

# Equality Impact and Needs Assessment Form

## Section One – Screening

Name of strategy, policy or project:												
Winter Service & Emergency Plan												
Directorate and service area:												
Environment Directorate - Network Management												
Name and contact details of officer completing assessment:												
Professional Engineer												
<p>1. What is the main purpose of the strategy/policy/project (or the changes you want to make to it)?</p> <p>To ensure so far as is reasonably practicable that safe passage along a highway is not endangered by snow or ice.</p>												
<p>2. What are the main activities of the strategy/policy/project?</p> <p>Precautionary salting of 21% of the network prior to a predicted frost or snow. The routes comprising the 21% are selected by use of the following criteria which are designed to achieve a reasonable balance between level of service and cost. As part of the public highway network these routes are available for all for use:</p> <table border="0"> <tr> <td>Strategic Routes</td> <td>All principal roads and B and C roads classified as high speed routes</td> </tr> <tr> <td>Traffic Flow</td> <td>Routes with February two way flows greater than 1000 vehicles per day</td> </tr> <tr> <td>Settlement Population</td> <td>Main access route to settlements with a population of 500 or greater</td> </tr> <tr> <td>Emergency Premises</td> <td>Main access route to 24hr emergency services premises</td> </tr> <tr> <td>Bus Routes</td> <td>Urban bus routes with a regular service frequency of at least 15 minutes</td> </tr> <tr> <td>Adjoining Highway Authority Salting Networks</td> <td>Agreement to ensure consistency of action across boundaries.</td> </tr> </table> <p>These routes also have priority for snow and ice clearance. Extending this network would have a severe impact on other road maintenance budgets and adversely affect other safety issues eg, potholes, trips, flooding, etc.</p> <p>During longer cold periods other routes, for example: those into smaller settlements, footways and cycleways are treated on an as needs basis within the resources available.</p> <p>Footways are not routinely pretreated following a trial and evaluation in 2001/2 to establish the practicalities. There are temperature sensors installed in the busiest parts of several town centres and monitoring of these has shown there are very few occasions of sub zero temperatures which only occur for short periods. Each LSG has small hand spreaders available and is able to respond to calls regarding icy foot or cycle ways.</p>	Strategic Routes	All principal roads and B and C roads classified as high speed routes	Traffic Flow	Routes with February two way flows greater than 1000 vehicles per day	Settlement Population	Main access route to settlements with a population of 500 or greater	Emergency Premises	Main access route to 24hr emergency services premises	Bus Routes	Urban bus routes with a regular service frequency of at least 15 minutes	Adjoining Highway Authority Salting Networks	Agreement to ensure consistency of action across boundaries.
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3. Who is intended to benefit from the strategy/policy/project, and how?

All users of the public highway

4. Is the strategy/policy/project consistent with the Council's equality policies?

Yes

5. Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies?

No

6. What impact is the strategy/policy/project likely to have on different sections of the community? You may wish to use the table below as a prompt.

	<b>Positive impact</b> – it could benefit ✓ (check box)	<b>Negative impact</b> – it could disadvantage ✓ (check box)	<b>Reason</b>	<b>Are there additional factors that could contribute to the experience of isolation<sup>1</sup>? If so, what are they?</b>	<b>Evidence</b>
Gender					
• Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	see section 8b		see section 8b
• Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Ethnic Group					
• Asian or Asian British people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• Black or Black British people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• Chinese people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• Gypsy or Roma People	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• Irish People	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• People of Mixed Heritage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• White People	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• People of other ethnic backgrounds	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Asylum Seekers and Refugees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
People with physical, sensory or learning disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Deaf People who use British Sign Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
People with mental	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto

<sup>1</sup> Refer to section 3 of the EINA guidance.

	<b>Positive impact</b> – it could benefit ✓ (check box)	<b>Negative impact</b> – it could disadvantage ✓ (check box)	<b>Reason</b>	<b>Are there additional factors that could contribute to the experience of isolation<sup>1</sup>? If so, what are they?</b>	<b>Evidence</b>
health issues					
Lesbians, gay men and bisexual people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Trans people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Age					
• Older people (60 +)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
• Younger people (17-25) and children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
People of different faith groups or beliefs including non-believers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Ditto		Ditto
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			

**Notes:**

- Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when assessing positive and negative impacts.
- The categories relating to ethnicity include those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot and Polish that do not appear as separate categories in the census.
- An adverse impact does not necessarily require action to be taken. Actions must remain in proportion with the benefits that could be achieved and resources available to complete them. If adverse impacts are identified and actions for improvement are not proportionate, the reasons for not taking action should be detailed and open to challenge.

7. If you have indicated there is a negative impact on any group, is that impact:			
Legal?	YES	NO	N/A
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>(i.e. it is not discriminatory under anti-discriminatory legislation – refer to the Council’s website or your Directorate Equality Representative if guidance is needed)</i>			
Intended?	YES	NO	N/A
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of impact	HIGH	LOW	N/A
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.			
8. a) Could you minimise or remove any negative impact that is of low significance? Explain how:			
b) Could you improve the strategy, project or policy’s positive impact? Explain how: Older people and those with physical disabilities would benefit more if the precautionary salting network were to be increased, possibly to include footways. But the extent of the treated network is constrained by the resources available and is currently allocated £3.70m, 10% of the entire highway maintenance budget. Increased allocation of resource to this area would have other negative impacts on safety and mobility eg: potholes, trips, flooding, etc. Devon has undertaken a trial of precautionary treatment of footways and cycleways during the 01/02 winter and installed 3 footway temperature sensors to establish the practicalities and need for this service. Records over the winter periods show there were very few occurrences of below zero temperatures on footways which only occurred for short periods during extended periods of below zero road temperatures. Based on this risk analysis it is not considered justified or cost effective to precautionary treat footways or cycleways at the present time. The temperature sensor and insurance records are being monitored over this and future winters and the decision will be reviewed if necessary. To enable an efficient reactive response to reported ice problems on footways or cycleways each LSG has been equipped with a number of hand spreaders. <i>You may wish to use the action sheet at the end of Section Two.</i>			
9. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How? It is unlikely that significant extra resources would be available for this function because of adverse effects on other services provided by the County Council. To extend the network			

coverage by the current equipment is not possible as most routes are in excess of the national standard target salting time of 2 hours. Consequentially any change in policy without substantial additional resources to favour specific group(s) will disadvantage others eg if more bus routes were included then there would need to be a reduction in service to the smaller remote communities.

**Please sign and date this form. Keep one copy, send a copy to your Directorate Equality Representative. Please email a further copy to [Natasha.Cole@devon.gov.uk](mailto:Natasha.Cole@devon.gov.uk). The results will be published on the Council's website.**

Signed: .

Date: 18/05/2006

**Section Two – Full assessment**

Name of strategy, policy or project:

Date:

**Part A**

1. Looking back at section one of the EINA, in what areas are there concerns that the strategy, policy or project could have a negative impact?

2. Summarise the likely negative impacts.

3. What previous or planned consultation or research on this topic / policy area / project has taken place / will take place with groups / individuals from different sections of the community? If there has already been consultation or research what does it indicate about negative impact of this strategy, policy or project?

Section of the Community	Summary of consultation or research carried out or planned

4. What consultation has taken place/or is planned with DCC staff/DCC staff group including staff that have, or will have, direct experience of implementing the strategy / policy / project?

5. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues.

YES       (Please list them below and explain how you will obtain their views)

NO

6. Has the strategy / policy / project been through legal vetting for compliance?

YES

NO

**Note:** This will only be necessary in conditions where the strategy / policy / project is entirely driven by legislative duties **and/or** where there is doubt about the legal interpretations in relation to the outcomes / service being provided.

### Part B

Complete this section when consultation and research has been carried out

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made / planned to the policy, strategy or project.

b) As a result of this assessment and available evidence is it important that DCC commission specific research on this issue or carry out monitoring / data collection?

*(You may wish to put this information directly onto the action plan at the end of this form)*

8. Will the changes planned ensure that negative impact is:

Legal? YES  NO

*(not discriminatory, under anti-discriminatory legislation)*

Intended? YES  NO

Low impact? YES  NO

9. a) Have you set up a monitoring / evaluation / review process to check the successful implementation of the strategy, project or policy?

YES  NO

b) How will this monitoring / evaluation further assess the impact on different sections of the community/ ensure the strategy/ policy / project is non-discriminatory?

Details:

10. What is the final policy decision for this assessment?

11. There is a legal requirement to publish the outcome of an Equality Impact and Needs Assessment. Please outline how / where this will happen:

***Please complete the action plan below, sign the EINA, retain a copy and send a copy of the full EINA, including the Action Plan, to your Directorate Equality Representative.***

Signed:

Date:

## Equality Impact and Needs Assessment Action Plan

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead officer	Timescale	Resource implications	Comments

**NOTES:**