

Equality Impact Assessment



Name of project/proposal

Existing Term Highways Contract (E1)

Contact name

David Richardson

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The proposal is to review sections of the contract and specification of the existing Term Highways Contract, to provide a more efficient and effective contract specification and model and deliver £2 million savings by 2017. The scope will include various options relating to highways reactive and routine maintenance activities, including improving the efficiency of winter maintenance salt routes, more effective charging of third parties for damage to highway infrastructure, more targeted gully cleansing, revised grass cutting and weed control regimes and more cost-effective A-road road markings.

Consultation

Has a consultation been carried out?

Yes

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. Reviewing the quality and frequency of some road maintenance tasks, where safe to do so, formed part of the consultation and the responses indicated the importance residents placed on operational highway maintenance. The feedback from that consultation has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

If decisions are made to pursue these options, further specific consultation will be carried out later this year on those options likely to affect service outcomes, including changes to highway service provision.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	Low
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	Low

Other policy considerations

Poverty	Low
Rurality	Low
Other factors	None
If other please describe	N/A

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The focus in securing savings from the existing Term Highways Contract has been upon efficiencies, minimising the impact upon levels of service and identifying and implementing more cost-effective means of delivery. Some proposals, if implemented, could have an impact upon the level of service but it is thought in most cases that this will not have a disproportionate impact upon people with protected characteristics. Some proposals, such as those relating to grass cutting and weed control, potentially could have a low impact upon older people, people with disabilities or those living in rural areas, for instance. Future policy decisions will be subject to further equality impact assessments.

Final decision date

Final decision date due

15 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Hampshire Highways Service Contract (E2)

Contact name

Aurelia Kulawiak

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The project aims to secure £1.8M savings by drafting and procuring a new Hampshire Highways Service Contract that meets Hampshire's statutory obligations as the Highways Authority, providing good value for money, improved customer focus and will be flexible enough to meet future economic pressures and opportunities facing the Authority.

Expected outcomes include:

- An efficient Highways contract which enables the department to operate within the predicted fluctuating revenue and capital budgets but maintains a good level of services to the public while retaining a top quartile position in the national customer satisfaction assessments.

- A contract model which is sited on future changes planned within the current client operating model so that any changes are an evolution of the contract.

- A contract which, building upon the existing contract and upon improvement management processes, contributes £1.8M to the corporate savings targets to 2017 and beyond.

Consultation

Has a consultation been carried out?

No

Although no specific consultation has been carried out on the Highways Service Contract, the County Council did carry out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

When decisions have been made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The proposal is to make savings of £1.8M per year in a contract that could last up to ten years and which will involve a total overall expenditure numbered in the hundreds of millions of pounds. Saving this comparatively low proportion of the overall Highways Contract spend will be realised through more efficient commissioning and contract management, building upon the experience and strengths of the previous contract arrangement. This will largely consist of revised internal processes and ways of working which should result in no impact upon the service user and certainly no disproportionate impact upon people with protected characteristics. Should additional proposals to

secure these savings become necessary affecting service users then additional Equalities Impact Assessments will be carried out.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

New Highways Operating Model (E3)

Contact name

Tim Lawton

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

This project aims to streamline delivery of the the Highways service, resulting in a more efficient and effective operating model. This would result in a saving of £1.1M.

Scope Inclusions:

- Design and development of an innovative Highways operating model which better manages demand coming into and within the department. This includes channels of contact, processes, technology, organisation and locations.
- The model design will incorporate the ability to draw together resources from across ETE to create a matrix service delivery to address exceptional peaks in demand (e.g. during the winter or other periods of adverse weather)
- Technology developments to reduce and/or better manage demand coming into ETE. Current considerations include improvement of static web information, enhancement of the interactive elements of the web e.g. license applications, online enquiry tracking and the introduction of e-payments. The full scope of this work will be better defined as and when the future operating model is finalised.
- Process redesign to make processes more efficient and enable a new Highways Operations Centre to triage new requests for work coming into the department, reducing the workload for the frontline teams.
- Standardisation of ways of working on the frontline and a cultural change towards borderless and more flexible use of resources. Consideration will also be given towards enhancing mobile working practices.
- Organisational changes to align to the anticipated reduction in demand.

This proposal in part yields savings to the County Council through a recent voluntary redundancy offer that was made to all County Council staff. An equalities impact assessment has already been conducted to assess potential impacts on individual staff members with protected characteristics as a result of this programme with appropriate mitigation in place. Any further proposals in the development of a new operating model that will affect staff and that are not addressed in this assessment will be subject to a further equality impact assessment before implementation.

Consultation

Has a consultation been carried out?

Planned

A major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and the use of reserves. The results of the consultation, including the importance residents attach to operational highways maintenance, have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

If the decision is made to pursue this new highways operating model, appropriate staff consultation will be carried out during 2016.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty

Low

Rurality

Low

Other factors

None

If other please describe

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The new operating model will focus on improving the highways service for users but at a reduced cost and with greater efficiency. The service will remain all inclusive so should not disadvantage users from any specific group. Whilst there is a strong desire to enhance the functionality of existing web-based self-service options the existing, more traditional, contact channels will remain open.

Final decision date

Final decision date due

15 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Household Waste Recycling Centre Service Efficiencies Review (E4)

Contact name

Vicky Beechey

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The project is intended to help inform the longer term re-shaping of the household waste recycling service to help manage future demand for waste management in Hampshire and achieve savings. The proposal is to consider the implementation of a number of possible options for future delivery of the household waste recycling service that would secure £1.2million savings. At the current time, options for changes to service delivery have not been agreed. Therefore it will be necessary to review and update the impact assessment and carry out further consultation as the transformation programme develops.

The options being considered include:

- (i) closure of sites;
- (ii) consideration of alternative providers of the service;
- (iii) restricting materials/charging for certain materials;
- (iv) changes in opening hours/day closures;
- (v) managing cross-border useage by non-Hampshire residents;
- (vi) reviewing residents' access to sites.

Please note that some options may be linked to the outcome of the current procurement work to secure the new Management Contract for the household waste recycling centres, and may therefore change as both projects develop.

The programme of work will inform the future delivery of household waste recycling centre service provision in Hampshire, encompassing a wide range of options and opportunities having engaged positively and proactively with Hampshire residents and site users.

It is recognised that there may be implications for protected characteristics as a result of the possible service changes mentioned above. As a result, we will work with residents and local Members on any implementation to help reduce any negative impact. Furthermore, any communications around changes will account for protected characteristics and allow for use of a variety of channels to enable all Hampshire residents to engage with the work.

Consultation

Has a consultation been carried out?

Yes

A major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year. Waste and Resource Management formed part of that consultation, with respondents ranking household waste recycling centres as an important service. The majority of respondents were opposed to reducing spending in this service area. Mindful of those responses, the future provision of the household waste recycling service will be subject to further consultation within the next six months with the aim of protecting core service provision across the county.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None

Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None
Other policy considerations	
Poverty	Low
Rurality	High
Other factors	None
If other please describe	N/A

Geographical impact
Have you identified any medium or high impact?*

All Hampshire
 Yes No

Equality statement

The Household Waste Recycling Centre Service Efficiencies Review is following a project management approach to manage demand and realise savings required by 2017. At the current time, options for changes to service delivery have not been agreed. Therefore it will be necessary to review and update the impact assessment, carry out further consultation and provide greater detail as the transformation programme develops.

(i) Site closures - Potential high impact on Rurality

This change is likely to have a greater impact on Hampshire residents who live in rural areas and whose current nearest site, to which they may already have further to travel to than urban residents, might close and thereby further extending their journey.

Mitigation: consideration will be given to travel distances for any sites being considered for closure under this option and will also be included in the longer-term rationalisation and possible relocation of sites as needed.

(ii) Restricted materials/charging for certain materials: Potential low impact on Poverty

Charging for the disposal of certain materials may disadvantage residents who are on low incomes.

Mitigation: Charging is likely to only be applied to certain materials, rather than all materials at household waste recycling centres, thus minimising the impact for most service users.

It is considered that any proposed changes to the service could have a low impact on the protected characteristics of age, disability and poverty. This is because in general, those with limited physical ability may find it more difficult to easily dispose of their waste at the sites, although this is mitigated by the assistance provided by on-site staff. In addition, charging for the disposal of certain materials could disadvantage residents on low incomes. However, charging is likely to only be applied to certain materials at household waste recycling centres, minimising the impact for most service users.

Date to review actions 01 Apr 2016

Final decision date

Final decision date due 15 Sep 2015
Decision to be made by Executive Member

Equality Impact Assessment



Name of project/proposal

Traffic and Transport Operating Model (E5)

Contact name

Patrick Poyntz-Wright

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

This proposal is to review the operating model for Strategic Transport, Passenger Transport, and Traffic Manager groups within the Economy Transport and Environment Department. This is with a view to addressing the delivery of transport services in the round, saving £1M by 1st April 2017, and achieving efficiencies. The proposal may eventually result in different approaches to service provision which could potentially impact on members of the public with protected characteristics, but any such proposals would be subject to a further equalities impact assessment and decision making.

This proposal in part yields savings to the County Council through a recent voluntary redundancy offer that was made to all County Council staff. An Equalities Impact Assessment has already been conducted to assess potential impacts on individual staff members with protected characteristics as a result of this programme with appropriate mitigation in place. Any further proposals in the development of a new operating model that will affect staff and that are not addressed in this statement, will be subject to a further Equalities Impact Assessment before implementation.

Consultation

Has a consultation been carried out?

No

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

If decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required. Where specific staff consultation is required on detailed options for new operating models, this will be carried out at appropriate times and in accordance with relevant HR policies and procedures.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

This proposal is to review the operating model for Strategic Transport, Passenger Transport, and Traffic Manager groups within the Economy Transport and Environment Department. This is with a view to addressing the delivery of transport services in the round, saving £1M by 1st April 2017, and achieving efficiencies. It is proposed to make £630K of savings through voluntary redundancy which has been subject to its own Equalities Impact Assessment to

assess the potential impact of proposals upon members of staff with protected characteristics. It is currently anticipated that the remaining savings will be achieved through a combination of not recruiting to vacant posts and improving the approach to cost recovery from external sources of funding. Impacts upon levels of service from this should be minimal, but if any revisions to service delivery are ultimately thought necessary then a separate Equalities Impact Assessment would be carried out.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Highways Material Recycling (E6)

Contact name

Chitra Nadarajah

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The project will deliver savings and income by using recycled highways materials and products within Hampshire and supplying those products to external organisations, either to be used as above or as an ingredient to other products / materials, and by offering an alternative form of disposal of tar contaminated materials to Hampshire County Council and third parties.

In order to effectively implement this project there is a need to:

develop the appropriate delivery mechanisms to achieve objectives whilst maximising income and minimising risk; and ensure the internal market for tar disposal and Hydraulically Bound Materials usage is maximised across Highways Traffic & Transport, Engineering Consultancy through a range of activities.

This will help maximise net income growth and make a contribution back to the Highways, Traffic & Transport revenue budget;

produce high quality materials and so reduce the cost of the highway maintenance service and maximise cost avoidance by diverting highway waste from landfill.

Consultation

Has a consultation been carried out?

No

However, a major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decisions to pursue the options has been taken.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The project concerns the use of materials in the highways network and will not in itself have any direct impacts upon members of the public. Consequently, it is thought that impacts upon people with protected characteristics will be low or non-existent.

Final decision date

Final decision date due

15 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Traffic Management and Development Control Agency Arrangements (E7)

Contact name

Patrick Poyntz-Wright

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

To review Traffic Management and Development Planning Services and delivery options, including District Agency arrangements, to develop a more cost-effective model for delivery with the ambition of making savings of £800K by 1st April 2017. Specific proposals will be developed in consultation with the District Councils and the options under consideration could vary from reviewing operations and revising Agreements or funding mechanisms, potentially to direct delivery in some cases. Any impacts upon staff and service users will depend upon the chosen way forward in each case, arising from discussions with the District Councils, and will be subject to their own Equalities Impact Assessment.

Consultation

Has a consultation been carried out?

Yes

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. This included reviewing local traffic management schemes which are not led by safety concerns or legal requirements. The feedback from this consultation, including support for reduced spending in this area, has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

If decisions are made to pursue options in this proposal, further specific consultation on traffic management services is expected to be carried out in November / December 2015.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

It is not anticipated that service levels will be affected by the proposed efficiencies in Development Planning. With respect to Traffic Management there is the potential for impacts upon people with protected characteristics since the service includes, and the Agency Arrangements manage, such things as parking restrictions and the provision of disabled parking bays, which can affect the mobility of older people and people with disabilities. The approach to realising the savings is dependant on ongoing discussions with the districts, but impacts will be minimised through such means as stipulations to be made in the Agreement documents to ensure that future decision making gives full consideration to potential impacts upon people with protected characteristics. As discussions with the districts advance, further equality impact assessments will be carried out when setting policies or principles for the service and for inclusion in any revisions to the Agency agreements.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Intelligent Transport Systems (ITS) Contract Renewal and Other Efficiencies (E8)

Contact name

Adrian Gray

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The proposal is to re-tender the contract for the supply, installation and maintenance of traffic signal and associated equipment in Hampshire to save £200,000 per annum from the Revenue costs for maintaining traffic signal and associated equipment by re-specification of the service and utilisation of innovative energy, telecommunications and management systems.

The current term contract for the installation and maintenance of traffic control and associated equipment expires in June 2016, and a replacement contract is required to ensure continued maintenance of installed equipment and to procure new equipment in support of the County Council's Capital Programme. The contract will include for the installation and maintenance of traffic control and associated equipment, and the provision of services in support of the delivery of these activities, including scheme design, installation testing and commissioning, and the validation and fine tuning of control systems. Traffic control and associated equipment includes traffic signal installation equipment, ancillary traffic signal monitoring and control devices, Intelligent Transport Systems (ITS) equipment such as Close Circuit Television (CCTV), Automatic Number Plate Recognition (ANPR), Variable Message Signs (VMS) and other roadside electronic signs, along with integral and discrete computer and telecommunications equipment associated with such equipment, and other electric and electronic installations installed and maintained by the County Council.

Consultation

Has a consultation been carried out?

No

However, the County Council carried out a major consultation between 26 May and 6 July on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. The feedback from this consultation has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year. When decisions have been made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	Low

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The services provided under the contract are for supply and installation of new traffic equipment, and the maintenance of faulty equipment. The equipment itself may have an impact on specific groups e.g., the operation of audible and tactile devices for visually and hearing impaired pedestrians, but the contract is intended only to provide for their effective operation where provided. In this way equipment provided for specific groups will continue to be maintained. The period to fix a fault may be extended and therefore there may be some impact, but this is considered to be low, and there will be scope to prioritise the repair of faulty equipment where a higher impact might otherwise arise.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

PFI Refinancing, Street Lighting Dimming & Other Efficiencies (E9)

Contact name

Margaret Gasinska

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The purpose of this project is to realise cost reduction opportunities from the street lighting Public Finance Initiative (PFI) contract under which lighting equipment is provided and maintained and to achieve other operational efficiencies in the provision of street lighting including energy savings from dimming and de-illumination of warning signs. The project is expected to deliver £0.25M savings

(Note that parish-owned street lighting is outside of the scope of this project)

Consultation

Has a consultation been carried out?

Yes

A major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. Street Lighting formed part of that consultation. The results of the consultation, including support for reduced spending on street lighting, have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

If the decision is made to pursue this project, further specific consultation on the dimming of street lights will be carried out in November / December 2015.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The main aim of amending our street lighting dimming policy is to lower energy costs without adversely affecting local residents and visitors to the area. We recognise the contribution street lighting makes to preventing road traffic accidents and perceptions of community safety which can be important for a number of groups. Street lighting is one of many factors that influence these issues. The underlying principle is that each area and each street will be considered on its own merits, recognising there is no one solution that fits every location. This approach will allow us to take into account how road safety and community safety is influenced by street lighting at these locations. In addition, this proposal is also subject to public consultation in which residents are invited to tell us about how this proposal might impact them. By being open and transparent about the proposed changes, we aim to ensure the process is fair and that any changes do not unfairly disadvantage one group over another.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Waste Planning and Environment Operating Model (E10)

Contact name

campbell Williams

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

To review the current methods of operation within Waste Planning and Environment and to secure £0.5M in efficiencies by driving the development of a new structure which will better enable delivery of key activities and services within a reduced budget.

In common with the rest of the organisation the Waste Planning and Environment service is needing to reduce its budget, whilst continuing to deliver the core services which it provides to partners and the community. Specific savings proposals have not yet been identified, but a key aspect of this piece of work is to enable core activities which are delivered to the community to continue being delivered to a level which is acceptable.

This proposal in part yields savings to the County Council through a recent voluntary redundancy offer that was made to all County Council staff. An Equalities Impact Assessment has already been conducted to assess potential impacts on individual staff members with protected characteristics as a result of this programme with appropriate mitigation in place. Any further proposals in the development of a new operating model that will affect staff and that are not addressed in this statement, will be subject to a further Equalities Impact Assessment before implementation.

Consultation

Has a consultation been carried out?

No

Although no consultation has been carried out on this specific proposal, a major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year. Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decisions to pursue the options has been taken.

Should specific staff consultation be required in relation to the new proposed operating model, this will be carried out at appropriate times and in accordance with relevant HR policies and procedures.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

This project is about saving money internally, and reducing non-core services, whilst ensuring that core services remain being delivered at an acceptable level. The non-core services are those which will not have a significant impact on the community or individuals, and there are no anticipated impacts on any groups with protected characteristics.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Research and Resources Operating Model Review (E11)

Contact name

James Strachan

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

To reduce the cost of operating the Research and Resources group in the Economy, Transport and Environment (ETE) Department by £0.3M.

The proposals entail reductions to central ETE budgets such as postage and consultancy, and some staff reductions. The Research and Resources group is around 55 people of whom a number are due to leave the County Council under voluntary redundancy during 2015. A further 15 belong to the Research and Intelligence team, which has a separate savings plan based on increased trading. The staff in scope of this review therefore are the 35 or so in the Business Support and Business Transformation teams. Further decisions about any staff reductions are on hold pending the outcome of the corporate Business Support Activity Review.

This proposal in part yields savings to the County Council through a recent voluntary redundancy offer that was made to all County Council staff. An Equalities Impact Assessment has already been conducted to assess potential impacts on individual staff members with protected characteristics as a result of this programme with appropriate mitigation in place. Any further proposals in the development of a new operating model that will affect staff and that are not addressed in this statement, will be subject to a further Equalities Impact Assessment before implementation.

Where further specific consultation is required for staff on detailed options for new operating models, this will be carried out at appropriate times and in accordance with relevant HR policies and procedures.

Consultation

Has a consultation been carried out?

No

A major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decisions to pursue the options has been taken.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	Low
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

Have you identified any medium or high impact?*

All Hampshire

Yes

No

Why do you consider that your project/proposal will have low or no impact?

Because most of the staff in scope are female, any further staff reductions would be likely to predominantly apply to female staff - but this would not be out of proportion with the gender ratio in the staff group. This is therefore

assessed as low risk.

The geographical impact is considered to be all Hampshire because the staff in scope live all around the county.

Other characteristics are not relevant to the review.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Waste Planning and Environment Traded Services (E12)

Contact name

Helen Krzanowski

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The purpose of this project is to generate £0.5M income by providing specialist environment services to external markets to generate in an income. In doing so it will allow the service area to retain its specialist capability, meet statutory requirements, and reduce its operating costs.

Waste Planning and Environment (WP&E) includes a number of specialist services which are essential to support the delivery of planning related activities. Whilst these services could be provided by a third party, there is an attractive market (both in terms of value and sustained growth) for WP&E to sell environmental consulting services to and therefore generate additional income. Evidence supports a tangible market offering of these services, particularly to other Local Authorities and public sector organisations. The intention is to investigate how these service offerings can generate new income to maintain existing capacity and, where possible, generate a surplus.

The scope was initially to consider:

1. Existing WPE services
2. New service offerings (including an end to end environmental planning advice, a full Environmental Impact Assessment service, environmental consents and compliance advice)

A number of preferred options have been identified (based on an assessment of strategic objectives and deliverability), these are:

Expanded Ecological survey/assessment/advice service

Increased Ecological Data (HBIC) services

A new Pre Planning Environmental Advice service

Minerals & Waste Planning policy/plan preparation advice to other Local Authorities

An Implementation Plan will be developed to outline key activities required to take these options forward in two

phases up to 2020. The plan will also include actions to take forward other opportunities where possible that are not included in the preferred options (e.g. trading of Archaeological Services).

Consultation

Has a consultation been carried out?

No

However, a major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year. Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decisions to pursue the options has been taken.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None

Pregnancy and maternity	None
Other policy considerations	
Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact	Non-specific	
Have you identified any medium or high impact?*	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Why do you consider that your project/proposal will have low or no impact?
The options involve continuing with existing service provision but broadening the offer to wider markets/customer base, and providing a new streamlined environmental information service relating to the planning system. Marketing of these services will be done following corporate communication guidelines to ensure all community groups are included and able to access the services. There is no significant change to or loss of service provision.

Final decision date

Final decision date due	15 Sep 2015
Decision to be made by	Executive Member

Equality Impact Assessment



Name of project/proposal

Research and Intelligence Traded Services (E13)

Contact name

Warwick Currie

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

To reduce the net cost of Research and Intelligence to the County Council whilst retaining staff at the current capacity . This would be achieved by changing the balance of charged time from the current 85/15 to 50/50 split of Research and Intelligence staff time between core internal County Council work and external work. This would provide additional income generation target of £190,000 by 2017.

Consultation

Has a consultation been carried out?

No

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

When decisions have been made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low

Other policy considerations

Poverty	Low
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

There is no significant change to service delivery, however charges will be introduced for internal and external services which were previously provided free of charge. There may therefore be some impact on some groups if the decision is taken to no longer undertake research due to costs involved. For example, projects that may impact on people with protected characteristics (such as a decision to reduce public transport) will be supported by data that will strengthen the decision making process. Research and Intelligence can provide such data however any impacts arising from a decision to not use such data cannot be attributed to Research and Intelligence.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Traded Services Engineering Consultancy (E14)

Contact name

Neil Mugford

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The proposal is to develop Engineering Consultancy into a traded service which will bring third party funding into the County Council. The project is expected to make a contribution of £0.22M for the County Council through the efficient management of costs in the delivery of a diverse work programme for both established and new partners and clients.

Consultation

Has a consultation been carried out?

No

However, the County Council did carry out a major consultation between 26 May and 6 July on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for decision by Executive Members, Cabinet and County Council in autumn this year.

If decisions are made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

Non-specific

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

This project involves bringing additional design and construction work into the County Council, making this service area more sustainable.

Final decision date

Final decision date due

15 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Economic Development Cost Reductions, Income Generation and External Funding

Contact name

David Fletcher

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The aim of this project is to ensure the Economic Development function of the County Council becomes increasingly self financing by 2017/18, specifically in relation to activity spending, to reduce the net cost of this service. This proposal aims to achieve savings of £258,000 per annum through the following actions/initiatives:

- Reduced fixed staff costs (£126k saving)
- Reduced ongoing budget commitments - various (£84k)
- Income generating Visit Hampshire website (aiming to make website self funding) via advertising / corporate sponsorship opportunities (£30k)
- Income generation through charging of Hampshire Enterprise Circle membership fee (£8k)
- Sponsorship secured for Hampshire Enterprise Circle and Defence of the Realm activity (£10k)

Consultation

Has a consultation been carried out?

No

However, a major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decisions to pursue the options has been taken.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	Low
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The proposed measures within this project will reduce the net cost of Economic Development activities to HCC but will not significantly reduce the scale or reach of such activities. We are actively seeking to maintain the required level of Economic Development activity across the county, especially in relation to our key priorities around supporting key sectors, regeneration projects and tourism promotion. This will be achieved through alternative delivery models, leveraging where possible a greater contribution from the private sector.

Final decision date

Final decision date due

15 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Review of Non-Statutory Home to School Transport (E16)

Contact name

Peter Shelley

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The purpose of this project is to achieve full year savings identified for 2017 of £450,000. The project will review home to school transport contracts provided through the bus subsidy budget for pupils not eligible for statutory home to school transport. To survey their use and cost per passenger and carry out consultation, including with schools directly, on the options to continue these services on a different funding basis from September 2016. Following the outcome of that consultation, options will include consideration of reducing costs by amending or combining routes or re-tendering contracts, increasing income by raising fares or accommodating more users or seeking funding from parents for services to be arranged through the schools or by groups of parents directly. It is possible that following this exercise, some services may no longer operate. Where a safe walking route is unavailable, transport will be continued but will be provided under the statutory requirement for home to school transport in such circumstances. Where eligibility is identified on grounds of low income transport will be provided on a statutory basis.

Consultation

Has a consultation been carried out?

Yes

The County Council carried out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered. The review of entitlement to non-statutory home to school transport formed part of that consultation. The feedback from the consultation, including support for reduced spending on this service area, has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

If decisions are made to pursue the options, further, specific consultation will be carried out later this year on the detailed options where required with the affected schools directly the results of which will be presented for decision by the Executive Member for Economy Transport and Environment on 19 January 2016.

Statutory considerations

Impact

Age	Medium
Disability	None
Sexual orientation	None
Race	None
Religion and belief	Low
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	Low
Other policy considerations	
Poverty	Low
Rurality	Low
Other factors	Nothing selected

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Equality statement

Corporately the County Council is following a project management approach in order to realise the savings identified for 2017. The review of non-statutory home to school transport follows this approach.

Impact for service user

(potentially) – **Medium Age**

The services subject to review are used by children aged 5-16.

Mitigation for service user:

The consultation process will provide opportunities for costs to be reduced or income increased or services to be funded by parents of children at the schools affected which may allow individual routes to continue.

Where pupils are identified who are eligible for statutory home to school transport on grounds of low income, they will be continue to be provided with transport but on a statutory basis while they remain at that school.

Where a safe walking route to the school is unavailable, a service would continue available to all pupils on the route on a statutory basis until a safe walking route can be provided.

Impact for staff

None - services are delivered by external contractors and do not carry school escorts.

Date to review actions

19 Jan 2016

Final decision date

Final decision date due
Decision to be made by

15 Sep 2016
Executive Member

Equality Impact Assessment

Name of project/proposal

Collaboration with Veolia (E17)

Contact name

Mark White

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

This proposal is to work collaboratively with our waste disposal contractor Veolia UK to jointly drive innovation and continuous improvement initiatives which enable the waste disposal contract to continuously evolve, driving up performance outcomes and improving value for money.

Initial focus of this project is centred on specific schemes to reduced waste disposal costs and increased revenue from sharing opportunities from recycling. Savings of £0.39M are expected from the following: -

1. Refuse Derived Fuel (RDF)

This scheme would divert non combustible residual waste from Hampshire Household Waste Recycling Centres from the current landfill destination to a processing facility operated by Veolia UK to produce an RDF which can be sold to markets.

2. Street Sweepings

This scheme would divert material collected by all Hampshire district Authorities as street sweepings from the current landfill destination to treatment facilities which would recycle the material.

Consultation

Has a consultation been carried out?

No

Although no specific consultation has been carried out on this proposal, the County Council did carry out a major consultation, between 26 May and 6 July, on a range of options for finding further budget savings, including setting Council Tax, using reserves and making changes to the way in which services are delivered.

The feedback from this consultation has been taken into account in developing the final options and proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

When decisions have been made to pursue the options, further, specific consultation will be carried out on the detailed options where required.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The project is focused on delivering savings through the Waste Disposal Contract with Veolia to facilitate the diversion of waste material streams to alternative destinations for treatment or disposal. Any changes resulting from this project are likely to have no or only limited impact on the delivery of material presented as part of the Waste Disposal Contract from Waste Collection Authorities in Hampshire, as any changes to the processing of material would be undertaken post delivery. There are no foreseen impacts to the public as a result of implementing any material processing changes.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member

Equality Impact Assessment



Name of project/proposal

Transformation to 2017: Pre-application Charging (E18)

Contact name

Laura McCulloch

Department

Economy, Transport and Environment

Date to be published on Hantsweb

03 Sep 2015

Purpose for project/proposal

The project is in relation to charging for pre-application planning advice and has three distinct elements:

- 1) Review of the current pre-application charging fees for the Minerals and Waste Planning Authority;
- 2) Introduction of charging for pre-application advice by the Local Highway Authority; and
- 3) Introduction of charging for pre-application advice by the Flood and Water Management Team as lead Local Flood Authority.

The purpose of the project is to generate income for the department to cover the cost of providing pre-application advice and therefore protect resources in these areas. It is anticipated that this will raise in the region of £120,000 per annum. The outcome of the project will be adopted charging policies for pre-application advice to cover the areas within the scope of the project.

Consultation

Has a consultation been carried out?

No

However, a major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decisions to pursue the options has been taken.

Statutory considerations

Impact

Age	None
Disability	None
Sexual orientation	None
Race	None
Religion and belief	None
Gender reassignment	None
Sex	None
Marriage and civil partnership	None
Pregnancy and maternity	None

Other policy considerations

Poverty	None
Rurality	None
Other factors	None
If other please describe	

Geographical impact

Have you identified any medium or high impact?*

All Hampshire

Yes

No

Why do you consider that your project/proposal will have low or no impact?

This project is considered to have no impact on any group with protected characteristics. Encouraging developers to engage in meaningful pre-application planning advice aims to increase the quality of planning applications that are submitted, allowing the likely impacts on the local community to be identified at an early stage and to be addressed appropriately. It should also discourage applications for inappropriate development from coming forward, therefore minimising the concerns that such developments raise.

Final decision date

Final decision date due

15 Sep 2015

Decision to be made by

Executive Member

Equality Impact Assessment



Name of project/proposal

Hampshire Waste Partnership (E19)

Contact name

James Potter

Department

Economy, Transport and Environment

Date to be published on Hantsweb

07 Sep 2015

Purpose for project/proposal

The purpose is to review Hampshire's Waste Management processes from a 'whole system' cost basis to identify where efficiencies may be made over the lifetime of the now extended Veolia Contract. The objective is to drive out costs across the spectrum of activities, from collection to disposal, and by moving materials up the waste hierarchy. The project is dependent on the joint working of all Project Integra partners i.e. Hampshire County Council, Portsmouth and Southampton City Councils, the eleven Hampshire district & borough councils and Veolia UK (the County Council's waste disposal contractor).

The primary focus will be on:

- 1) reducing waste arisings, through Waste Prevention activities - estimated savings of £93,000
- 2) maximising recycling from those wastes that do arise - savings level unquantified due to multi-stakeholder nature of project
- 3) a review of the existing recycling credit payment system - estimated savings £100,000

This will be achieved through increased engagement with Third Sector Organisations (TSOs) and /or modifying existing systems such as collection frequencies and seeking to increase the range of recyclable materials.

Consultation

Has a consultation been carried out?

No

Although no consultation has been carried out on these specific proposals, a major budget consultation process took place between 26 May and 6 July 2015 that sought residents and key stakeholders views on a range of proposed options for budget savings, service changes, council tax increases and use of reserves. The results of the consultation have been taken into account in developing the final proposals for savings that will be presented to Executive Members, Cabinet and County Council in autumn this year.

Where further specific consultation is required on detailed options for service change and budget savings, this will be carried out after the decision to pursue the options has been taken.

Statutory considerations

Impact

Age	Low
Disability	Low
Sexual orientation	Low
Race	Low
Religion and belief	Low
Gender reassignment	Low
Sex	Low
Marriage and civil partnership	Low
Pregnancy and maternity	Low

Other policy considerations

Poverty	Low
Rurality	Low
Other factors	None
If other please describe	

Geographical impact

All Hampshire

Have you identified any medium or high impact?*

Yes

No

Why do you consider that your project/proposal will have low or no impact?

The outcomes of this project may include changes to the current kerbside recycling systems. Any changes will be introduced by the relevant Waste Collection Authority (i.e. the relevant district or borough council). That may entail changes such as the frequency of collection services i.e. from weekly to fortnightly or the type of materials targeted as part of the current comingled kerbside recyclables service i.e. glass/mixed plastics/cartons etc. Such changes to existing services are intended to simplify services for residents and any impacts on those with protected characteristics are considered to be low to none. Should these outcomes be realised, there will be a requirement to modify the existing Material Recycling Facilities (MRFs) but this will not have any impact on residents.

Final decision date

Final decision date due
Decision to be made by

15 Sep 2015
Executive Member