

Equality Impact Assessment



Hampshire
County Council

Cross Cutting Departmental Savings

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Department: Economy, Transport and
Environment

Date of
assessment: 04/09/2019

Description of current service/policy

This proposal relates to the delivery of all Economy, Transport, and Environment services provided by the County Council. These include ensuring that highways in Hampshire are safe and well-maintained, that the highways systems support the local economy and are widely accessible, that waste disposal is well managed and its use as a resource maximised, and that appropriate development, with necessary infrastructure, is well planned and delivered.

Geographical impact: All
Hampshire

Description of proposed change

The proposal is to further recover costs incurred through delivery of a range of services to other authorities, private companies, and members of the public, for which the County Council is entitled to charge to recover its costs. The proposal also involves seeking to maximise income and retention of skills and capacity through providing services to other organisations on a traded basis. Finally, this proposal seeks to reduce department-wide staff revenue costs whilst still delivering good quality Economy, Transport, and Environment services to the public. It is planned that this will be pursued through vacancy management.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried out?

Yes

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council’s Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Statutory considerations	Impact	Mitigation
Age: Neutral		
Disability: Neutral		
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		

Gender: Neutral		
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Low	<p>Work is still ongoing to determine options that will be brought forward for approval, and further impact assessments will be undertaken as necessary. However, charge increases will predominantly affect organisations, such as utility companies and developers. Where charges already exist, increases are likely to be in line with inflation. If charges do not exist, or have not been raised to meet costs for some years, increases could exceed inflation, but they will be kept to a minimum to cover existing costs only. This should not discriminate against people with protected characteristics, although there could be a low negative impact on poorer people who are less able to pay. More detailed assessments will be completed in due course.</p>	
Rurality: Neutral		

Neutrality statement (if all considerations have a neutral

impact)

Any other information