

# Equality Impact Assessment

Name of project/proposal	T19 - E1 Economy, Transport and Environment Operating Model
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Department	Economy, Transport and Environment
Date of Assessment	21 Aug 2017

## **Description of Service / Policy**

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

Geographical impact\* All Hampshire

## **Description of proposed change**

Reduce department-wide staff revenue costs whilst still delivering good quality ETE core services for customers. The ETE Operating Model will introduce new ways of working, including digital approaches, across all of the Department's services. This will primarily impact on staff. It remains too early at this stage to determine what impact there will be on service users and partners, though there may be a possible increase in standard responses to public enquiries or work requests, increased response times for non-standard enquiries, and reduced capacity to attend site meetings. Further equalities impact assessments will be carried out as appropriate when proposals become clearer, including where necessary taking into consideration the profile of staff in affected area to determine likely impact upon people with protected characteristics.

## **Engagement and consultation**

Has engagement or consultation been carried out? Planned

No specific consultation has been carried out on this proposal. However, the County Council carried out a major consultation exercise over the Summer of 2017 on a range of options for finding further budget savings, including increasing council tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing services, or indeed making revised charges. The outcome of this consultation will be reported to Cabinet in October 2017.

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

## **Impacts of the proposed change**

This impact assessment covers HCC Staff (and partners)

<b>Statutory considerations</b>	<b>Impact</b>
Age	Neutral
Disability	Neutral

Sexual Orientation      Neutral

Race      Neutral

Religion and Belief      Neutral

Gender Reassignment      Neutral

Gender      Neutral

Marriage and civil  
partnership      Neutral

Pregnancy and  
Maternity      Neutral

**Other policy considerations**

Poverty      Neutral

Rurality      Neutral

Neutrality Statement      At present, there is no reason to think that emerging proposals 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, and where necessary this will involve reference to staff profiles to determine the impact upon people with protected characteristics. Impacts on service users are possible, but cannot be quantified at this stage, and will in any case be assessed separately, possibly in association with service specific projects and decisions.

***Additional Information***