



## Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

### Step 1

**Name of Proposal** (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions): Winter Roads Services Policy & Plan 2022/23 procedures

### Step 2

Is this only a **screening** Equality Impact Assessment Yes/No

**(A)** If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics Yes/No

(iii) It is for information only Yes/No

(iv) It is reflective e.g. of budget spend over a financial year Yes/No

(v) It is technical Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment Yes/No

Is this a Fairer Scotland Duty Assessment Yes/No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

### Step 3

(i)Lead Directorate/Service: Infrastructure and Environment

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Section 34 of the Roads (Scotland) Act 1984 places a duty on the Roads Authority to take such steps as it considers reasonable to prevent snow and ice endangering the safe passage of pedestrians and vehicles over public roads. It is therefore incumbent on the Council to determine the measures that it deems appropriate for the winter service on its public roads, which take into account the Council's overall priorities and available resources

(iii)What is the aim of the proposal? Please give full details.

The main proposals of the Winter Roads Services Policy is to outline the operational arrangements of the Council in delivering these services. This includes details of the hours of service; prioritised routes; type of plant and equipment; and type and quantity of salt used in treatment.

(iv)Is it a new proposal? ~~Yes/No~~ Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? ~~Yes/No~~ Please indicate this is a review and updated policy completed annually based on any engagement and understanding gained from the dynamic and unpredictable conditions faced every year

**Step 4: Which people does your proposal involve or have consequences for?**

Please indicate all which apply:

- Employees ~~Yes/No~~
- Job Applicants ~~Yes/No~~
- Service users ~~Yes/No~~
- Members of the public ~~Yes/No~~

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

Data is actively reviewed throughout the winter period as things develop and trends recognised to allow us to adapt within the policy. Complaints and satisfaction reports are also captured and are considered ahead of the reviewed policy

**Internal consultation** (e.g. with staff, trade unions and any other services affected).

Key internal staff are consulted during the process of reviewing the policy annually

**External data** (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

In updating this years policy external data had been reviewed to determine performance however it can only be relied upon as a guide due to the unpredictability of winter conditions each year. data reviewed allowed us to understand that winter 21/22 had the:

- fourth lowest number of days with fresh lying snow;
- third lowest number of priority carriageway routes treated in the morning;
- sixth equal lowest number of priority footway routes treated;
- sixth lowest non-priority footway routes treated in 15 years; and
- sixth equal lowest number of auxiliary routes treated

**External consultation** (e.g. partner organisations, national organisations, community groups, other councils.

An engagement meeting is held annually at the end of Winter including our Contractor, neighbouring Local Authorities and other key stakeholders as required to identify any improvements that can be made operationally

**Other** (general information as appropriate).

### **Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold?      Yes/No

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

### **Step 7: Are there potential differential impacts on protected characteristic groups?**

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Age

#### **Impact**

Positive for children, as school routes prioritised. Potentially positive for older people who use buses more

Location and severity of winter weather dependant however the proposed strategic routes include important bus routes; important commuter routes; and roads serving hospitals, ambulance stations, fire stations, shopping centres, most schools and major industrial centres are classed as "priority routes"

Disability

**Impact**

Potentially positive for people using priority routes near hospitals

Location and severity of winter weather dependant however the proposed strategic routes include important bus routes; important commuter routes; and roads serving hospitals, ambulance stations, fire stations, shopping centres, most schools and major industrial centres are classed as "priority routes"

Gender reassignment

**Impact**

Neutral

Marriage and Civil Partnership

**Impact**

Neutral

Pregnancy/Maternity

**Impact**

Neutral

Location and severity of winter weather dependant however the proposed strategic routes include important bus routes; important commuter routes; and roads serving hospitals, ambulance stations, fire stations, shopping centres, most schools and major industrial centres are classed as "priority routes"

Race - (includes Gypsy Travellers)

**Impact**

Neutral

Location and severity of winter weather dependant however the proposed strategic routes include important bus routes; important commuter routes; and roads serving hospitals, ambulance stations, fire stations, shopping centres, most schools and major industrial centres are classed as "priority routes"

Religion or Belief

**Impact**

Neutral

Location and severity of winter weather dependant however the proposed strategic routes include important bus routes; important commuter routes; and roads serving hospitals, ambulance stations, fire stations, shopping centres, most schools and major industrial centres are classed as "priority routes"

Sex

**Impact**

Positive. Statistics show that more females use buses, shopping centres and are more likely to take children to school

Location and severity of winter weather dependant however the proposed strategic routes include important bus routes; important commuter routes; and roads serving hospitals, ambulance stations, fire stations, shopping centres, most schools and major industrial centres are classed as "priority routes"

Sexual orientation

**Impact**

Neutral

**Step 8: Consultation with any of the groups potentially affected**

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

N/A

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

**Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

As with every year we will monitor feedback received and local impacts based on the severity of the weather encountered and will react as best possible within the parameters of the proposed policy

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

N/A

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to:** eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

By the Council taking such steps as it considers reasonable to prevent snow and ice endangering the safe passage of vehicles and pedestrians over public roads during winter weather conditions

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

Continued monitoring annually and amending as possible

**Step 13: FAIRER SCOTLAND DUTY**

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

**Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?**

**Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.**

**Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from Covid-19.**

**Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.**

**Low and/or No Wealth** (e.g. those with 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.

**Impact**

**Material Deprivation** (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

**Impact**

**Area Deprivation** (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

**Impact**

**Socio-economic Background** i.e. social class including parents' education, people's employment and income.

**Impact**

**Other** – please indicate

**Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.**

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?**

This will be an agenda item on monitoring meetings undertaken throughout the course of the winter period where and deviation will be captured and recorded

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

Council website along with relevant Committee report

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

Prepared by: Pete Morton, Manager – Roads Assets 27/09/22

Reviewed by: Doreen Phillips, Snr Practitioner (Equalities) 27/09/22

Approved by: M Armstrong, Depute Chief Executive 27/09/22

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.