

EQUALITY IMPACT ASSESSMENT

Project Ref: Roads – BU-SR-006 Review of professional services

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

It is proposed that a £80,000 saving can be made in the revenue cost of professional services historically provided by the Roads & Transportation service. This is predominantly design of civil engineering projects, where in-house capacity and capability that was available to provide the designs is no longer in place to allow safe, effective and efficient services.

Any external consultants who ultimately may be used to carry out this function should have proper terms and conditions that have provision to provide EIA detail.

It is anticipated that this project will be completed during 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?

The changing staff profile and reducing budgets have resulted in great flexibility of staff to deal with the impacts of the saving. It is not considered that the people the council serves will see any difference in the design work that is no longer done by in-house staff.

Step 2

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **None**

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. **N/A**

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

Date: 29 January 2020