

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 HCC Staff (and partners)

Engagement and consultation

Has engagement or consultation been carried out?

No

Staff are regularly kept up to date and given opportunities to discuss Transformation developments through staff briefings and other communications. Should there be a requirement for restructuring or redundancy, the normal consultation procedures would apply for such measures.

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: Neutral		
Rurality: Neutral		

Neutrality statement (if all considerations have a neutral impact)

Changes to the Operating Model may impact 15-25 Full Time Equivalents (FTE) posts. Savings would be achieved as far as possible through vacancy management and natural turnover within the relevant services, although this may not be sufficient to meet the full reduction required and therefore other measures such as voluntary redundancy and redeployment where appropriate would be explored.

However, reviewing charging for certain services to ensure full cost recovery, and proposals to increase trading will both provide opportunities to retain and diversify skills within the organisation and should minimise and mitigate any impacts on staff. At present, no specific impacts are anticipated for staff, including those with protected characteristics, but further assessments will be made as proposals advance.

Any other information