the risks and dangers and provide information on staying safe be it as a pedestrian, cyclist, driver or passenger.</p>

Stage 10: 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
	<p>Work carried out resulting from our statutory duty under the 1988 Road Traffic Act – Section 39 to investigate, design and promote engineering and education interventions resulting from road traffic collisions to prevent further injury.</p> <p>This is done through the ‘4’ E’s of Education Engineering Enforcement Encouragement both internally and with our partners at local and national level.</p>	No fixed time limit

Stage 11: What monitoring arrangements will be put in place? How the EIA will be used to monitor the proposal	
These should be included in any action plan (for example customer satisfaction questionnaires).	Monitoring is carried out through investigating collision statistics provided by Police Scotland.

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.
	It would be impossible to fully mitigate against injury given the nature of road safety collisions where vagaries of the human decision-making process can lead to varying outcomes. We will continue to work to reduce road injuries will continue to be progressed which encompasses these groups and the Councils Vision Zero for serious and fatal injury on the road network.	
	3	The activity will have negative impacts which cannot be mitigated fully – please explain. * Please fill in Stage 13 if this option is chosen

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

Despite the reduction in service and the negative impacts identified, the budget reduction is being progressed to improve the wider Council financial position. This, however, may impact the overall cost to society where a fatal injury has a cost of two million pounds. There will still be road safety activities that are progressed with regional and national partners, however these will be more limited in scope and may take longer to deliver.

Stage 14: Sign off and authorisation.

Sign off and authorisation.	1) Service and Team	Infrastructure Services, Transportation		
	2) Title of Policy/Activity	Roads Safety Budget Reductions		
	3) <b>Authors:</b> I/We have completed the equality impact assessment for this policy/activity.	Name: Martin Hall Position: Strategy Manager Date: 25 January 2021 Signature:	Name: Andrew Wilkinson Position: Principal Engineer Date: 2 February 2021 Signature:	
		Name: Position: Date: Signature:	Name: Position: Date: Signature:	
4) Consultation with Service Manager	Name: N/A Date:			

	5) Authorisation by Director or Head of Service	Name: Position: Date:	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.	Date:	
	7) EIA author sends a copy of the finalised form to: equalities@aberdeenshire.gov.uk	Date:	

