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NOTICE OF MEETING

Meeting	Universal Services Select Committee
Date and Time	Monday 18th September, 2023 at 10.00 am
Place	Ashburton Hall - HCC
Enquiries to	members.services@hants.gov.uk

Carolyn Williamson FCPFA
Chief Executive
The Castle, Winchester SO23 8UJ

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AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. DECLARATIONS OF INTEREST

All Members who believe they have a Disclosable Pecuniary Interest in any matter to be considered at the meeting must declare that interest and, having regard to Part 3 Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore all Members with a Personal Interest in a matter being considered at the meeting should consider, having regard to Part 5, Paragraph 4 of the Code, whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, consider whether it is appropriate to leave the meeting while the matter is discussed, save for exercising any right to speak in accordance with the Code.

3. MINUTES OF PREVIOUS MEETING (Pages 3 - 6)

To confirm the minutes of the previous meeting.

4. DEPUTATIONS

To receive any deputations notified under Standing Order 12.

5. CHAIRMAN'S ANNOUNCEMENTS

To receive any announcements the Chairman may wish to make.

6. SAVINGS PROGRAMME TO 2025 - REVENUE SAVINGS PROPOSALS (Pages 7 - 188)

To pre-scrutinise a report going to the Executive Lead Member for Universal Services on the Savings Programme to 2025.

7. WORK PROGRAMME (Pages 189 - 192)

To review the current work programme for the Universal Services Select Committee.

ABOUT THIS AGENDA:

On request, this agenda can be provided in alternative versions (such as large print, Braille or audio) and in alternative languages.

ABOUT THIS MEETING:

The press and public are welcome to attend the public sessions of the meeting. If you have any particular requirements, for example if you require wheelchair access, please contact members.services@hants.gov.uk for assistance.

County Councillors attending as appointed members of this Committee or by virtue of Standing Order 18.5; or with the concurrence of the Chairman in connection with their duties as members of the Council or as a local County Councillor qualify for travelling expenses.

Agenda Item 3

AT A MEETING of the Universal Services Select Committee of HAMPSHIRE COUNTY COUNCIL held at the Castle, Winchester on Monday 31st July, 2023

Chairman:

* Councillor Rob Mocatta

- | | |
|---------------------------------|----------------------------------|
| * Councillor Jackie Branson | * Councillor Sarah Pankhurst |
| * Councillor Lulu Bowerman | * Councillor Stephen Parker |
| * Councillor Rod Cooper | * Councillor Stephen Reid |
| * Councillor Debbie Curnow-Ford | Councillor Kim Taylor |
| * Councillor David Drew | * Councillor Rupert Kyrle |
| Councillor Barry Dunning | * Councillor Sarah Pankhurst |
| * Councillor Michael Ford | * Councillor Stephen Parker |
| * Councillor Tim Groves | * Councillor Stephen Reid |
| * Councillor Dominic Hiscock | Councillor Kim Taylor |
| * Councillor Wayne Irish | * Councillor Rhydian Vaughan MBE |
| * Councillor Rupert Kyrle | Councillor Malcolm Wade |
| | * Councillor Alex Crawford |

Also present with the agreement of the Chairman:
Executive Lead Member for Universal Services
Executive Member for Countryside and Regulatory Services

10. APOLOGIES FOR ABSENCE

Apologies were received from Councillors Barry Dunning and Kim Taylor.
Councillor Alex Crawford attended as a deputy for Kim Taylor.

11. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Non-Pecuniary interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 2 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

12. MINUTES OF PREVIOUS MEETING

The minutes of the last meeting were reviewed and agreed.

13. **DEPUTATIONS**

The Select Committee received a deputation from Pamela Charlwood, Chairman of the Titchfield Haven Community Hub who spoke against the proposals being put forward to the Executive Member and requested a deferral to the decision. Local County Councillor Pal Hayre also attended and shared her concerns with the Committee over the recommendations.

14. **CHAIRMAN'S ANNOUNCEMENTS**

There were no formal announcements, but the Chairman thanked the Committee for attending the meeting at short notice.

15. **TITCHFIELD HAVEN NATIONAL NATURE RESERVE FUTURE MANAGEMENT AND HAVEN HOUSE**

The Select Committee pre-scrutinised a report going to the Executive Member for Countryside and Regulatory Services (item 6 in the minute book) on the Titchfield Haven Nature Reserve management and Haven House.

The report and proposals were summarised by the Assistant Director and it was confirmed that there were exempt appendices detailing the financial and commercial elements of the proposals, which Members of the Committee had seen.

During questions of the officers, the following points were clarified:

- Officers had been in regular contact with the Titchfield Haven Community Hub (THCH) throughout the moratorium period and assisted with the setting up of the hub and THCH's grant application to the Community Ownership Fund.
- The criteria had been clearly stated from the start of the moratorium along with expectations and the cut-off date for applications.
- The Reserve was suffering following a delay in investment due to the moratorium period, which had put everything on hold. Whilst emergency repairs had been done, no improvements had been able to be made.
- In response to the late funds anticipated by the THCH, officers confirmed that the funding was past the deadline date and pledges were different to having cash available. The pledge also only met one element of the criteria expected. It was confirmed that the proposals by THCH did not meet the criteria as the Reserve was not supported long-term, and it was vital that any proposals met both the requirements regarding Haven House and the nature reserve.
- As confirmed at the previous meeting in December 2022, Haven House was not fit for purpose and also had accessibility issues.
- It was anticipated that marketing Haven House would happen in mid-September.
- Officers welcomed providing face-to-face feedback with the THCH.
- Leasing did not come forward as part of the proposals and therefore hadn't been considered.

- Haven Cottage was currently in the process of being sold by the County Council and had gone to open market.
- Whilst the moratorium had ended, if a subsequent bid was to come forward before Haven House had been sold then it would be dealt with.
- Fareham Borough Council had been approached about finding additional income through parking for the site, but there had been no agreement.

It was proposed by Councillor Alex Crawford and seconded by Councillor Sarah Pankhurst that an additional recommendation be put forward to the Executive Member for Countryside and Regulatory Services. This would welcome any further bids from the THCH and/or Hampshire and Isle of Wight Wildlife Trust. In debating the amendment, some Members of the Select Committee felt that this was already possible and the recommendation was not necessary. The amendment was put to the vote:

Favour: 6
Against: 10

The amendment was not carried.

During general debate, Members shared their sympathy for residents and the local community and thanked them for attending the meeting, but overall it was accepted that the criteria had not been met and it was important the process proceeded to help and protect the Reserve in the longer term.

RESOLVED

The Universal Services Select Committee supported the recommendations being proposed to the Executive Member for Countryside and Regulatory Services in paragraphs 3. – 7. of the attached report.

16. **EXCLUSION OF PRESS AND PUBLIC**

The meeting did not go into exempt session and it was therefore not required to formally exclude the press and public.

17. **TITCHFIELD HAVEN NATIONAL NATURE RESERVE FUTURE MANAGEMENT AND HAVEN HOUSE - EXEMPT APPENDICES**

This item was considered along with item 6 on the agenda, but was not directly referenced and therefore there was no need to go into exempt session.

Chairman,

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HAMPSHIRE COUNTY COUNCIL

Decision Report

Decision Maker:	Executive Lead Member for Universal Services
Date:	18 September 2023
Title:	Savings Programme to 2025 – Revenue Savings Proposals
Report From:	Director of Universal Services and Director of Corporate Operations

Contact name: Patrick Blogg

Tel: 03707 796865

Email: Patrick.blogg@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to outline the detailed savings proposals for Universal Services that have been developed as part of the Savings to 2025 (SP2025) Programme.

Recommendation(s)

2. To approve the submission of the proposed savings options contained in this report and Appendix 1 to the Cabinet.

Executive Summary

3. This report outlines the detailed savings proposals for Universal Services that have been developed as part of the Savings to 2025 (SP2025) Programme. The report also provides details of the Equality Impact Assessments (EIAs) that have been produced in respect of these proposals and highlights where applicable, any key issues arising from the public consultation exercise that was carried out over the summer and how these have impacted on the final proposals presented in this report.
4. The Executive Member is requested to approve the detailed savings proposals for submission to Cabinet in October and then full County Council in November, recognising that there will be further public consultation for some proposals.

Contextual Information

5. In February 2023, Cabinet and Council were updated on the budget gap position and the early work undertaken by the Corporate Management Team to identify the available options to balance the budget to 2025/26. The Council expects to face a budget gap of at least £132m after taking account of annual Council tax increases at the maximum permitted level of 4.99% and additional grant funding expected to be provided by the government in 2024/25.
6. The early publication of a government policy paper on local authority funding for 2024/25 was welcomed. However, with 2024/25 representing the last year of the current parliament and spending review period, there remains considerable uncertainty as to the resources available to the Council from 2025/26 onwards. It is clear, however, that the landscape for the public finances remains challenging following the pandemic, considering current economic and geopolitical factors. Given the lack of any certainty from 2025/26, the County Council has had no choice but to assume that savings required to meet a gap of at least £132m will be required by April 2025, as we cannot take the risk of assuming further government financial support will be forthcoming. Furthermore, the financial constraints on the Council mean that there will be no funding available to cash flow a savings programme beyond April 2025.
7. In recognition of the size of the financial challenge, coming after a decade of savings totalling £640m, directorates were not issued with 'straight line' savings targets as per previous savings programmes but were instead instructed to review what savings might be achievable if we were to move towards a 'bare minimum' provision of services. This approach aimed to maximise the potential for savings across the organisation whilst ensuring that the Council can continue to target resources on the most vulnerable adults and children and deliver other vital core services.
8. The early work undertaken by directorates consisted of a detailed review of each budget line to understand where:
 - Further efficiencies could be achieved, for example due to changes to working practices following the pandemic or through changes to service management arrangements following the Fit for The Future organisational structure review.
 - Investment in new equipment or IT technology could enable us to deliver services differently.
 - Income generation could be increased through expanding the scope of existing sales, fees and charges or introducing new charges for some services.
 - Non-statutory or discretionary services could be scaled back or ceased.

9. Following the initial scoping exercise undertaken at directorate level, the savings options were subject to a detailed and robust scrutiny process, consisting of peer reviews within the Corporate Management Team and scrutiny by Executive Members, the Leader and Deputy Leader. The review process aimed to ensure that:
- The available savings opportunities for each key service line have been maximised and directorates have considered how the implementation of savings can be accelerated where possible to maximise early delivery.
 - There is a shared understanding across directorates of any risks or dependencies linked to savings in other areas to eliminate any unintended consequences of savings delivery, for example possible cost and/or demand increases for other services.
 - The cumulative impacts of savings across all directorates on specific service user groups have been assessed and minimised as far as possible.
10. This detailed work has identified a total of £90.4m savings across all directorates, of which £75.0m are expected to be delivered by 2025/26, leaving an unmet budget gap of £57.0m in 2025/26. It is not surprising that this position has been reached given the £640m savings already removed from the budget since 2010. In the absence of any further government funding to 2025/26, the Council will be reliant on reserves to temporarily bridge the budget gap pending fundamental reform to the funding system and legislative framework for local government. Additionally, a budget shortfall of £86m is currently expected for 2024/25 which will also need to be met from reserves.
11. A review of the Council's reserve balances was undertaken at the end of the 2022/23 financial year and the results were reported to Cabinet and Full Council in July. The review identified most of the additional funding required to bridge the gap for 2024/25, albeit a small deficit of £2.4m still remains in addition to the significant shortfall of £57.0m in 2025/26. It is therefore not possible to continue with the Council's usual financial approach of allowing directorates to retain any early achievement of savings for reinvestment in service delivery. All savings delivered in 2023/24 and 2024/25 will instead be transferred to the budget bridging reserve to help balance the budget in 2025/26.
12. As part of the Council's Fit for The Future Programme, a series of detailed reviews of key functions which are common across all directorates will be undertaken with the aim of maximising consistency, efficiency and effectiveness in the following areas:
- how the Council engages with its customers when they contact the County Council directly
 - how transformation and business support activity is defined and delivered

- how senior management structures, roles and responsibilities align between directorates
 - how the Council provides core enabling services such as Finance, IT and HR; ensuring these are delivered from the centre of the organisation
13. As well as delivering operational benefits for the Council, these reviews are expected to help reduce costs through removing duplication, enabling more effective prioritisation of resources and improving retention of specialist skillsets. Whilst the financial benefits are expected to supplement the £90.4m savings identified by individual directorates, they will not be sufficient to meet the remaining budget gap to 2025/26.
14. As we seek to establish a long-term sustainable funding solution through on-going lobbying and discussions with central government, our options to meet the predicted annual budget shortfall (of at least £132m) by 2025 are limited. It is considered that there will be very few ways in which the County Council can continue to meet the legal duty to balance the budget without any impact on the residents of Hampshire. To help understand how people could be affected by the proposals being considered, the County Council undertook an open public consultation '*Making the most of your money*', which ran for six weeks between 12 June and 23 July. The consultation was widely promoted to residents and stakeholders, and asked for views on a range of high-level options that could help to address the shortfall, so that the County Council could take residents' needs in to account when considering the way forward.
15. The consultation provided an overview of the anticipated budget gap by 2025 and explained the range of options likely to be needed to enable the County Council to continue to deliver statutory service obligations.
16. The consultation feedback confirmed that a number of approaches are likely to still be needed to meet the scale of the financial challenge. Consequently, the County Council will seek to:
- **continue with its financial strategy**, which includes:
 - **targeting resources** on the most vulnerable adults and children
 - **using reserves carefully** to help meet one-off demand pressures
 - **continue to lobby central government** for fundamental changes to the way local government is funded, as well as a number of other ways to help address the funding gap including increasing funding for growth in social care services and for highways maintenance, and allowing new charges to be levied for some services;
 - **help to minimise reductions and changes to local services** by raising council tax by 4.99% in line with the maximum level permitted by government without a public referendum;
 - **generate additional income** to help sustain services;

- **introduce and increase charges** for some services;
 - consider further the opportunities for **changing local government arrangements** in Hampshire.
17. Executive Lead Members and Chief Officers have been provided with the key findings from the consultation to help in their consideration of the final savings proposals for this report, and a summary of these is provided at Appendix 3. Responses to the consultation will similarly help to inform the decision making by Cabinet and Full Council in October and November of 2023 on options for delivering a balanced budget up to 2025/26, which the Authority is required by law to do.
18. In addition, Equality Impact Assessments have also been produced for each savings proposal, and these together with the broad outcomes of the consultation and the development work on the overall SP2025 Programme have helped to inform and shape the final proposals presented for approval in this report.

Savings Programme to 2025 – Directorate Context/Approach

19. The Universal Services directorate is responsible for a broad range of public facing services that are accessible to all, such as: Hampshire Outdoor Centres, Country Parks and public Rights of Way; registration of citizenship, births, marriages and deaths; Trading Standards; building and maintenance of roads, footways and cycleways; streetlighting; traffic management and road safety; on-street parking, household waste disposal and recycling centres; planning control; flood risk management; public and community transport subsidies; and facilities management. Many of these services are required by law with a need to maintain a base level of funding to meet statutory requirements. Others are non-statutory or 'choose to use' services, for which income generation is critical to ensure these services are self-sustaining over the long term.
20. The directorate was established at the beginning of 2023, as part of a larger restructuring of the organisation. It brought together many of the delivery functions of the former Economy, Transport & Environment (ETE) department and significant elements of the former Culture, Communities and Business Services department (CCBS).
21. As Universal Services is a new directorate, specific historic savings data prior to Savings Programme to 2023 (SP2023) is not available. However, the annual savings programmes from 2011 (up to, but excluding SP2023 savings) of the former ETE and CCBS departments (from which the majority of services were transferred into the new Universal Services directorate) plus SP2023 savings for Universal Services, total £105m. These total savings included real term reductions in operational budgets, re-negotiation of

external contracts, reductions in core full time equivalent (FTE) posts and a significant focus on driving a commercial approach to maximising public value, reducing core-funding to income-generating services and cost recovery.

22. To date this strategy has broadly been successful; much of the historic savings have been found through efficiencies in external spend whilst still delivering good services, and commercial endeavours have resulted in increased demand for paid for services and a lower cost to serve. However almost £8m of the Transformation to 2021 savings programme (Tt21) is yet to be realised, due to delays to moving to a new approach in waste and recycling with district and borough councils. Additionally, 15% of the directorate's SP2023 (£1.8m) is yet to be delivered. Achieving further savings is even more challenging; the major external contracts have already been re-negotiated as part of previous savings programmes and many of the directorate's income-based services are working in an increasingly competitive market with reducing margins. Further still, significant inflationary pressures driven by external factors are being acutely felt across service delivery and require the achievement of revenue increases and cost savings simply to remain within existing budgets.
23. Against this backdrop, and with the organisation as a whole facing significant financial pressures, the directorate has reviewed all possible approaches to providing further savings from 2025/26 by scrutinising each service through the lens of what is the **statutory minimum provision**. This has resulted in a proposed Universal Services SP2025 programme totalling £19.279m across sixteen proposals. These proposals require savings to be made through service reductions, the implementation of alternative non-County Council funded delivery models, service efficiencies, organisational efficiencies, and further specific income / cost recovery initiatives where possible. The income / cost recovery initiatives refer to generating new income to contribute towards overheads through cost recovery and ensuring existing charges are sufficient to fully recover costs. However, this would not preclude consideration of establishing a trading company where scope exists to generate income above cost recovery.
24. It is estimated that the delivery of these proposals would result in the loss of around 140 FTE, (approximately 8% of the Universal Services workforce FTE). The intention would be to meet this reduction from vacancies and natural turnover as far as possible. In addition, voluntary redundancy may also be considered alongside this to further mitigate the impact.
25. Proposals have been put forward from each of the four branches that make up the Universal Services directorate. For ease of reading, the sixteen Universal Services SP25 proposals have been grouped below by branch, with the exception of two proposals, which are cross-cutting in nature and reach across multiple branches, and so are detailed separately below.

26. Equalities impact assessments have been undertaken for each of these proposals, as set out in Appendix 2. These are initial assessments and further assessments may be undertaken as proposals develop. At this stage the impacts take account of the feedback from the stage one budget consultation responses. Where potential negative impacts have been identified these will be considered and mitigated where possible.

Highways, Engineering & Transport

27. The majority, £12.810m (66%), of the directorate's individual proposed savings are to be achieved through initiatives undertaken within the Highways, Engineering & Transport (HET) branch with over half of this (£7.5m) to be achieved through reductions in the Highways maintenance budget.
28. The SP2025 savings proposal would reduce planned maintenance funding by £7.5m, with planned maintenance activity continuing at reduced levels until government funding allows it to be reinstated. This proposal for a reduction in the budget does not affect the additional £22.5m for the three-year Stronger Roads Today campaign agreed by County Council in July 2023 for increased reactive maintenance, the final year of which is 2025/26.
29. Over time unless there is an increase in government funding for the maintenance of local roads, the reduction in maintenance spend will result in the road network becoming more fragile and less resilient to the impacts of winter weather, climate change and traffic, leading to an accelerated deterioration in the overall health of the highway asset. Initiatives will be investigated to try to mitigate these impacts, including revised operational working practices and the use of smart, innovative technology.
30. Further savings are proposed through budget reductions (£1.0m) for winter maintenance, by reviewing the current service provision against statutory requirements. This will include reviewing and updating the road networks currently treated with precautionary salting in advance of freezing conditions, the road networks treated during freezing conditions and other treatment routes, e.g. community routes. Work would be undertaken with the County Council's service provider to identify further business efficiencies and new innovations to reduce the cost of providing this service.
31. The proposals include up to £1.1m of savings from the review of the School Crossing Patrols (SCP) service. This proposal includes undertaking assessments of each SCP controlled site to determine whether alternative safe measures could be put in place which would enable the SCP provision to be safely withdrawn. The resulting measures may include the delivery of local highway measures to improve facilities for pedestrians to safely cross roads, or the determination of new safer routes to school. The assessments may

also identify existing routes where an SCP is no longer required as the route is already safe; or routes that cannot be made safe and will therefore continue to require an HCC-funded SCP for the time being. Where the HCC-funded SCP provision is withdrawn through this process, schools and other bodies will be able to pay for SCP provision at full cost through a service level agreement with the County Council.

32. Building on savings secured from previous rounds, a proposal is looking to secure further savings (£0.5m) through the use of more energy efficient LED bulbs, additional dimming of street lights to lower levels during the night, and part-night lighting of street lights in specific areas.
33. There is a proposal to make further savings of £1.7m through eliminating all spend on non-statutory public transport provision. This includes funds the County Council spends on subsidising non-commercially viable local bus routes and on providing community transport services such as Dial-a-Ride and Call and Go. A review will be undertaken to look at any knock-on impact on the Home to School Transport (HTST) service in Children's Services as a result of any bus route reductions so that this proposal can be considered in the wider context, such that removal of funding for some routes does not simply create a corresponding budget pressure in HTST. The directorate will engage with third sector partners and other stakeholders to consider how the impact can be minimised.
34. The final proposal for this branch is £1.01m of increased income generation across various services by reviewing existing charges, expanding current income streams and through the development of new income streams. This may include, for example, increased charges for an expedited service, selling specialist services and developing sponsorship and advertising opportunities. Wherever possible the branch will look to grow income beyond £1.01m, to alleviate savings pressures.

Waste and Environmental Services

35. The Waste and Environmental Services (WES) branch of the Universal Services directorate is responsible for the delivery of two of the sixteen SP25 Universal Services proposals totalling £1.473m.
36. The majority of this saving (£1.2m) is to be achieved through undertaking a review of the existing 24 Household Waste Recycling Centres (HWRCs) service provision to inform a revised strategy for service delivery, taking account of best practice across the country and national guidance, and enabling the provision of more modern, accessible sites. The revised service could include varying the opening hours of HWRCs, reducing the number of existing HWRCs, building new HWRCs or extending capacity of existing HWRCs, and/or introducing new charges for discretionary services at

HWRCs. Early outputs of the review may identify new ways of working that provide savings prior to April 2025, wherever this is the case the branch will look to implement changes sooner.

37. The remainder (£0.273m) of the Waste and Environmental Services requirement will be achieved through various measures that will move applicable services towards a cash limit neutral position, mainly through increased income and further service efficiencies.

Recreation, Information & Business Services

38. The Recreation, Information & Business Services (RIBS) branch of the Universal Services directorate has individual proposals totalling £0.831m. Reflecting the nature of the services within the branch, the proposals are made up of income and service efficiencies.
39. Hampshire Outdoor Centres (HOC) will focus on building on commercial and efficiency initiatives that have been successful in the past few years to grow earned income through customer growth and retention (£0.193m), including the development of a core educational offer, positioning Calshot Activities Centre as a destination for visitors to the South Coast, and broadening public access to the facilities at weekends and during the school holidays.
40. The Countryside Service is proposing £0.280m of savings through increasing income and realising cost efficiencies. An integrated ranger service across the 3,000 mile Rights of Way network and 80 countryside sites would reduce contracted services, reduce travel, increase resilience and bring together specialist teams that could generate income from sold services. Income generation will focus on price increases and a new membership and ticketing system within the five Country Parks.
41. A further £0.358m of savings from within the branch is due to be delivered by the Registration and Archives services with both services investigating multiple potential new areas of income, including charging for storage, cataloguing, conservation, training, licensing of premises, funeral celebrant services, and fee increases.

Property, Business Development & Transformation

42. The Property, Business Development and Transformation (PBD&T) branch is proposing £0.516m of savings, and will also provide project and programme leadership and support to other branches within Universal Services and Hampshire 2050 directorates to enable the delivery of their planned savings.

43. Within PBD&T, £0.2m savings is proposed through streamlining the feasibility activity within the Property Services capital programme, through implementation of tighter controls and rationalised viability/feasibility studies.
44. Also within this branch, a further £0.2m will be secured from unlocking facilities management (FM) savings from office accommodation rationalisation, through vacancy management and natural turnover. Post-pandemic, ways of working have changed across the built estate meaning a less intensive reliance on FM services, and some buildings have been released meaning there is less space to cover. As such the staffing requirement is now reduced and savings can be delivered with minimal impact on any staff group.
45. Finally for this branch, £0.116m of savings are proposed from reductions in directorate non-pay budgets including learning & development and postage & printing. These savings are possible with limited impact on colleagues or services, due to the change in ways of working since the pandemic, an internal restructure bringing together parts of two former departments, and more use of the Apprenticeship Levy funding.

Cross-directorate proposals

46. The directorate's SP25 proposals include a combined saving of £0.315m to be enabled from undertaking a wide-ranging review of the approach to charging and enforcing parking across Hampshire. This review will include identification of additional locations (e.g. on/off road, beach front, countryside) suitable for charging, a review of charges currently in force, and development of alternative approaches to paid-for parking.
47. The directorate proposals also include a cross-directorate organisational redesign proposal (£3.334m). This will involve a review across all the directorate's branches, to achieve further savings from streamlining services, changes of the removal of non-statutory services that cannot be funded through income generation, and efficiencies from service synergies afforded following the corporate restructure. 80 of the estimated 140 FTEs referred to in paragraph 24 above relate to the organisational redesign proposal in Universal Services. The intention would be to meet this reduction from vacancies and natural turnover as far as possible. In addition, voluntary redundancy may also be considered alongside this to further mitigate the impact.

Key challenges, risks, issues and interdependencies

48. The savings proposed by Universal Services equate to 13% of the directorate's cash limit, and will be extremely challenging to achieve,

particularly against the backdrop of continuing to deliver complex operational services at this scale, all of which carry individual and collective levels of risk to the public.

49. The directorate's income proposals rely on growing the demand for our choose-to-use discretionary services such as the Hampshire Outdoor Centres and aspects of our Country Parks. This demand will be driven through strong customer engagement and proposition development, including targeted infrastructure investment that is currently not secured. By their nature, many of the directorate's income generating and cost-recovery activities are impacted by demand changes that are outside of the directorate's control.
50. Inflation will continue to be a key risk for the directorate as increasing levels of income need to be achieved just to keep the status-quo with cash limits only able to deliver a reduced service.
51. The directorate's ability to recruit and retain colleagues across services is also a very significant risk, exacerbated by the continuing pressure on public sector wages and budgets at a time when the private sector is increasing financial incentives to attract the best people. We will need to continue to reinforce our compelling narrative of why working for an organisation with the calibre of the people we have, and delivering such diverse services that make a huge difference to residents, is so attractive.
52. Implementation of elements of the proposals will likely require greater digital innovation. For example, through an effective web presence enabling customers to transact with services easily online, creating new ways to reduce the time from road defect reporting to repair, and reducing the cost to serve through automation and enhanced data utilisation.
53. Delivery of all proposals will require the strong capability of colleagues across the directorate, as well as sufficient people resources to successfully implement the changes required. This may result in a slightly later timing of delivery of the staffing elements to some of the proposals.
54. These proposals also impact services provided by other directorates within Hampshire County Council, for example the proposed reduction in public transport would likely result in increased demand for home to school transport services operated by Childrens Services directorate. The proposals may additionally make it more challenging to deliver strategies developed by the organisation's Hampshire 2050 directorate, for example strategies concerning local transport or climate plans.
55. The savings proposals may also potentially have a wider impact than the cash limit reduction, as it is possible they could also negatively impact

external funding that matches or supports County Council funding, much of which will come from central government.

Summary Financial Implications

56. The total value of the savings opportunities identified for the directorate is £19.279m. The expected cashflow profile for implementation of the savings is set out in the table below.

2024/25 £'000	2025/26 £'000	Full Year Impact £'000
1,160	19,279	19,279

57. Of the £19.279m total savings, £2.086m is proposed through additional income generation by expanding the scope of existing fees and charges or introducing new fees and charges, with £17.193m achieved through reductions to expenditure budgets from service efficiencies and reductions.

58. The detailed savings proposals that are being put forward by the directorate are contained in Appendix 1.

Workforce Implications

59. Appendix 1 also provides information on the estimated number of reductions in staffing as a result of implementing the proposals. For the estimated 140 Full Time Equivalent (FTE) posts that may be affected, the intention would be to meet this reduction from vacancies and natural turnover as far as possible.

60. The County Council's approach to managing down staff levels in a planned and sensitive way through the use of managed recruitment, redeployment of staff where possible and voluntary redundancy where appropriate will be continued.

Climate Implications

61. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

62. Given that this report deals with savings proposals it is difficult to assess any specific climate change impacts at this stage, but assessments will be undertaken for individual proposals, if appropriate as part of the implementation process.

Consultation, Decision Making and Equality Impact Assessments

63. As part of its prudent financial strategy, the County Council has been planning since March 2022 how it might tackle the anticipated deficit in its budget by 2025/26. As part of the Medium Term Financial Strategy (MTFS), which was last approved by the County Council in September 2022 and updated as part of the budget setting process for 2023/24, initial assumptions have been made about inflation, pressures, council tax levels and the use of reserves. Total anticipated savings of £132m are required and directorates were tasked with reviewing all possible opportunities to contribute to bridging this gap.
64. The County Council undertook an open public consultation '*Making the most of your money*' which ran for six weeks from 12 June to 23 July 2023. The consultation was promoted to residents and stakeholders, and asked for views on a range of high-level options that could help to address the shortfall, so that the County Council could take residents' needs into account when considering the way forward.
65. The consultation explained that given the considerable size of the budget gap by 2025, it was likely a combination of the potential options being considered would be needed, given the limited ability the County Council has to generate income and the need to continue to deliver statutory service obligations. For example, the supporting Information Pack explained that the £132m budget forecast took into account an assumed increase in council tax of 4.99% (of which 2% must be spent on Adult social care services), and illustrated the amount of savings that would still be required even if council tax was increased by up to 10%. The Pack also explained that if central government were to support a change to the structure of local government in Hampshire, it would still take several years to fully realise any savings. Residents were similarly made aware that the use of the County Council's reserves (which are retained for service investment and to help manage financial risk) would not provide a sustainable solution to address ongoing financial pressures. The Pack further explained that if these were used to meet service delivery these would be used up very quickly, and so only temporarily delaying the point at which other savings would need to be found.
66. Executive Lead Members and Chief Officers have been provided with the key findings from the consultation to help in their consideration of the final savings proposals. As the consultation feedback confirms, a number of different approaches are likely to be needed to meet the scale of the financial challenge. Consequently, the County Council will seek to:

- **continue with its financial strategy**, which includes:
 - **targeting resources** on the most vulnerable adults and children
 - **using reserves carefully** to help meet one-off demand pressures
- **continue to lobby central government** for fundamental changes to the way local government is funded, as well as a number of other ways to help address the funding gap including increasing funding for growth in social care services and for highways maintenance, and allowing new charges to be levied for some services;
- **help to minimise reductions and changes to local services** by raising council tax by 4.99% in line with the maximum level permitted by government without a public referendum;
- **generate additional income** to help sustain services;
- introduce and increase charges for some services;
- consider further the opportunities for **changing local government arrangements** in Hampshire.

67. The proposals set out in this paper represent suggested ways in which directorate savings could be generated to maximise the contribution to the SP2025 Programme and have, wherever possible, been developed in line with the principles set out above. Where possible the proposals are either income-led or cost-recovery-led, or have an element of income generation. However, to support the organisation's financial strategy of targeting resources on the most vulnerable adults and children in Hampshire, reductions in non-statutory universal services have had to be proposed.

68. The *'Making the most of your money'* consultation received 627 comments on, or alternative suggestions to, the budget options proposed in the consultation relating specifically to services delivered by the Universal Services directorate. Many of these reflected residents' and stakeholders' concerns regarding reductions in universal services. For example,

- of those respondents mentioning the Highways service (118), 70% cited concerns for the overall state of the highway if budget reductions were to be made.
- of those providing comments on public transport (33), 40% cited concerns about a decline in bus services.
- of those responding with comments regarding changes to HWRC provision (119), 59% cited a perceived potential result being an increase in fly-tipping.

69. The consultation also asked for residents' and stakeholders' views on potential impacts that might result from the implementation of the proposed budget options. 227 of the comments submitted related to services within the Universal Services directorate. These potential impact comments generally

concluded with the general comments received although there were also 12 comments raising potential child safety impacts from a reduction in the budget for school crossing patrols, and 33 comments suggesting increased and new car parking charges would have various adverse impacts. Of note, a larger number of respondents commented on potential negative public transport impacts (111) resulting from transport reductions or transport price increases, than had commented within the general comments section. These comments will be considered as part of the proposed reviews of these services and any future stage two consultations.

70. Not all responses raised concerns, for example some respondents were supportive of income and commercial efficiencies as well as energy-saving streetlighting measures. There were however some respondents who suggested that these proposals could result in job losses within the directorate.
71. The '*Making the most of your money*' consultation also invited written submissions. These primarily came from organisations (such as district councils and other partners of the County Council). Written responses specific to the Universal Services directorate were generally consistent with those received through the structured response forms. This included suggesting the council increases income where possible to reduce the need for service reductions, as well as highlighting concerns over potential service reductions, including reductions relating to school crossing patrols, highways maintenance, and public transport.
72. Where applicable, detailed proposals for making savings will be subject to further, more detailed Phase 2 consultations before any final decisions on service specific changes are made.
73. Individual Executive Members cannot make decisions on strategic issues such as council tax levels and use of reserves and therefore, these proposals, together with the outcomes of the *Making the most of your money* consultation exercise outlined in appendix 3, will go forward to Cabinet and County Council and will be considered in light of all the options that are available to balance the budget by 2025/26.
74. Following the Executive Member Decision Days, all final savings proposals will go on to be considered by the Cabinet and Full Council in October and November – providing further opportunity for the overall options for balancing the budget to be considered as a whole and in view of the consultation findings. Further to ratification by Cabinet and Full Council, some proposals may be subject to further, more detailed consultation.
75. In addition to the consultation exercise, Equality Impact Assessments (EIAs) have been produced for each of the savings proposals outlined in Appendix 1

and these have been provided for information in Appendix 2. These will be considered further and alongside a cumulative EIA by Cabinet and Full Council. The cumulative assessment provides an opportunity to consider the multiple impacts across proposals as a whole and, therefore, identify any potential areas of multiple disadvantage where mitigating action(s) may be needed.

76. Together the *Making the most of your money* consultation and Equality Impact Assessments have helped to shape the final proposals presented for approval in this report.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes/No
People in Hampshire live safe, healthy and independent lives:	Yes/No
People in Hampshire enjoy a rich and diverse environment:	Yes/No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes/No

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Developing a Medium Term Financial Strategy Template County Council Part I report (hants.gov.uk)	Cabinet - 19 July 2022 County Council – 29 September 2022
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

A full Equalities Impact Assessment has been undertaken for each of the savings options and these are included as a separate appendix to this report (Appendix 2).

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Universal Services – Proposed Savings Options (Subject to consultation where appropriate)

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
US01	Highways planned maintenance - Reduce planned maintenance, with planned maintenance activity continuing at reduced levels until government funding allows it to be reinstated. In addition, revised operational working practices and the use of smart, innovative technology will be explored to minimise the impact of budget reductions.	Over time, unless there is an increase in government funding for the maintenance of the highways asset, the reduction in maintenance spend will result in it becoming less resilient to the impacts of winter weather, climate change and traffic. This will lead to an accelerated deterioration in the overall health of the highway network.	0	7,500	7,500	0
US02	Highways streetlighting - Streetlighting operational savings (including more dimming and part-night lighting) and switch to more LED lighting. Working with Hampshire Constabulary to ensure suitable lighting levels based on local evidence.	Further reductions would yield carbon-saving and light pollution benefits. Some residential streets could be darker for longer and some non-residential roads could be dark overnight.	0	500	500	0
US03	School Crossing Patrols - Review of the School Crossing Patrols (SCP) service. This proposal includes undertaking assessments of each SCP controlled site to determine whether alternative safe measures could be put in place which would enable the SCP provision to be safely withdrawn. Where the HCC-funded SCP provision is withdrawn through this process, schools and other bodies will be able to pay for SCP provision at full cost through a service level agreement with the County Council.	The resulting measures may include the delivery of local highway measures to improve facilities for pedestrians to safely cross roads, or the determination of new safer routes to school. The assessments may also identify existing routes where an SCP is no longer required as the route is already safe; or routes that cannot be made safe and will therefore continue to require an HCC-funded SCP for the time being.	0	1,100	1,100	45

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
US04	Public Transport - Removal of all remaining spend on non-statutory public transport provision. This includes funds the County Council spends on subsidising non-commercially viable local bus routes and on providing community transport services such as Dial-a-Ride and Call and Go. A review will be undertaken to look at any knock-on impact on the Home to School Transport (HTST) service in Children's Services as a result of any bus route reductions so that this proposal can be considered in the wider context, such that removal of funding for some routes does not simply create a corresponding budget pressure in HTST.	A reduction in the size of the local bus network and community transport services, cessation of non-commercial bus services and community transport provision. The directorate will engage with third sector partners and other stakeholders to consider how the impact can be minimised.	0	1,700	1,700	5
US05	Household Waste Recycling Centres (HWRCs) - Review of the existing 24 Household Waste Recycling Centres (HWRCs) service provision to inform a revised strategy for service delivery, taking account of best practice across the country and national guidance and enabling the provision of more modern, accessible sites. The revised service could include varying the opening hours of HWRCs, reducing the number of existing HWRCs, building new HWRCs or extending capacity of existing HWRCs, and/or introducing new charges for discretionary services at HWRCs.	The potential service changes could mean that residents may: <ul style="list-style-type: none"> • Have to travel further to their nearest HWRC; • Find that their nearest site is not available to them on certain days or at certain times if part-time hours are introduced; • Be able to use more modern, accessible facilities. • Be required to pay for HWRC discretionary services. 	0	1,200	1,200	0

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
US07	Cross-Directorate reductions to directorate non-pay budgets , including learning & development, postage & printing.	Limited impact on colleagues or services, due to the change in ways of working since the pandemic, an internal restructure bringing together parts of two former departments, and more use of the Apprenticeship Levy funding.	16	116	116	0
US08	Highways, Engineering & Transport - Exploring commercial opportunities and income generation including expanding existing traded services, sponsorship and advertising opportunities and increasing/expanding fees and charges.	Resources currently focused on delivery of County Council services, including the Highways capital programme, may be diverted to income generation projects. Increase in the price of services, as well as the potential to charge for new and current services not charged for, to ensure full cost recovery.	251	1,010	1,010	0
US09	Waste and Environmental Services trading areas (Environmental Services (Trading), Asbestos, Scientific Services & Trading Standards) - Various measures to move towards a cost neutral position, mainly through increased income, as well as some further efficiencies.	Retention of self-financing non-statutory services.	127	273	273	0
US11	Facilities Management - Service reductions and efficiencies linked to office accommodation rationalisation.	Reduction in posts will be achieved through vacancy management and natural turnover, and therefore impact will be minimised.	0	200	200	7
US12	Registration & Archives - Service efficiencies and commercial opportunities, including increased fees and charges, generating new income streams and reduction in use of agency staff.	Increased income to maintain non-statutory services and retain capability for providing statutory services, but is dependent on market conditions.	250	358	358	0

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
US13	Countryside - Various measures to move towards a cost neutral position, including increased income from price increases and a new memberships & booking system, and efficiencies from integrating service delivery.	Pricing policy could discourage use with a potential negative impact on public health.	75	280	280	2
US14	Hampshire Outdoor Centres - Various measures to build on commercial and efficiency initiatives that have been successful in the past few years to grow earned income through customer growth and retention.	Pricing policy could discourage use with a potential negative impact on public health, with schools being a main user of the services. Requires capital investment.	0	193	193	0
US15	Traffic & Safety & Rural Parking - Wide-ranging review of approach to charging and enforcing parking across Hampshire. This will include identification of additional locations (on/off road, beach front, countryside sites) suitable for charging, a review of charges currently in force, and development of alternative approaches to paid-for parking.	Current parking charges may increase to ensure full on-going cost recovery. New charges may be implemented for parking on County Council assets that are currently not charged for, to recover the costs of providing the parking. Potential safety and transport benefits.	0	315	315	0
US17	Cross Directorate Organisational redesign - arising from streamlining services, service removal, and service synergies.	Reduced capacity to deliver services and reduced resilience, potential impact on ability to deliver savings or income levels.	341	3,334	3,334	80
US18	Highways winter service - Reducing the costs of winter service provision by reviewing our current provision against statutory requirements and seeking new innovations that can result in reduced costs.	An updated network of priority routes, with some routes currently prioritised no longer qualifying for treatment. Implementation of new innovations that reduce the cost of delivering the service.	0	1,000	1,000	0

Ref.	Service Area and Description of Proposal	Impact of Proposal	2024/25 £'000	2025/26 £'000	Full Year Impact £'000	Estimated Staffing Impact FTE
US19	Property Services - Streamline feasibility activity and spend in accordance with the County Council's capital programme.	Reduced feasibility activity and/or reducing the scope of individual feasibility studies could result in increased risk (time, cost, quality) in delivery of County Council capital programme with potential for poorer outcomes.	100	200	200	0
Total			1,160	19,279	19,279	139

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***'Making the most of your money'* public consultation feedback**

1. The County Council undertook an open public consultation *'Making the most of your money'* which ran for six weeks from 12 June to 23 July 2023. The consultation was promoted to residents and stakeholders through a range of online and offline channels including, but not limited to: the County Council's website, social media channels, Hampshire Perspectives residents' forum and Your Hampshire e-newsletter; in County Council libraries and buildings, at bus stops, and on electronic noticeboards, in countryside parks and Hampshire County Council care settings; via media releases to the local TV, radio and written press; via targeted social media advertising; via direct mail contact, and the Leader's Stakeholder (email) newsletter – between which cover a wide range of individuals, groups and organisations across Hampshire (such as Hampshire MPs, district and parish councils, businesses and the education sector, voluntary and community sector groups and organisations, and service providers), which promoted onward dissemination, as well as response. Information Packs and Response Forms were available on-line and in hard copy as standard and Easy Read, with other formats available on request, and a short animation was produced to help people understand the financial context. Comments could also be submitted via email or by letter, and comments on County Council corporate social media posts were also taken into account.

The consultation sought residents' and stakeholders' views on a range of proposals that could contribute towards meeting the expected revenue budget shortfall by 2025, as well as the potential impact on residents of the proposals being considered, and any suggestions not yet considered by the County Council. The consultation explained that given the considerable size of the estimated budget gap by 2025 of £132m, it was likely a combination of the potential options being considered would be needed, given the limited ability the County Council has to generate income and the need to continue to deliver statutory service obligations. For example, the Information Pack illustrated the amount of savings that would still be required even if council tax was increased by up to 10%.

The options were:

- Lobbying central government for legislative change;
- Using the County Council's reserves;
- Generating additional income;
- Introducing and increasing charges for some services;
- Reducing and changing services;
- Increasing council tax; and
- Changing local government arrangements in Hampshire.

Information on each of the above approaches was provided in an Information Pack. This set out the limitations for the County Council of each option, if taken in isolation, to achieving required savings. For example, supporting information explained that the £132m estimated budget shortfall took into account an assumed increase council tax of 4.99%, of which 2% must be spent on adult social care services. The Pack also explained that if central government were to support changing local government arrangements in Hampshire, savings would still take several years to be realised. Residents were similarly made aware that the use of the County Council's reserves (which are retained for service investment and to help manage financial risk) would not provide a sustainable solution to address ongoing financial pressures. The Pack further explained that if these were used to meet service delivery these would be used up very quickly, and so only temporarily delaying the point at which other savings would need to be found.

Therefore, whilst each option offers a valid way of contributing in-part to meeting the budget shortfall, addressing the estimated £132m gap would inevitably require a combination of approaches.

A total of 2,935 responses were received to the consultation – 2,806 via the provided Response Forms and 129 as unstructured responses through email, letter and social media.

The key findings from consultation feedback are as follows:

- Agreement that the County Council should carry on with its **financial strategy** now stands at 60%, compared with 45% in 2021, 52% in 2019, and 65% in 2017. This involves targeting resources on the most vulnerable people; planning ahead to secure savings early and enable investment in more efficient ways of working; and the careful use of reserves to temporarily help address funding gaps and plug additional demand pressures (e.g. for social care).
- The data suggests that respondents are concerned about the implications of further service changes and charges and increasingly feel that the solution lies with **central government**.
- Both data and verbatim comments indicate the respondents want the County Council to continue to **lobby central government** for a longer-term funding solution for local government, and to allow additional charging in a number of areas:
 - 90% agreed with lobbying for additional funding to deliver social care services for adults and children.
 - 83% agreed profit margins for providers of children's homes should be capped.
 - 81% agreed the underlying funding model for county councils should change

- 81% agreed that there should be national consistency in the approach to residential placement fees for children’s social care.
 - 79% agreed that there should be an increase in central government funding for highway maintenance and major road and structural repairs.
 - 78% agreed that there should national rules on engagement of agency resource to support children’s social work.
 - 75% agreed to enable local circumstances to be taken in to account when determining adult social care provision.
 - 68% agreed to allow a move to locally devised policies and means testing for Home to School Transport.
 - 66% agreed that a review should be undertaken of the range of statutory functions that must be carried by qualified social workers.
 - 59% agreed to allow for a deferred payment option for adults’ domiciliary (home) care provision.
 - 55% agreed that a small charge should be applied to concessionary travel.
 - 52% agreed that a fee should be charged for issuing an Older Person’s Bus Pass.
 - 48% agreed that there should be greater council tax setting freedoms (29% disagreed, with the remainder neither agreeing nor disagreeing).
- However, there were exceptions, namely that:
 - Most respondents (68%) did not agree that a nominal fee should be charged for using household waste recycling centres.
 - The majority of respondents agreed that the County Council should explore:
 - Changing services to support achievement of savings (69% of respondents).
 - The possibility of changing local government arrangements for Hampshire (62% of respondents).
 - Increasing existing charges for services (54% of respondents).
 - The majority of respondents disagreed with the proposal to reduce services (63% disagreed vs 23% who agreed).
 - Opinion was divided on the use of reserves and the introduction of new service charges:
 - 45% agreed that reserves should not be used, vs 42% who disagreed.
 - 47% agreed that new service charges for currently free services should be introduced, vs 42% who disagreed.
 - 46% of respondents’ first preference was for the County Council to raise **Council Tax** by less than 4.99%. This compared to 38% of respondents whose first choice was to raise council tax by 4.99% and 18% who would choose an increase of more than 4.99%.

- Suggestions were made by respondents for generating additional income, including making money from unused buildings and land, introduction of charges to service users, selling services to other organisations, and parking charges. Other suggested for alternatives to the budget options presented included improving council efficiency, reducing expenditure, and prioritising spending where it was most needed.
- Just under half of respondents (48%) specified impacts that they felt would arise should the County Council continue with its financial strategy and approve the proposed options. Almost half of these related to financial impacts on household budgets, both due to potential increases in Council Tax (25%) and rising service charges (11%), alongside the broader financial impacts or rises in the cost of living (12%) and other ongoing day-to-day costs (2%).
- More generally, 36% of respondents considered that the proposals would impact on the level of service provided, with particular mention made to service reduction, worsening road conditions, and rising service demand. Social impacts, including poorer mental wellbeing and physical health, as well as a reduced quality of life were also referenced by 19% of respondents.
- Just under half of respondents felt that impacts could arise for the protected equalities characteristic of age (49%), with further impacts on poverty (35%), disability (34%), and rurality (25%) also commonly mentioned. The potential environmental impacts were also noted in around a third of the comments submitted (31%).
- The 129 unstructured responses to the consultation, submitted via letter / email or on social media, primarily focussed on the perceived impacts of the proposals, stating concern about reductions to services and potential impacts on vulnerable groups, and the financial impact on other organisations, but recognising the budgetary pressures and the need to reduce some services. A smaller number of respondents noted that services were underfunded, and the need to lobby central government for additional funding.

Appendix 2

Savings Programme Reference	Service Area
US-01	Highways Planned Maintenance
US-02	Streetlighting
US-03	School Crossing Patrols
US-04	Public Transport
US-05	Waste Services – Household Waste Recycling Centres
US-07	Cross-Directorate - reductions to directorate non-pay budgets.
US-08	Highways, Engineering, and Transport
US-09	Waste and Environmental Services trading areas (Environmental Services (Trading), Asbestos, Scientific Services & Trading Standards
US-11	Facilities Management -
US-12	Registration and Archives
US-13	Countryside
US-14	Hampshire Outdoor Centres
US-15	Traffic & Safety & Rural Parking
US-17	Cross-Directorate Organisational Redesign
US-18	Highways Winter Service
US-19	Property Services

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Highways Planned Maintenance	<i>EIA – US01</i> Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services			06/09/2023	2

Section one – information about the service and service change

Service affected	Highways Maintenance
Please provide a short description of the service / policy/project/project phase	The Highways Service delivers the County Council's statutory functions as the Highway Authority for Hampshire. The Council has a defined duty under the Highways Act 1980 to take reasonable steps to maintain its 5500-mile network of roads, footways and cycleways.

	<p>Maintenance activity across our road, footway, and cycleway network is currently spread across three main activity areas. These are:</p> <ul style="list-style-type: none">• routine/reactive maintenance: This involves day-to-day repairs, e.g. dealing with potholes, replacing road markings, repairs to signs, drainage cleansing, and also emergency response, e.g. emergency road repairs;• planned maintenance: This involves larger-scale structural repairs, surface treatments on roads, and drainage improvements (as opposed to repairs);• environmental maintenance such as grass cutting, weed control and arboriculture.
<p>Please explain the new/changed service/policy/project</p>	<p>Potential changes would include reducing planned maintenance until levels of government funding allows it to be reinstated and instead focusing our frontline resources on providing a stronger reactive service for our highway network. This proposal for a reduction in the budget does not affect the additional £22.5m for the three-year Stronger Roads Today campaign agreed by County Council in July 2023 for increased reactive maintenance, the final year of which is 2025/26.</p> <p>Over time unless there is an increase in government funding for the maintenance of the highway asset, the reduction in maintenance spend will result in it becoming less resilient to the impacts of winter weather, climate change and traffic, leading to an accelerated deterioration in the overall health of the highway asset.</p> <p>Wherever possible, revised operational working practices and the use of smart, innovative technology will be explored to minimise the impact of budget reductions. This will include, but is not limited to, exploring the potential use of advanced vehicle-based technology and artificial intelligence to more efficiently predict where highway maintenance work may be needed, re-engineering works ordering and scheduling processes to secure higher outputs at reduced cost, and trialling new repair methods.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

A stage 2 public consultation is planned for early 2024.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			✓			Public
Disability			✓			Public
Gender reassignment		✓				Public
Pregnancy and maternity		✓				Public
Race		✓				Public
Religion or belief		✓				Public
Sex		✓				Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public

Poverty		✓				Public
Rurality		✓				Public

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	

Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age and Disability	LOW NEGATIVE: Deteriorating highways, footways, signage, and other infrastructure could disadvantage road users, including non motorised users seeking to access the highways infrastructure on foot, cycle, or other means. Older and younger people, and people with disabilities falling into this category could experience a disproportionate increase in difficulty/inconvenience when travelling by these means.
Other	NEUTRAL: It is not anticipated that the impacts of this change will disproportionately affect other protected characteristics.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped

- The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
- Consider undertaking consultation/re-consulting¹.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

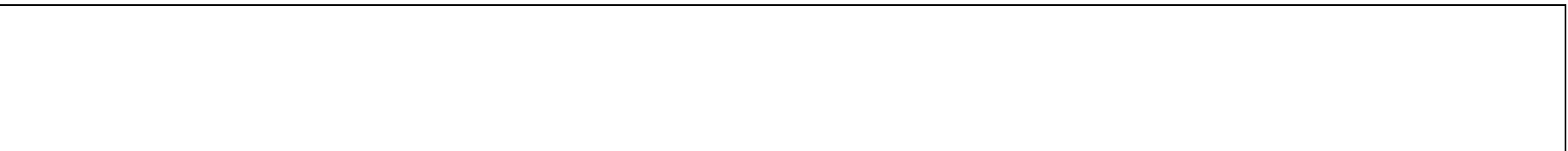
Please set out any additional information which you think is relevant to this impact assessment:

Structural repairs, road surface treatment programmes, and drainage improvements will be focused on safety interventions, or situations when major, or widespread, defects are identified, and a more comprehensive solution is justified. This approach should limit impacts on all residents.

Wherever possible, revised operational working practices and the use of smart, innovative technology will be explored to minimise the impact of budget reductions, for example updated customer contact mechanisms that will allow automated responses with up to date information.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:



Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Streetlighting	EIA – US02 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Street Lighting
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Please provide a short description of the service / policy/project/project phase	<p>The County Council provides and maintains over 157,000 street lights and illuminated signs and bollards.</p> <p>The main street lighting cost that the County Council can control is energy consumption, which accounts for approximately £4.2 million per year. Since 2010, street lighting energy consumption has significantly reduced in Hampshire through the use of more efficient bulbs, and by dimming street lights and switching some lights off for part of the night. However, this should be understood in the context of energy cost increases that have occurred in subsequent years.</p> <p>Further efficiencies in the design of LED bulbs means that additional savings in this area may now be possible.</p>
Please explain the new/changed service/policy/project	<p>Changes to the energy cost of managing Hampshire's street light network could be sought by:</p> <ul style="list-style-type: none">• the use of additional energy efficient LED bulbs, noting that the introduction of LED bulbs would not affect light levels;• delaying switching on some street lights at night, and switching them off earlier in the morning;• keeping street lights switched off during the night on some non-residential roads;• additional dimming of street lights to lower levels during the night.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

A stage 2 public consultation is planned for early 2024.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Public
Disability			✓			Public
Gender reassignment		✓				Public
Pregnancy and maternity		✓				Public
Race		✓				Public
Religion or belief		✓				Public
Sex			✓			Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public

Poverty		✓				Public
Rurality		✓				Public

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	

Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Disability	LOW NEGATIVE: Some people with disabilities, particularly visual impairments, may struggle more than others to travel on roads and streets if darker, or darker for longer.
Sex	LOW NEGATIVE: It is possible that in some areas streets will be darker or darker for longer, and this could well increase the fear of crime, particularly for women. However, wherever possible these savings will be realised through the use of more efficient bulbs, dimming rather than switching off, and switching off only in non-residential streets. The County Council will also work closely with the constabulary to ensure suitable lighting levels based on evidence.

Other	NEUTRAL: The use of additional energy efficient LED bulbs is not expected to have an impact on residents and service users. Other options could lead to some residential streets being darker, or darker for longer. In addition, some non-residential roads could also be made darker. It is possible that, if implemented, such changes could have a low negative impact on some road users, but specific proposals have yet to be determined, and further assessment will be made as options are refined. New infrastructure enables flexibility over lighting and dimming regimes, and in the event that negative impacts are identified, this could potentially provide options for mitigation.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting².
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

There is the possibility that some rural areas will be darker or darker for longer as a result of this proposal, which could have a negative impact on some rural residents, though in some cases people will experience this as a positive impact.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
School Crossing Patrols	EIA – US03 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

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Section one – information about the service and service change

Service affected	School Crossing Patrols
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Hampshire County Council currently provides a School Crossing Patrol (SCP) service close to various schools across Hampshire. Where provided, these can be used by children on their journeys to and from school. Hampshire County Council does not have a statutory duty to provide this service, but if another provider chooses to do so, we do have duties to ensure the provision is appropriate.</p> <p>Currently we use defined criteria to assess whether to provide and fund an SCP based on the number of children crossing at a location and the volume of traffic. More than one SCP may serve a school where children cross at different locations, and a single SCP may serve children attending different schools where they cross at the same location. Where the threshold for County Council funding is not met, schools or other groups may currently obtain an SCP where it is safe for one to operate through a service level agreement with the County Council by paying the full cost of providing the SCP. Where this is the case, we ensure the provision is appropriate by requiring the provider to purchase equipment and training at cost from us.</p> <p>The County Council currently funds 190 SCPs in Hampshire. A further three are funded through service level agreement directly with schools.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Assessments of each SCP controlled site to determine whether alternative safe measures could be put in place which would enable the SCP provision to be safely withdrawn. The resulting measures may include the delivery of local highway measures to improve facilities for pedestrians to safely cross roads, or the determination of new safer routes to school. The assessments may also identify existing routes where an SCP is no longer required as the route is already safe; or routes that cannot be made safe and will therefore continue to require an HCC-funded SCP for the time being. Where the HCC-funded SCP provision is withdrawn through this process, schools and other bodies will be able to pay for SCP provision at full cost through a service level agreement with the County Council.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

A stage 2 public consultation is planned for early 2024.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Public
Disability		✓				Public
Gender reassignment		✓				Public
Pregnancy and maternity		✓				Public
Race		✓				Public
Religion or belief		✓				Public
Sex		✓				Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public
Poverty		✓				Public

Rurality		✓				Public
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Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	

New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	NEUTRAL: The County Council will undertake assessments of each SCP controlled site to determine whether alternative safe measures could be put in place which would enable the SCP provision to be safely withdrawn. In these cases, school crossing patrols may continue to be funded by local schools. Where the site is not safe or cannot be made safe an HCC-funded SCP will continue to be provided for the time being.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped

- The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
- Consider undertaking consultation/re-consulting³.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

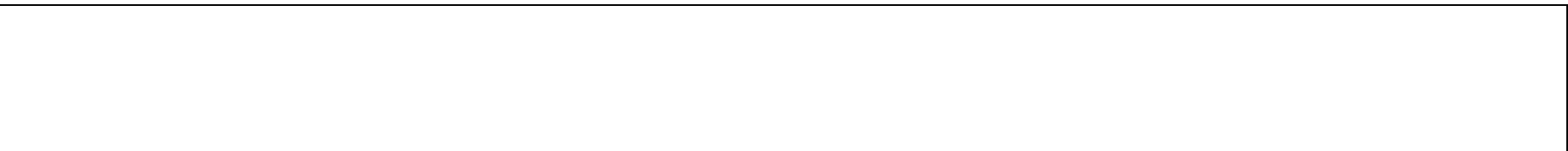
Please set out any additional information which you think is relevant to this impact assessment:

There is the potential for a negative impact on sex and age arising from the fact that School Crossing Patrol staff are more likely to be women and older people, and any reduction in the numbers of school crossing patrols could disproportionately affect these groups. These impacts will be monitored and assessed in more detail as options develop.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

It is the responsibility of parents or guardians to get their child safely to school, but the County Council has a duty to assert and protect the rights of the public to use the highway, and should there be a particular safety concern at a specific location then specific mitigation will be considered.



Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Public Transport	<i>EIA – US04</i> Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Public Transport
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The County Council currently spends £2.7m per annum directly supporting non-statutory local bus services, mostly in rural and semi rural locations where it is not currently possible to run commercially viable services, and community transport services like Dial-a-Ride and Call and Go.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Removal of all remaining spend on non-statutory public transport provision. This includes funds the County Council spends on subsidising non-commercially viable local bus routes and on providing community transport services such as Dial-a-Ride and Call and Go. A review will be undertaken to look at any knock-on impact on the Home to School Transport (HTST) service in Children's Services as a result of any bus route reductions so that this proposal can be considered in the wider context.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The *Making the Most of Your Money Budget Consultation* referred to above received a wide range of comments on this proposal, many of which supported the findings of this assessment. In addition, feedback from individuals and organisations stressed that where individuals have multiple protected characteristics the impacts could be particularly negative.

A stage 2 public consultation is planned for early 2024.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age					✓	Public

Disability					✓	Public
Gender reassignment		✓				Public
Pregnancy and maternity				✓		Public
Race				✓		Public
Religion or belief			✓			Public
Sex					✓	Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public
Poverty					✓	Public
Rurality					✓	Public

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Gender reassignment Sexual orientation Marriage and civil partnership	NEUTRAL: There is no evidence to suggest that people who have any of these protected characteristics are any more likely to use public transport/community transport or hold a concessionary bus pass in Hampshire than those without them. Therefore there will be the same impact on these people as there will be for the general population.
Religion	LOW NEGATIVE: Reductions in availability of transport services could result in people having poorer access to activities relating to their religion

For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete the following table:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions
Age	High Negative	Reductions in public bus are more likely to impact the rural areas of Hampshire.	In the total absence of these services, many would have to use the voluntary transport network which the County Council does not support. Therefore this would increase the demand on these services which the voluntary transport network (i.e. car schemes) is unlikely to be able to meet. In addition, these services are inaccessible for those with a wheelchair / complex mobility needs and therefore these people would need to rely on taxis. There is a national shortage of taxi drivers and therefore, accessibility will depend on localised availability.
Disability	Two thirds of all journeys on Hampshire's supported bus network are undertaken by holders of a concessionary bus pass; whether that be a disabled or older persons pass. The vast majority of journeys undertaken on Community Transport services serve the needs of older and disabled people. Most journeys on door to door services are undertaken by people with a concessionary bus pass. People with these characteristics are less likely to have access to a car or van and therefore have no alternative to bus/community transport use. Within these groups, these services are used as a means to remain independent. A reduction of service would have a		

	<p>disproportionate impact on people with these characteristics.</p> <p>With regards to younger people, around 15% of all journeys undertaken on the Council's supported services are for educational purposes. This equates to around 250,000 trips per year across the whole supported network. A reduction in service would mean many of these journeys would not be able to take place, resulting in a negative impact for younger people. In addition, fewer supported bus services will limit the County Council's scope to use public bus services to provide home to school transport, which could in turn have impacts on the home to school transport service funded by the Children's Services Budget.</p> <p>Reductions in community transport funding could also diminish the efficacy of the</p>		
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	<p>County Council's investment in the voluntary sector, with transport limitations reducing the scope and quality of support provided by volunteers funded by the County Council out of other budgets.</p>		
Pregnancy and Maternity	<p>Medium Negative</p> <p>During pregnancy and maternity, people have greater accessibility needs e.g. to attend midwife / Health Visitor appointments. This means that a reduction in service will disproportionately impact people with this characteristic.</p>	<p>Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>
Race	<p>Medium Negative</p> <p>Nationally, government figures show that outside London a black person makes on average 55 trips by bus per year in contrast with 36 made by a white person.</p>	<p>Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>

	<p>The same is true for people from other ethnic backgrounds. There is also a link between poverty and race which is explored further below. 33 per cent of Asian or Asian British pensioners and 30 per cent of Black or Black British, are in poverty compared to 15 per cent of white pensioners. Below, there is a further explanation of the link between poverty and bus use. These factors mean that a reduction in local bus services or an increase in the cost of transport services will disproportionately affect people from BAME backgrounds in comparison to white people.</p>		
<p>Sex</p>	<p>High negative</p> <p>Nationally more women than men do not have access to a private car / van and thus more use bus and community transport services. Within Hampshire 60% of passengers who travel with a</p>	<p>Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>

	<p>concessionary bus pass on the supported local bus network are female. This means that any reduction to service will disproportionately affect women. This is compounded by the pregnancy and maternity impact detailed above.</p>		
Poverty	<p>High Negative</p> <p>There is a relationship between income and type of transport used. Those on lower incomes use buses more than those on higher incomes, and those on higher incomes use cars and trains more than those on lower incomes (Department for Transport 2017). People with more money have more options in both where to live and how to travel, and transport links are a key component of land value and housing costs. Poverty rates for all groups of women are higher than those of White British men. Among women, they are lowest</p>	<p>Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>

	<p>for White British women, followed by Chinese, Indian, Black Caribbean and Black African women. Pakistani and Bangladeshi women have extremely high poverty rates of around 50 per cent. Dependency on public transport and poverty are interlinked, resulting in a reduction to bus services or community transport services having a disproportionate impact on people living in poverty.</p>		
<p>Rurality</p>	<p>High Negative</p> <p>The vast majority of Hampshire's supported bus network provide accessibility for people within rural areas to access towns for employment and essential services. Rural areas are also currently served by Community Transport services.</p>	<p>Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>

As well as providing access to towns from rural areas, supported bus services play a crucial role bringing people into rural areas, improving their health and wellbeing, and supporting the economy of rural communities.

Rural areas are notoriously difficult to serve by public transport and make a profit, this is because the number of passengers who need to travel are lower. This means that where Council support is withdrawn in these areas, it is far less likely than in an urban area that a bus operator would provide an alternative on a commercial basis.

Where the overall amount of funding is reduced to operators, this could have an impact their overall operations. This could see more rural depots becoming commercially unviable and therefore additional services, to

	those which are directly funded by the County Council could be withdrawn.		
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If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.

- Consider undertaking consultation/re-consulting⁴.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

It should be noted that the most recent available data suggests that only 9% of all bus services in Hampshire are subsidised by the County Council, which means that 91% of bus services will not be directly affected.

Further impact assessments will be carried out as and when more detailed proposals are finalised for consideration.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Waste Services – Household Waste Recycling Centres	EIA – US05 Directorate Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Household Waste Recycling Centres
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The County Council has the largest network of Household Waste Recycling Centres (HWRCs) in England, operating 24 HWRCs in the Hampshire area where residents can reuse, recycle and dispose of waste. Residents are able to reuse, recycle and dispose of a wide variety of material streams including bulky wastes and mixed residual waste in bagged form.</p> <p>The County Council has a statutory responsibility to provide places where residents can deposit household waste (e.g. household contents arising from the day-to-day running of a household) at no charge, but we are not required to accept non-household waste (e.g. construction and demolition waste or items from the repair or improvement of private properties).</p> <p>However, the council recognises that Residents sometimes generate small quantities of these non-household wastes and so currently provides a charged-for disposal service for soil & rubble including bathroom appliances such as baths, sinks & toilets, asbestos, gypsum and plasterboard.</p> <p>There is no legal definition of how many facilities need to be provided.</p> <p>The HWRC service cost is split into two parts, those that cover the cost of managing the sites (20%) and the cost of disposing of the material that is deposited (80%). The booking system, introduced during COVID-19 pandemic, has been retained following public support for the benefits that it provides in terms of site operations and reduced congestion.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Review of the existing 24 Household Waste Recycling Centres (HWRCs) service provision to inform a revised strategy for service delivery, taking account of best practice across the country and national guidance and enabling the provision of more modern, accessible sites. The revised service could include varying the opening hours of HWRCs, reducing the number of existing HWRCs, building new HWRCs or extending capacity of existing HWRCs, and/or introducing new charges for discretionary services at HWRCs.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

A full stage 2 public consultation is planned for early 2024.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			✓			Public
Disability			✓			Public
Gender reassignment		✓				Public
Pregnancy and maternity		✓				Public
Race		✓				Public
Religion or belief		✓				Public
Sex		✓				Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public

Poverty			✓			Public
Rurality			✓			Public

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	

Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	LOW NEGATIVE: Possible requirement for site users to travel further to sites, which may impact on older residents that experience difficulties with movement or are unable to travel longer distances.
Disability	LOW NEGATIVE: Possible requirement for site users to travel further to sites, which may impact on residents that experience difficulties with movement or are unable to travel longer distances.
Poverty	LOW NEGATIVE: Possible requirement for site users to travel further to sites and incur increased travel costs, which may impact on those residents on lower income disproportionately.

Rurality	LOW NEGATIVE: Rural residents may be more likely to have to make longer journeys to access the service.
Other	NEUTRAL: It is not anticipated that the impacts of this change will disproportionately affect other protected characteristics.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁴.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

The review would consider the provisioning of the HWRC network in Hampshire in its entirety to ensure the best geographical coverage and optimal service in the circumstances. This should help mitigate some of the impacts on groups noted above.

A stage 2 public consultation is planned for early 2024.

Further impact assessments will be undertaken in advance of any further executive decisions.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Cross-Directorate - reductions to directorate non-pay budgets.	EIA – US07 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Amanda Beable/ Michelle Dayeh	Universal Services	Head of Transformation/ Strategic Manager			30/08/2023	2
		Mike Bridgeman		Assistant Director of Property, Business Development, and Transformation				
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Cross-Directorate
Please provide a short description of the service / policy/project/project phase	Reductions to directorate non-pay budgets, including Learning & Development, Postage & Printing.
Please explain the new/changed service/policy/project	Due to the change in ways of working since the pandemic and an internal restructure bringing together parts of two former departments, some budgets are being centralised and some devolved to services, and these will be rationalised in line with changes in trends, e.g., less printing due to lower office use, more use of Apprenticeship Levy.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The services paid for by these budgets have undergone cultural changes post-pandemic, and these services have become more cost effective to deliver or less in demand as a result of revised working practices. Savings are being made in line with the natural downward trend of draw on these budgets, so it does not reflect a behavioural or cultural change to be made by staff in the future, only to the amounts allocated to the budgets. For example, some Learning and Development has been moved online, and a

combination of better use of technology alongside hybrid-working have enabled an accelerated move away from printing and postage. Therefore, no further engagement is necessary.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both

Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	

East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
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All characteristics marked as neutral.	<p>No impact has been identified on any characteristic group due to the nature of the proposal being to reduce spend in line with what is already naturally happening; lower office use has meant less printing, and an intensification in digital communication during the pandemic has reduced postage.</p> <p>A reduction in other costs relating to Learning and Development have also been identified, e.g., courses being offered online, increased use of the Apprenticeship Levy and subscription packages for professional publications and bodies being delivered digitally making them cheaper. In addition, a combination of better use of technology alongside hybrid-working have enabled an accelerated move away from printing and postage.</p> <p>Funding for these functions has been reviewed as part of an internal merge of departments and budgets are being reduced in line with required spend.</p>
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁵.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:



Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

No impact has been identified on any characteristic group due to the nature of the proposal being to reduce spend in line with what is already naturally happening; lower office use has meant less printing, and an intensification in digital communication during the pandemic has reduced postage.

A reduction in other costs relating to Learning and Development have also been identified, e.g., courses being offered online, increased use of the Apprenticeship Levy, and subscription packages for professional publications and bodies being delivered digitally making them cheaper.

Funding for these functions has been reviewed as part of an internal merge of departments and budgets are being reduced in line with required spend.

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Highways, Engineering & Transport	EIA – US08 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Tim Lawton	Universal Services	Assistant Director – Highways, Engineering & Transport			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick-Poyntz-Wright	Universal Services	Capital and Democratic Services			06/09/2023	2

Section one – information about the service and service change

Service affected	A range of services within the Highways, Engineering and Transport (HET) branch.
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The HET Branch is responsible for the safe management of Hampshire's Highway network and associated infrastructure. This includes but is not limited to maintaining and managing Hampshire's roads, associated traffic signals and streetlights, and trees by the Highway; licensing or permitting various activity on the Highways; adoption of estate roads from developers; designing and delivering engineering schemes to build or improve roads; and management of the authorities' vehicle fleet.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>It is proposed that the HET branch further develop its cost recovery and income streams, through reviewing existing charges, expanding current income streams and through the development of new income streams, to contribute to SP25 on a cost recovery basis.</p> <p>This may include:</p> <ol style="list-style-type: none"> 1. Increases to the fees charged for licences and highways information, and the development of new services and charges, including expedited services, ie. services delivered more quickly or in an enhanced way for a higher fee, e.g. Highway Searches completed faster for customers willing to pay more. 2. Increased charges to and income from developers, particularly associated with the road adoption process. 3. Selling engineering services and other associated specialisms to other bodies. 4. Selling services and data from services, such as from traffic survey activities or transport advice. 5. Expanding income from highways materials recycling and other innovative income streams 6. Developing sponsorship and advertising opportunities.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

The general concept of charging/increasing charges for services has been consulted on as part of the County Council's *Making the Most of your money budget* consultation (2024-2026).

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Stage 2 public consultation may be required and will be undertaken where necessary.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Public
Disability		✓				Public
Gender reassignment		✓				Public
Pregnancy and maternity		✓				Public
Race		✓				Public
Religion or belief		✓				Public
Sex		✓				Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public
Poverty			✓			Public

Rurality		✓				Public
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Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	

New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Poverty	LOW NEGATIVE: Increases in the charges and prices could have a disproportionate impact on those less able to afford services charged for on a cost recovery basis. Charges will be made on a cost recovery basis only.
All other protected characteristics	NEUTRAL: The proposal has not been assessed as having a positive or negative impact on these characteristics. The assessment is therefore neutral.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.

- Consider undertaking consultation/re-consulting⁶.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Waste and Environmental Services trading areas (Environmental Services (Trading), Asbestos, Scientific Services and Trading Standards)	EIA – US09 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Simon Cramp	Universal Services	Strategic Manager – Environmental Services			30/08/2023	2
		James Potter		Assistant Director for Waste and Environment Services				
2	EIA authoriser	Patrick Blogg	Universal services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick-Poyntz-Wright	Universal Services	Capital and Democratic Services			06/09/2023	2

Section one – information about the service and service change

Service affected	Waste and Environmental Services trading areas
Please provide a short description of the service / policy/project/project phase	<p>The service includes Asbestos Management, Environmental Services, and Hampshire Scientific Services (HSS). Asbestos Management provides UKAS accredited asbestos testing and inspection services, designs and delivers asbestos management controls to help enable the County Council to meet its statutory obligations in relation to the Control of Asbestos Regulations. Environmental Services provides specialist environmental input to planning, design, delivery and maintenance activities across the County Council, and on behalf of external clients in the public and private sectors. The service also supports the delivery of statutory functions. HSS provide a range of scientific analytical services to customers predominantly in the public sector; Coroners, Police, Trading Standards, Schools, Local Authorities and Central Government, supplemented by smaller private sector clients. Forensic testing of drugs seized by Hampshire Constabulary is currently carried out by a team of 2 staff who can process around 30 case submissions a month. Trading Standards conducts a range of statutory services aimed at protecting consumers from harm and supporting legitimate businesses to trade legally and safely within the county. The service provides an essential role in the prevention of animal disease, safety and availability of products, rogue trading, food standards, petroleum & explosives and metrology. Activity includes the powers and ability to investigate and prosecute in areas of serious criminality. Commercially it also delivers one of the largest Buy With Confidence schemes, providing trusted and audited businesses for residents to use.</p>
Please explain the new/changed service/policy/project	<p>The SP25 proposal includes various measures to move towards a cost neutral position, mainly through increased income, as well as some further efficiencies. The current proposed and potential service changes are:</p> <p>Asbestos Management</p> <ul style="list-style-type: none"> • Reduction in inspection frequency - Reduce low risk inspections to every seven years • Reduced expenditure - Reduced staff travel and better utilisation of electric vehicles

	<p>Environmental Services</p> <ul style="list-style-type: none">• Increase Income - Efficiencies to increase income generating capacity to drive towards cost neutrality <p>HSS</p> <ul style="list-style-type: none">• Increase income in targeted areas - Increased income from toxicology and other high demand/low market capacity services• Increase Income & reduce expenditure - Efficiencies to increase income generating capacity and exploring solar power and an electric pool car to reduce costs
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Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No public consultation or engagement is currently planned as there is no likely impact to residents or stakeholders experience of statutory services. Consultation activities with staff or Trade Unions will be carried out as appropriate when further details of any proposed and potential service changes are understood, and further equalities impact assessments completed.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both

Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	<p>At present, there is no reason to think that the proposed and potential service changes will result in disproportionate impacts upon people with protected characteristics. However, as proposals develop, further impact assessments will be undertaken as appropriate to inform decision making.</p> <p>Where changes impact on staff, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic.</p>

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions
N/A			

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁷.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:



Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

The work delivered by the service is primarily for internal and external clients and partners, rather than being delivered directly to the public.

Proposed and potential service changes are not expected to have an impact on any of the protected characteristics. If changes do represent a risk once developed, more detailed EIAs will be undertaken with appropriate consideration and action taken in respect of their findings.

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Facilities Management.	EIA – US11 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Lisa Hole	Universal Services	Soft FM Manager - HQ			30/08/2023	2
		Mike Bridgeman		Assistant Director for Property, Business Development, and Transformation				
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Facilities Management
Please provide a short description of the service / policy/project/project phase	Facilities Management - service reductions and efficiencies linked to office accommodation rationalisation.
Please explain the new/changed service/policy/project	Reduction in posts through vacancy management and natural turnover, which correspond to new ways of working across corporate office accommodation in FM managed buildings. Post-pandemic, ways of working have changed across the built estate meaning a less intensive reliance on FM services, and some buildings have been released meaning there is less space to cover. As such the staffing requirement is now reduced and savings can be delivered with minimal impact on any staff group.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both

Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	

East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
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All characteristics marked as neutral.	<p>The savings would be achieved through the reduction of vacancies that have been held for some time.</p> <p>There is no impact on opportunities for entry level positions as vacancies still exist which the service is looking to fill at all times.</p> <p>Post-pandemic, ways of working have changed across the estate meaning a less intensive reliance of FM services, and some buildings have been released meaning there is less space to cover. As such the staffing requirement is now reduced and savings can be delivered with no impact on any staff group.</p>
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions
N/A			

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁸.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:



Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

The savings would be achieved through the reduction of vacancies that have been held for some time.

There is no impact on opportunities for entry level positions as vacancies still exist which the service is looking to fill at all times.

Post-pandemic, ways of working have changed across the estate meaning a less intensive reliance of FM services, and some buildings have been released meaning there is less space to cover. As such the staffing requirement is now reduced and savings can be delivered with no impact on any staff group.

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Registration and Archives	EIA – US12 Universal Services Directorate

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Abigail Walton Jo Heath	Universal Services	Senior Project Officer Assistant Director for Recreation, Information, and Business Services			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	A. Registration Service B. Hampshire Archives and Local Studies Service
Please provide a short description of the service / policy/project/project phase	<p>A. The Registration Service recorded 42,000 life events within Hampshire in 22/23 and is one of the largest Registration Services in the country. In addition to recording life events which take place within Hampshire the service seeks to evolve and meet demand by developing new opportunities and exploring additional income streams. The service is currently developing the following new areas of income:</p> <ol style="list-style-type: none"> 1. Becoming a training provider for other Registration Services 2. Licensing new venues for ceremonies 3. Ceremony personalisation 4. Increase in ceremony fees 5. Funerals 6. Reducing office accommodation 7. Developing a sustainable staffing strategy 8. Reviewing Registration budget <p>B. Hampshire Record Office is the home of 1,000 years of history and comprises Hampshire Archives and Local Studies as well as the Wessex Film and Sound Archive. It is a statutory public service that is open to anyone – whether undertaking research into family or local history, pursuing academic work, or using archives as evidence for legal or other purposes. Our customers include the Hampshire community as well as people living anywhere who have a past or present connection with Hampshire.</p> <p>Hampshire's archives are a unique collection of local stories from the past up to the present day, ranging from letters by Florence Nightingale and Jane Austen, to war diary entries from the Western Front recording the 1914 Christmas Truce, the Coronavirus Tribute Book to the Winchester Pipe Rolls - a series of medieval account rolls recording the minutiae of farming life on dozens of Hampshire manors from 1208 onwards (the most complete set of manorial accounts in the</p>

	<p>country). Our physical archive collections are carefully housed in the purpose-built, grade II listed building which includes eight miles of shelving and we have recently purchased an IT system to contain our growing digital archives holdings.</p> <p>Hampshire County Council's Archives and Local Studies service meets a national accreditation standard which recognises high levels of performance, including the care of its unique collections. The UK quality standard was first awarded to Hampshire Archives in 2018, renewed in 2021 with the next assessment in Spring 2024.</p> <p>The service is currently investigating some new areas of income to include:</p> <ol style="list-style-type: none"> 1. Charges for storage and management of the Wessex Film and Sound Archive partners' Archive Collections 2. Charges for the cataloguing, conservation, storage and withdrawal of private, non-statutory archive collections that are deposited at Hampshire Record Office in the custody of Hampshire County Council but where the depositor retains ownership. 3. Commercial sale of archive storage space and other archive consultancy services to owners of archive collections.
<p>Please explain the new/changed service/policy/project</p>	<p>A. The Registration service seek to generate income through a variety of new and existing income streams.</p> <p>Training Provider – The service seeks to create a training academy for Registration officers within other authorities. Other registration services may seek to access the training due to a lack of time and resource within their own organisation. The training can be tailored to the individuals' requirements as needed and will follow the core requirements for duties required in the role of a Registration Officer. In addition to the training academy the service will offer assessors and internal verifiers for candidates from other authorities completing the national accreditation programme (NAP) for registration officers.</p>

Licensing new venues – Market the benefits of becoming a licensed venue and having the correct permissions to host ceremonies. Offer flexible initial sign up timeframes to allow local businesses to understand the benefits without committing for the standard three year licence.

Ceremony Personalisation – Provide an offer to enhance a ceremony by providing additional “add ons” for a fee. These are options such as telephone or face to face planning appointments prior to the ceremony, commemorative certificates and ceremonies after 5pm. Further analysis and a phased approach based on customer feedback would be required.

Increase in ceremony fees – The service review fees annually and apply a percentage increase based on CPI/RPI and national benchmarking via the South East Regional Board (SERB). This only applies to non-statutory fees (ceremonies & other). All statutory fees are set by the General Register Office (GRO). The fee increase is currently agreed at an increase of 5% across two years to 2026.

Funerals – Explore a new opportunity to provide funeral celebrant services as part of the service offer. This will require further research to understand the costs involved and a benchmarking activity to explore the market further before a decision to proceed could be made.

Reducing office accommodation – The removal of back office space at the Goldings Registration Office in Basingstoke. This is additional space over and above the current staffing requirements and could provide an annual saving if this office area was no longer part of the lease agreement.

Developing a sustainable staffing strategy – The service look to collect and analyse data of staffing trends for peak periods throughout the year to implement a more sustainable staffing strategy in order to reduce the requirement for agency staff.

Review Registration budget – Review the registration service budget and identify non allocated budget for efficiency savings.

The service will seek to implement all income streams identified above over a three year period to March 2026.

	<p>B.</p> <p>1. <u>Wessex Film and Sound Archive</u> - Hampshire County Council has recently received grant funding from the British Film Institute to develop a business case and new commercial operating model for the Wessex Film and Sound Archive (WFSA) to introduce membership fees and charges to Local Authority Partners. Through initial engagement, the partners have agreed in principle to pay for the storage and access of their film and sound archive collections currently managed by Hampshire County Council. The timeline for implementation of this project is three years and the grant funding from the British Film Institute comes to an end in March 2026. Formal consultation with the WFSA partners on the proposed membership fee charging model will be part of the grant funded project.</p> <p>2. <u>Charges for the cataloguing, conservation, storage and withdrawal of private, non-statutory archive collections held as part of the Hampshire Collection</u> - There is the potential to develop a charging model for the archive services currently provided for free to organisations such as charities, voluntary and community groups, nonconformist churches, businesses, individuals, families and estates.</p> <p>3. <u>Commercial sale of archive storage space and provision of archive consultancy services</u> - The implementation of a commercial archive management service would need to be offered at a future date when there is surplus space and capacity within Hampshire Archive and Local Studies Service. Archive Consultancy Services are already provided but these could be extended subject to staff capacity to increase income generated.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

- A. No
- B. No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

- A. It is currently being explored to see if a formal consultation would be required.
- B. There has been early engagement with WFSA partners about the proposed charging arrangements however a formal consultation is planned.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			A B			Public
Disability		A B				Public
Gender reassignment		A B				Public
Pregnancy and maternity		A B				Public
Race		A B				Public
Religion or belief		A B				Public
Sex		A B				Public
Sexual orientation		A B				Public

Marriage & civil partnership		B	A			Public
Poverty			A B			Public
Rurality		A B				Public

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	A. Yes B. Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	

Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Sex, Sexual Orientation, Marriage and Civil Partnership and Rurality -Neutral	A and B – None of the changes have been assessed as having an impact, either positive or negative to this group.

Age – Negative Low	A and B - Some customers who are of varying age demographics may come into contact with these services more frequently, and therefore may be disproportionately impacted by price increases. Both Services hold limited data on the age of customers and so are currently unable to quantify age ranges of customers choosing to access the services.
Poverty – Negative Low	A – Customers accessing the service for a ceremony may be impacted by fee increases. B – Customers wishing to deposit private collections in the custody of HCC may be unable to meet the request for an annual fee payable for the specialist storage of loaned archive collections.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting⁹.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Countryside.	EIA – US13 Directorate US

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jo Heath	Universal Services	Assistant Director for Recreation, Information, and Business Services			30/08/2023	2
		Jon Dyer-Slade		Head of Countryside				
2	EIA authoriser	Patrick Blogg	Universal Services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Rosellen Lambert	Universal Services	Transformation Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Countryside
Please provide a short description of the service / policy/project/project phase	The Countryside Service manages eight visitor attractions (five Country Parks, two Farm Attractions, one National Nature Reserve) 80 countryside sites, 3000 miles of rights of way and statutory responsibility for maintaining the definitive map for Hampshire, and a series of capital works projects to improve and develop assets and service delivery. The service has over 3m counted visits each year of which 2m are to the visitor attractions. The primary users and customers are Hampshire residents, with visitor attractions attracting most visitors from within a 30- minute drive time.
Please explain the new/changed service/policy/project	The Countryside Service is proposing £0.345m of savings through increasing income and realising cost efficiencies. An integrated ranger service across the 3,000 mile Rights of Way network and 80 countryside sites would reduce contracted services, reduce travel, increase resilience and bring together specialist teams that could generate income from sold services. Income generation will focus on price increases and a new membership and ticketing system within the five Country Parks, and the implementation of new parking charges at rural locations.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No.

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Stage 2 public consultation may be required and will be undertaken where necessary.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both

Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty			✓			Public
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

All protected characteristics – Staff	NEUTRAL: It is not currently anticipated that changes will have an impact on any protected characteristics. However, until the options for greater integrated working or different operating models are established, it is difficult to know the extent of any impact, if any, on protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
Poverty – Residents	NEGATIVE LOW: Due to changes in pricing, however prices are set using benchmarking with similar offers at other Country Parks and Visitor Attractions and prices are set within this range to remain competitive but affordable.
All other protected characteristic – Residents	NEUTRAL: Potential options for integrated working arrangements are not expected to alter the ‘end’ service delivered to the public and therefore the likely impact to the public and groups with all other protected characteristics has been identified as neutral.

For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions
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N/A			
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If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹⁰.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal: Hampshire Outdoor Centres	SP25 Proposal Reference: <i>EIA - US14</i> Universal Services Directorate
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EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Alistair Palmer	Universal Services	Head of Hampshire Outdoor Centres			30/08/2023	2
		Jo Heath		Assistant Director for Recreation, Information, and Business Support				
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Hampshire Outdoor Centres
Please provide a short description of the service / policy/project/project phase	Hampshire Outdoor Centres (HOC) is a non-statutory service comprising four residential outdoor education centres; three in Hampshire and one in South Wales. The service mission is to improve the lives of customers and deliver a safe, highly valued, cost effective and quality focused service through the provision of accessible outdoor education and recreational facilities. The centres provide opportunities for all customers to connect with the natural environment, create memorable experiences, learn new skills, and grow through personal development. The service employs 65 permanent staff and at high season (summer) employs around 20 seasonal staff.
Please explain the new/changed service/policy/project	<p>Across all Hampshire Outdoor Centres (HOC), the service will focus on building on commercial and efficiency initiatives that have been successful in the past few years to grow earned income through customer growth and retention. Therefore, our growth objectives will continue to focus on three key themes:</p> <ul style="list-style-type: none"> · The development of the core educational offer which provides high quality outdoor learning for schools and other residential groups, supported by an increase in engagement with new customers in the marketplace. · Positioning Calshot Activities Centre as a destination for visitors to the South Coast and developing into a place that people want to visit, explore, enjoy activities, eat and stay. · Creating new products which broaden ‘public’ access to the facilities at weekends and during the school holidays. <p>To support this programme across all Hampshire Outdoor Centres the service will continue to explore new and more flexible ways of improving the productivity of our workforce to support the delivery of our growth programme.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Stage 2 public consultation may be required and will be undertaken where necessary.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both

Rurality		✓				Both
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Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	

New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All protected characteristics except for Age	NEUTRAL: The proposal has not been assessed as having a positive or negative impact on these characteristics. The assessment is therefore neutral.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to	Short explanation of mitigating actions

		identify geographical area(s)	

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age	This proposal may have a positive impact on older people as growth in the service will likely mean an increase in its use of volunteers.

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹¹.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Traffic & Safety & Rural Parking	<i>EIA - US15</i> Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Highways and Countryside Parking Services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The County Council administers a county-wide on-street parking service to help deliver its statutory highways maintenance, safety, and traffic management functions. In delivering these functions, the County Council incurs various costs. Charges and penalty notices are issued for on-street parking on a cost neutral basis to help meet these costs as well as to deliver the parking service itself.</p> <p>The County Council also provides off-street parking facilities at some locations, e.g. to enable residents to access countryside sites. At present, many of these are available for use free of charge despite ongoing maintenance costs being incurred by the County Council.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Potential changes could include:</p> <ul style="list-style-type: none"> • Review of parking charges at existing locations, including increased charges to the public; • Introduction of on-street parking charges in new locations; • Introduction of new charges or donation schemes for parking at existing off-street and countryside locations; • Possible addition of new off-street parking facilities in specific locations; • Revised approaches to administration and charging to improve efficiency and cut costs.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Further consultation will be carried out on specific proposals. Any changes to traffic regulations are subject to the Traffic Order process and therefore formal consultation will be undertaken on a scheme specific basis. Further, Stage 2 public consultation may be required and will be undertaken where necessary for countryside parking.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				
Disability		✓				
Gender reassignment		✓				
Pregnancy and maternity		✓				
Race		✓				
Religion or belief		✓				
Sex		✓				
Sexual orientation		✓				
Marriage & civil partnership		✓				
Poverty			✓			
Rurality			✓			

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	

Winchester	
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Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Poverty and Rurality – Low Negative	<p>Motorists may need to pay for parking on more roads that are part of Hampshire’s highway network, or they may need to pay more to park at existing locations where charges already apply. This could also include County Council controlled off-street sites in some rural locations. This could have a disproportionate impact on poorer people who are less able to afford charges.</p> <p>People living in rural areas may be more car dependent and therefore more likely to have to pay for parking in certain locations.</p>
Other – Neutral	No specific impact on other protected characteristics has been identified. Further consultation will be carried out on proposals. Any changes to traffic regulations are subject to the Traffic Order process and therefore formal consultation will be undertaken on a scheme specific basis.

For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.

- Consider undertaking consultation/re-consulting¹².
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Cross Directorate Organisational Redesign	EIA -US17 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services			06/09/2023	2

Section one – information about the service and service change

Service affected	Universal Services
Please provide a short description of the service / policy/project/project phase	The Universal Services Directorate provides a wide range of services affecting every resident in Hampshire, including Highways Maintenance, Transport Development, Property and Business Development, Recreation and Information and Business Services, Waste Management, and Environmental Services.

Please explain the new/changed service/policy/project

The proposal is to review all the directorate's branches, to achieve further savings from streamlining services, the removal of non-statutory services that cannot be funded through income generation, and efficiencies from service synergies afforded following the corporate restructure.

As this is a proposal and the review has not commenced, it is not yet possible to describe how the functional areas might be structured or operate differently in the future. Through the course of the project, options will be developed which may include:

- Some functions ending or reducing in scope
- Some functions increasing in priority or emphasis
- Different groupings of services within the overall directorate structure
- Different operating models and ways of working
- Embedding of current functions and responsibilities elsewhere in the Directorate or wider organisation

Until final proposals have been fully scoped, it is not possible to state the impact on the public or staff, but this EIA will be regularly updated as proposals develop.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Staff are regularly kept up to date and given opportunities to discuss developments through staff briefings and other communications. Should contractual changes and/or redundancies become necessary, a subsequent EIA will be undertaken. Furthermore, HR policies and procedures will be applied in accordance with our statutory obligations.

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Staff are regularly kept up to date and given opportunities to discuss developments through staff briefings and other communications. Should contractual changes and/or redundancies become necessary, a subsequent EIA will be undertaken. Furthermore, HR policies and procedures will be applied in accordance with our statutory obligations.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)é

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both

Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All	<p>NEUTRAL: Various services could be affected by this review, with potential impacts on quality and accessibility. In addition, specific teams may be affected by reductions in establishment head count and the need to change or adjust service delivery to realise efficiencies. Where possible, impacts will be mitigated, for example by realising staff savings through vacancy management, not replacing leavers, etc.</p> <p>Specific impacts on staff and service users alike have yet to be identified and so current known impact has been assessed as neutral, with no disproportionate impacts on any protected characteristics. However, impacts will be further assessed as proposals develop, and where impacts are identified these will be mitigated as far as possible and highlighted to decision makers.</p>

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having	Is there a Geographical impact? If so, please explain - use list above to	Short explanation of mitigating actions

	medium or high negative impact	identify geographical area(s)	

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹³.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.

- Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal: Highways Winter Service	SP25 Proposal Reference: <i>EIA – US18</i> Universal Services
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EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			30/08/2023	2
2	EIA authoriser	Patrick Blogg	Universal Services	Director – Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Highways Winter Maintenance
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The County Council works closely with its highway service provider to look after Hampshire's 5,500 miles of roads and associated assets during the winter period (1st October – 30th April). The County Council, as the Highway Authority, is required to take all reasonable and practical steps to keep the highway network clear of snow and ice. To discharge this duty our winter service includes salting and snow clearance during the winter season on prioritised routes which are largely based on road category, usage and strategic importance.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Changes to the provision of highway winter services could be sought by a review of the winter service provision against statutory requirements, which may include:</p> <ul style="list-style-type: none"> • reviewing and updating the network of roads currently treated with precautionary salting on a routine basis in advance of forecast freezing conditions; • reviewing and updating the network of roads currently treated during prolonged freezing periods; • reviewing and updating other treatment routes, e.g. community routes (routes to schools and community facilities outside of the prioritised network) to ensure they continue to meet the defined criteria for treatment; • working with our service provider to identify further business efficiencies, e.g. removing unused roadside grit bins and seeking new innovations that can result in reduced costs i.e. potentially introducing individual 'route-based forecasting' to reduce overall salt usage and fuel costs.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

A stage 2 public consultation is planned for early 2024.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			✓			Public
Disability			✓			Public
Gender reassignment		✓				Public
Pregnancy and maternity		✓				Public
Race		✓				Public
Religion or belief		✓				Public
Sex			✓			Public
Sexual orientation		✓				Public
Marriage & civil partnership		✓				Public
Poverty		✓				Public

Rurality			✓			Public
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Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	

New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age, Disability, Sex, and Rurality	<p>A Low Negative impact has been identified for these characteristics as follows:</p> <p>Older people and people with disabilities could find it particularly difficult to negotiate untreated roads and sections of footway on foot.</p> <p>Younger and older people could be particularly disadvantaged by the inaccessibility of schools and community centres.</p> <p>As national statistics show that circa 75% of teachers in state funded schools are women, they are more likely to experience difficulties accessing schools during winter weather.</p>

	Roads in urban areas are more likely to be prioritised for treatment than those in rural areas, thus disadvantaging some rural road users.
Other	NEUTRAL: It is not anticipated that the impacts of this change will disproportionately affect other protected characteristics.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

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Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹⁴.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

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Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Universal Services

Name of SP25 proposal:	SP25 Proposal Reference:
Property Services	EIA – US19 Universal Services

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	John Cantwell	Universal Services	Senior Delivery Manager			30/08/2023	2
		Mike Bridgeman		Assistant Director for Property, Business Development, and Transformation				
2	EIA authoriser	Patrick Blogg	Universal Services	Director of Universal Services			06/09/2023	2
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager			06/09/2023	2

Section one – information about the service and service change

Service affected	Property Services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Hampshire County Council Property Services are commissioned to carry out viability and feasibility studies to test proposals for potential Capital investment to existing or new built assets for internal client directorates. The studies evaluate the time, cost and quality aspects of the proposals to support business cases and funding bids. This work is funded corporately by Hampshire County Council.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The proposal is to streamline the feasibility activity to reduce the annual spend through the implementation of new controls on commissioning, and management of feasibility work with internal client directorates.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?

No

Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No further consultation planned. The proposal represents a change in working practices and method, which is not anticipated to have any impact on Hampshire County Council Staff or service users.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both

Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

Section three: Equality Statement

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All characteristics marked as neutral.	<p>The proposal seeks to reduce spend on feasibility studies by implementing tighter management controls to ensure that studies carried out are proportionate to the likelihood of the opportunity being taken forward.</p> <p>Mechanisms to manage the budget more closely will need to be put in place now that the teams working on them are spread across Universal Services and 2050 directorates.</p> <p>Whilst there is a risk that reduced feasibility activity may create issues later in projects, the tighter controls over what is delivered should cancel out any impacts, and these would not be felt by any particular group, protected or otherwise.</p>

For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
 - If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-consulting¹⁵.
 - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
 - Carry out a subsequent impact severity assessment following mitigating actions.
-

Box 1

Please set out any additional information which you think is relevant to this impact assessment:

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

The proposal seeks to reduce spend on feasibility studies by implementing tighter management controls to ensure that studies carried out are proportionate to the likelihood of the opportunity being taken forward.

Mechanisms to manage the budget more closely will need to be put in place now that the teams working on them are spread across Universal Services and 2050 directorates.

Whilst there is a risk that reduced feasibility activity may create issues later in projects, the tighter controls over what is delivered should cancel out any impacts, and these would not be felt by any particular group, protected or otherwise.

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Universal Services Select Committee
Date:	18 September 2023
Title:	Work Programme
Report From:	Director of People and Organisation

Contact name: Katy Sherwood, Senior Democratic Services Officer

Tel: 01962 847347

Email: katy.sherwood@hants.gov.uk

1. Summary

1.1. The purpose of this item is to provide the work programme of future topics to be considered by this Select Committee and discuss any other items that may need to be added.

2. Recommendation

That the Universal Services Select Committee discuss and agree potential items for the work programme that can be prioritised and allocated by the Chairman of the Universal Services Select Committee in consultation with the Director of Universal Services.

CORPORATE OR LEGAL INFORMATION:**Links to the Strategic Plan**

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	no
People in Hampshire enjoy being part of strong, inclusive communities:	no

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

IMPACT ASSESSMENTS:

1. Equality Duty

- 1.1. The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender and sexual orientation) and those who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- a) The need to remove or minimise disadvantages suffered by persons sharing a relevant characteristic connected to that characteristic;
- b) Take steps to meet the needs of persons sharing a relevant protected characteristic different from the needs of persons who do not share it;
- c) Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity which participation by such persons is disproportionately low.

1.2. Equalities Impact Assessment:

- 1.3. This is a forward plan of topics under consideration by the Select Committee, therefore this section is not applicable to this report. The Committee will request appropriate impact assessments to be undertaken should this be relevant for any topic that the Committee is reviewing.

2. Impact on Crime and Disorder:

- 2.1. This is a forward plan of topics under consideration by the Select Committee, therefore this section is not applicable to this report. The Committee will request appropriate impact assessments to be undertaken should this be relevant for any topic that the Committee is reviewing.

3. Climate Change:

- a) How does what is being proposed impact on our carbon footprint / energy consumption?
- b) How does what is being proposed consider the need to adapt to climate change, and be resilient to its longer term impacts?

This is a forward plan of topics under consideration by the Select Committee, therefore this section is not applicable to this report. The Committee will consider climate change when approaching topics that impact upon our carbon footprint / energy consumption.

WORK PROGRAMME – UNIVERSAL SERVICES SELECT COMMITTEE
 (Red = changes/additions since last meeting)

Topic	Issue	Reason for inclusion	Status and Outcomes	27 November 2023	15 January 2023
Pre-Scrutiny	20mph Speed Limit Policy	Returning after further work by officers	Research done by the ETE/UST&E Task and Finish Group	✓	
Pre-Scrutiny	Highways Delivery Strategy	To pre-scrutinise decision by ELMUS		✓	
For review	Byway Open to All Traffic (BOAT) 5yr Strategy			✓	
For review	Basingstoke Canal Future Management			✓	

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Potential future items:

- Waste and Collaborative working
- Calshot (following work by H2050)
- Community Funded Initiatives
- Parish management
- Impact of the County Deal on US
- Carbon management (following work by H2050)
- Verge cutting and landscape management
- US Communications strategy
- Review of Project Integra Governance
- School crossings
- On-street parking review