

EQUALITY IMPACT ASSESSMENT

Project Ref: Roads – Inflationary Savings for Winter Maintenance

What is the proposed budget saving? (Scope of Project from Change Programme).

To account for the inflationary impact on Winter Maintenance, it is proposed to reduce part of the route (A19, Inverarity, Kellas, Murroes, Greystone) to non-priority as no longer used by the school bus and remainder would be delivered by sub-contracting. This would result in a savings of £49k. It is also proposed to sub-contract the K39 route (Kirriemuir, Memus, Noranside, Glen Moy), which would produce a saving of £49k. These costs apply to 2020/21.

Screening Process

Does the proposed saving involve or have consequences for the people the council serves or employs? Yes

If yes, proceed to step 1 of the Full Equality Impact Assessment below.

EQUALITY IMPACT ASSESSMENT FULL ASSESSMENT

Step 1

What data/research is available to assess the likely impact of the proposed saving?

There is reduced demand on the A19 route as this is no longer used by the school bus, which means that the route becomes non-priority as it is a lower risk. The sub-contracting of route K39 will phase out an expensive purpose-built gritter and driver; the driver needing non-winter work throughout the year. This will then be replaced with a farmer at a lower cost allowing local employment and the use of the farmer's own plant (supplied with Council spreader). The farmer does not need year round employment as he has his own employment on the farm locally when not gritting.

Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic i.e. age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation?

No. The proposal will affect road users equally.

Step 3

Is there evidence to suggest that any part of the proposed saving could unlawfully discriminate against people? No

Step 4

Can the proposed saving be seen to favour one section of the community or deny opportunities to another? No

Step 5

Does the proposed saving advance equality? No

Or restrict equality? No

Step 6

Based on the work you have done, please state the level of impact for any of the equality groups of the proposed saving in terms of high, medium, low, unknown. Low impact.

Step 7

If during **Steps 2 - 5** there has been an adverse impact identified, consider if any adverse impact can be justified. No

Impact Assessment Carried Out By: Walter Scott, Service Leader – Roads & Transportation

Date: 7 February 2020