



WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

Name:	Nick Yarwood
Job Title:	Winter Service Supervisor
Service area:	HIGHWAYS – WINTER SERVICE
Directorate:	DE&I
Telephone:	
Email address:	nyarwood@worcestershire.gov.uk
Date assessment commenced:	05/07/2016
Date assessment completed:	19/07/2016

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	Winter Service Policy
Is this a new or an amended policy?	Amended
Does the policy form part of a wider programme which has already been screened for equality relevance?	No

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	The Winter Service Policy is in response to national guidance on the statutory duty to maintain highways.
Intended outcomes:	Prevention of frost and ice forming on defined parts of the highway network. Clearance of snow from defined parts of the highway network to enable community and business activities to be maintained. Provision of self-help facilities for local communities.
Please summarise how these outcomes will be achieved?	By using a risk and benefit approach to target available resources to best effect.
Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?	A new section on Infrastructure and Equipment has been added and a new section on Equality Impact has been added.

Stage 2 - Information gathering/consultation



Please give details of data and research which you will use when carrying out this assessment:	Information from service requests received during severe winter conditions and responses to those requests.
Please give details of any consultation findings you will use when carrying out this assessment:	During previous periods of severe winter weather individuals and diverse groups of individuals that experience particular difficulties identify themselves and their needs very clearly. This very effectively provides two-way communication and good quality information on their identities and their needs.
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	
Please summarise relevant findings from your research/consultation:	<p>The elderly have greater need of access to health facilities for their routine health needs. They also have a higher incidence of need for urgent medical attention with associated immediate access requirements. People with a disability can be inconvenienced or put at risk by poorly positioned grit bins. They may also not be able to move around their locality as they would normally.</p> <p>Children and their parents/guardians can be vulnerable in the immediate vicinity of schools. School bus services are affected by severe winter conditions. All of these are specifically taken into account in the way that the service is planned and operated.</p>

Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

Protected characteristic	Adverse	Positive	Neutral
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please provide details of all positive and adverse impact you have identified:	Priority is given to the elderly and people with disability in the provision of winter service.
Where possible please include numbers likely to be affected:	It is not possible to quantify.
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	Choose an item. If yes, please explain your reasons:
Do you consider that this policy will contribute to the achievement of the three aims of the <u>Public Sector Equality Duty</u> ?	<p>Please indicate which of these aims is achieved through this policy:</p> <ol style="list-style-type: none"> 1. There is no inherent unlawful discrimination within provision of winter service. 2. Individuals within the age groups identified as being at greater risk are taken into account and catered for within the operational plans derived from this policy. 3. The provision of winter service does not have the potential to positively foster good relations between persons who share a Protected Characteristics. <p>Please explain how the policy contributes to achievement of any aims you have selected: Identified age ranges are catered for at locations in which they can be reasonably be identified as having a particular or special need to access being targeted within aspects of the service provision, for example in the design of gritting routes and provision of grit bins.</p>
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. 2. To advance equality of opportunity between persons who share a relevant <u>Protected Characteristic</u> and persons who do not share it. 3. To foster good relations between persons who share a relevant <u>Protected Characteristic</u> and persons who do not share it. 	

Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

Planned action	By who	By when	How will this be monitored
Gritting routes and provision of grit bins are systematically reviewed annually before the winter season using	Winter Service team	September each year.	Monitoring is carried out by the highways service manager.



information gathered during the previous winter season.			

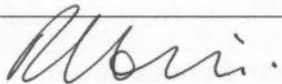
Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	Already included in the annual review process.
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Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	Annually
How frequently will intended outcomes be evaluated?	Annually
Who will be responsible for monitoring and evaluation?	Highways service managers.
How will you use the monitoring and evaluation results?	To refine service provision.

Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:	N Yarwood	19/07/2016
Lead Officer:		Click here to enter a date.
Service Manager:	Rachel Hill 	Click here to enter a date. <i>SEPT 2016.</i>