

Economy, Transport and Environment EIAs

Savings Programme reference(s)	Service Area
ETE-01	Highways
ETE-02	Contracted Waste Services
ETE-03	Concessionary Travel
ETE-04	Transport Service Reductions
ETE-05	Enhanced Traffic Management
ETE-06	Brussels Office
ETE-07	ETE Operating Model

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
Highways Efficiencies	EIA–ETE–Highways Efficiencies–2021-04-23

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Date
1	Report Writer	Stuart Giddings	ETE	Head of Highways	Stuart.giddings@hants.gov.uk	23 rd April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy, Transport, and Environment	stuart.jarvis@hants.gov.uk	1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk	1 st September 2021

Section one – information about the service and service change

Service affected	Highways
Please provide a short description of the service / policy/project/project phase	<p>The County Council is the Highway Authority for Hampshire and consequently has a statutory duty to maintain, under Section 41 of the Highways Act 1980, 8500km of publicly maintainable highway across the County. This excludes motorway and trunk roads which are the responsibility of Highways England.</p> <p>The core service provision includes routine, structural, environmental, and winter maintenance, as well as the associated regulatory, enforcement and asset management functions.</p>
Please explain the new/changed service/policy/project	<p>This project seeks to identify and deliver cashable efficiencies in the overall service provision, essentially through changes to existing processes, procedures and contractual mechanisms. The core statutory highways service will be unaffected and existing levels of service are not expected to change.</p> <p>The Parish Lengthsman (PL) service is a discretionary activity within the overall highways service where funding is given to many local parish and town councils to enable lower priority highway maintenance work to be prioritised and delivered through locally commissioned service providers. As part of this project it is proposed that the funding for PL is removed and, instead, the service offered to parish and town councils on the basis of a self-funding model, either through local sponsorship or increased precepts.</p>

Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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?

(Delete as appropriate)

	No	
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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 County Council will engage early with parish councils participating in the existing parish lengthsman scheme to set out detailed proposals and allow for a transitional period up to 2023/24 in order to maximise the opportunity for local continuation of the scheme as county council funding is withdrawn.

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	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			✓.			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	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
Age		This change is not anticipated to specifically impact on this characteristic.
Disability		This change is not anticipated to specifically impact on this characteristic.
Gender reassignment		This change is not anticipated to specifically impact on this characteristic.
Pregnancy and maternity		This change is not anticipated to specifically impact on this characteristic.

Race	This change is not anticipated to specifically impact on this characteristic.
Religion or belief	This change is not anticipated to specifically impact on this characteristic.
Sex	This change is not anticipated to specifically impact on this characteristic.
Sexual orientation	This change is not anticipated to specifically impact on this characteristic.
Marriage & civil partnership	This change is not anticipated to specifically impact on this characteristic.
Poverty	This change is not anticipated to specifically impact on this characteristic.
Rurality	Should Parishes and Town Councils, particularly smaller rural parishes with low precepts or limited scope for sponsorship, choose not to provide their own funding to continue the Parish Lengthsman scheme then it is likely that some lower priority maintenance activity may cease in these areas. However, it is considered this will have a low impact overall as all highway maintenance activity that is required to meet the County Councils statutory duty will continue.

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

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-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:

Service levels (excluding Parish Lengthsman, which is a discretionary service) are not expected to change as a consequence of this proposal.

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:

Service levels (excluding Parish Lengthsman, which is a discretionary service) are not expected to change as a consequence of this proposal.

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
Contracted Waste Sevices	EIA-ETE-Waste Services-2021-04-08

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date
1	Report Writer(s)	Sam Horne	Economy, Transport & Environment	Strategic Manager, Waste & Resources	sam.horne@hants.gov.uk	07823 401118	8 th April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy, Transport, and Environment	stuart.jarvis@hants.gov.uk		1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk		1 st September 2021

Section one – information about the service and service change

Service affected	Contracted Waste Services
Please provide a short description of the service / policy/project/project phase	Waste disposal is a statutory responsibility of the County Council that entails the Disposal of Residual Households Waste, processing of collected dry recyclables, and the provision of the Household Waste Recycling Centres.
Please explain the new/changed service/policy/project	<ul style="list-style-type: none"> • Re-setting the County Council’s assumptions around levels of future waste growth and reducing the waste contingency by £2.8m • A new requirement for residents to split any bagged waste on arrival at HWRCs, to ensure that reuse and recycling is maximised, reducing the cost of managing waste and increasing performance. • Working with the County Council’s contractor, Veolia, and partner Local Authorities to lift the wastes it receives up through the waste hierarchy by seeking to prevent waste from arising in the first place through its <u>Smart living</u> campaign; • Increasing the reuse of bulky and other wastes sent for disposal; • Seeking recycling solutions for currently disposed of wastes and alternatives to landfill such as energy recovery in order to derive savings;

	<ul style="list-style-type: none"> • Redressing some historical imbalances in the income sharing arrangements in existing agreements such that each partner receives an income share proportionate to the investment in the infrastructure, this is with particular reference to the income share resulting from sale of spare capacity at the 3 Energy Recover Facilities (ERFs).
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Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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. Appropriate HR consultation would be required where proposals to reduce service provision may affect working conditions of site operatives (not HCC employed).

Has any pre-consultation engagement been carried out?

(Delete as appropriate)

	No	
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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.

Some of these proposals may require secondary consultation depending on details currently under consideration.

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	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 open bags of waste to separate materials for disposal in the correct container if not pre-sorted before arrival at site. This could potentially be more demanding for some residents, e.g. older people and people with disabilities. Site staff will be directed to help where appropriate to mitigate this impact.
Disability	LOW NEGATIVE: Possible requirement for site users to open bags of waste to separate materials for disposal in the correct container if not pre-sorted before arrival at site. This could potentially be more demanding for some residents, e.g. older people and people with disabilities. Site staff will be directed to help where appropriate to mitigate this impact.

Gender reassignment	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Pregnancy and maternity	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Race	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Religion and belief	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Sex	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Sexual orientation	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Marriage and civil partnership	NEUTRAL: No discernible impact identified as a result of any proposed changes.
Rurality	NEUTRAL: No discernible impact identified as a result of any proposed changes.

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

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
Poverty	Positive impact on poverty as one of the outcomes of people engaging with the waste prevention scheme is to reduce the cost of living, in part by increasing the availability of re-useable/recycled goods.

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:

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 impact of the service changes have been considered and has either a low negative; neutral or, in the case of poverty, a positive impact on those with protected characteristics. There is potential for a positive impact to be felt by all protected groups through the outcomes of a successful waste prevention programme which will improve the overall environment for all Hampshire residents both now and in the future and protect our natural resources. There is the possibility of a low negative impact on the characteristics of Age and Disability should residents choose not to pre-sort their waste ahead of their HWRC visit, but this will be mitigated as far as possible, e.g. by directing site staff to assist where appropriate.

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
Concessionary Travel	EIE-ETE-Concessionary Travel-2021/04/06

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date
1	Report Writer(s)	Frank Baxter	ETE	Head of Integrated Transport	Frank.baxter2@hants.gov.uk	0370 779 6361	6 th April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy, Transport, and Environment	stuart.jarvis@hants.gov.uk		1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk		1 st September 2021

Section one – information about the service and service change

Service affected	Hampshire Concessionary Fares Scheme
Please provide a short description of the service / policy/project/project phase	The service is to administer the National Concessionary Fares scheme locally. This means issuing concessionary travel passes to eligible members of the public and reimbursing bus operators who are required to accept the passes for free travel.
Please explain the new/changed service/policy/project	<p>The proposal is to reset the budget to reflect a reduction in future demand. A reduction is forecast as a result of a trend in reducing demand that started before the pandemic. It is anticipated by the industry at large that demand for concessionary pass use will decline by 20%. This means reducing the Circa £13m annual budget by £2m.</p> <p>This is not a service reduction proposal but a budget change reflecting a trend of reduced demand in recent years.</p> <p>The duty to administer the Concessionary Fares Scheme remains with the County Council as a demand led budget, which means if the reduction in demand does not continue then the County Council is still obliged to pay the full cost of the scheme.</p>

Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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?

(Delete as appropriate)

	No	
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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 consultation is planned or needed as this is simply a reflection of reduced demand and a budget reset to reflect it.

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	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	No
Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No

New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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	No impact is anticipated for any protected characteristics as uptake of the service is expected to naturally fall in line with national trends, thus enabling the budget reduction without affecting service users.

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
<i>None</i>			

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
None	

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:

This is not a service reduction proposal but a budget change reflecting a trend of reduced demand in recent years.

The duty to administer the Concessionary Fares Scheme remains with the County Council as a demand led budget, which means if the reduction in demand does not continue then the County Council is still obliged to pay the full cost of the scheme.

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:

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
Transport Service Reductions	EIA-ETE-Transport Service Reductions-2021/04/19

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date
1	Report Writer(s)	Lisa Cook and Kevin Ings	ETE	Local Bus Manager and Community Transport & Contracts Manager	Lisa.cook@hants.gov.uk Kevin.ings@hants.gov.uk	0370 779 7925 0370 779 2621	19 th April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy, Transport, and Environment	stuart.jarvis@hants.gov.uk	?????	1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk	?????	1 st September 2021

Section one – information about the service and service change

<p>Service affected</p>	<p>Subsidised local bus services and community transport (including adjustments to the concessionary fares scheme) in Hampshire</p>
<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The County Council currently spends £4.6m per annum supporting local bus and Community Transport services.</p> <ul style="list-style-type: none"> • Approximately £700k of this is for Community Transport services like Dial-a-Ride and Call & Go; • A further £500k is contributed to Community Transport services by district councils; • The remaining £3.9m pays for bus services that would not be viable without Council funding. The majority of these services operate in rural and semi-rural locations where it is not currently possible to run commercially-viable services. Of this £3.9 million, £1.4m is funded by Hampshire County Council and the rest is either specific grant funding from Government or external contributions. <p>The County Council also spend circa £13m on administering the Concessionary Fares Scheme. This enables over 250,000 eligible residents of Hampshire to travel on local bus services for free.</p>

<p>Please explain the new/changed service/policy/project</p>	<p>Savings could be realised by reducing subsidy payments to bus operators and community transport operators, as well as through a range of increases to fees and charges for such services that would see a greater share of costs being incurred by service users.</p> <p>Changes to the service levels, fees and charges could include:</p> <ul style="list-style-type: none"> • Removing use of older persons and disabled persons bus passes on taxi-shares and all Community Transport services – i.e. the user pays; • Reducing the Hampshire Concessionary Fares Scheme to the minimum national requirement; • Restructuring all Community Transport fares with the user paying a higher proportion of costs; • Offering a chargeable premium application service for blue badge and older persons and disabled persons' bus pass applications
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Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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?

(Delete as appropriate)

	No	
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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.

Consultation will be carried out once detailed options have been reviewed and a preferred approach assembled for approval. There would be engagement with the local communities through Passenger Transport forums and passenger surveys.

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see <u>EIA Guidance for considerations</u>)	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
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All Hampshire	✓
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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
Gender reassignment Sexual orientation Marriage and civil partnership	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.

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		
Disability	<p>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, the removal of the use of the concessionary bus pass on community transport and taxishare services, and an increased user contribution towards community transport services would have a disproportionate impact on</p>	<p>Changes to the concessionary bus pass arrangements and user contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>People who no longer have access to local bus services are likely to depend on the remaining community transport services which the Council supports. These will provide a more limited service which is likely not to fully meet their needs. In the total absence of these services, the only other option people would have is 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) would not 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.</p>

	<p>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 a proportion of these journeys would not be able to take place, resulting in a negative impact for younger people.</p>		
<p>Pregnancy and Maternity</p>	<p>Medium Negative</p> <p>During pregnancy and maternity, people have greater accessibility needs e.g. to attend midwife / Health Visitor appointments. People on maternity / paternity have a lower income than their in-work counterparts. The link between low income / poverty and bus use is explored below. Both these factors mean that a reduction in service will</p>	<p>Changes to the concessionary bus pass arrangements and user contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>

	disproportionately impact people with this characteristic.		
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. 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>Changes to the concessionary bus pass arrangements and user contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>

<p>Religion or belief</p>	<p>Medium Negative</p> <p>Reductions in availability of transport services, in addition to increased costs of travel for those with a concessionary bus pass could result in people having poorer access to activities relating to their religion.</p>	<p>Changes to the concessionary bus pass arrangements and user contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</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 concessionary bus pass on the supported local bus network are female. This means that any reduction to service or increase to cost will disproportionately affect women. This is compounded by the pregnancy and maternity impact detailed above.</p>	<p>Changes to the concessionary bus pass arrangements and user contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	<p>See above</p>
<p>Poverty</p>	<p>High Negative</p>	<p>Changes to the concessionary bus pass arrangements and user</p>	<p>See above</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 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. The proportion of people who currently use the disabled persons concessionary bus pass to access employment will see their costs for remaining in employment increase. Dependency on public transport and poverty are interlinked,</p>	<p>contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	
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	<p>resulting in a reduction to bus services or affordable community transport services having a disproportionate impact on people living in poverty.</p> <p>The increased cost to Community Transport users will have an impact on particular groups, namely those on a reduced income. However, the alternative is to remove services. Based on analysis, retaining these services at increased cost for users would have less of an impact for those on reduced income compared with removing the services all together (leaving no transport option for any users). This preference has previously been expressed by service users within previous consultations. This may result in low income users using the services less frequently.</p>		
Rurality	High Negative	Changes to the concessionary bus pass arrangements and user	See above

	<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>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.</p> <p>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.</p>	<p>contribution to community transport services will impact people across the County. Reductions in public bus are more likely to impact the rural areas of Hampshire.</p>	
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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 11% of all bus services in Hampshire are subsidised by the County Council, which means that 89% of bus services will be unaffected.

Much of the information used in this assessment relates to use of public transport nationally and generally. This proposal relates to public transport in Hampshire, and in the case of bus services specifically those which are subsidised by the County Council, which may have a different profile and a more limited impact.

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:

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
Enhanced Traffic Management	EIA-ETE-Enhanced Traffic Management-2021/04/13

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date
1	Report Writer(s)	Tania McCarthy	ETE	Senior Engineer	Tania.mccarthy@hants.gov.uk	07557 562421	13 th April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy Transport, and Environment	stuart.jarvis@hants.gov.uk	?????	1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk	?????	1 st September 2021

Section one – information about the service and service change

Service affected	Traffic Management
Please provide a short description of the service / policy/project/project phase	As the Highway Authority for Hampshire, the County Council is responsible for traffic management across the highway network (apart from on roads managed by Highways England). This includes balancing the needs of different highway and transport users, and responding to new societal trends and national initiatives to ensure safety, efficient transportation, and the protection of the Environment through traffic management initiatives.
Please explain the new/changed service/policy/project	The proposal is to reduce overall transport costs, and promote active travel and public transport, through greater enforcement of a range of enhanced traffic management measures, in particular responding to societal trends and national initiatives, such as the Government’s Air Quality agenda and the recent National Bus Strategy, for example through bus lane enforcement to increase bus reliability, patronage, and commercial viability, thereby reducing the call on bus subsidy payments.

Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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?
(Delete as appropriate)

<p>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.</p>
<p>The overall policy framework within which this proposal will operate is set within the Local Transport Plan, which is currently being reviewed and updated, and will be subject to extensive consultation as part of this process.</p>
<p>This proposal relates to enforcement of existing measures, and any new or enhanced measures will be subject to separate consultation on a scheme by scheme basis.</p>

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	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	Yes
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
Gender Reassignment Religion or Belief Sexual Orientation Marriage and Civil Partnership Rurality	This proposal relates to enhanced enforcement of existing measures to support active travel and public transport, together with some potential new measures, which will be assessed in more detail at later stages of development. However, current plans are not expected to have a greater impact on these groups than on the general population.

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
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 here.

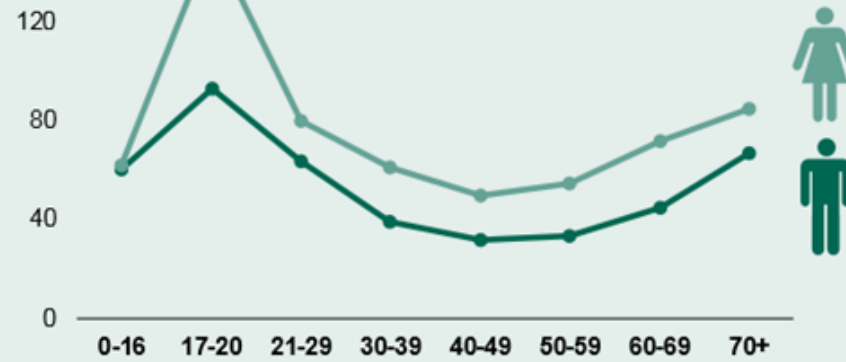
Table 5 Consideration of and explanation for positive impacts

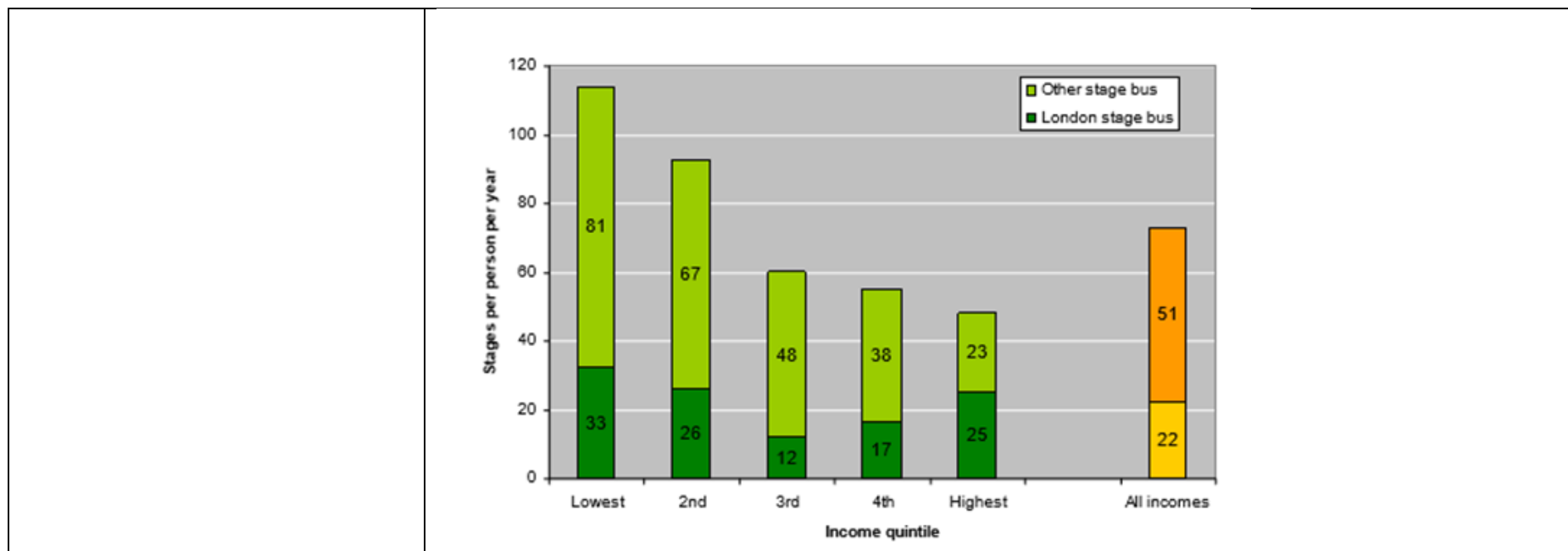
Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age Disability Pregnancy and Maternity Race Sex Poverty	<p>The proposal is to enhance enforcement of existing traffic management measures to promote active travel and public transport. This should have a positive outcome for the characteristics listed here, as these groups are statistically more likely to be dependant on public transport (as set out below) as well as on non-motorised forms of travel.</p> <p>The proposal should also aid the County Council’s aspirations to improve air quality, which could be particularly beneficial to some members of these groups, especially those with disabilities affecting respiration and other characteristics vulnerable to the effects of poor air quality.</p> <p>One potential new measure under consideration is bus lane enforcement, which should help to improve bus efficiency and reliability. An evidence review for the DfT titled ‘Transport and Inequalities’ (July 2019) highlights that people from protected groups including the young (post 17 to 29), females, ethnic minorities, the elderly, and those with a disability were all reported to be particularly at risk of transport poverty. The investment in bus priority enforcement will provide more reliable journey times and reduce wait times, improving access to employment, shops and local services or opportunities.</p> <p>Extracts from that evidence base include the graphs below which show age and gender (top) and income quartile against propensity to use a bus (bottom):</p>

Bus use by age and gender

Women make more bus trips than men at all ages

Trips per person per year by age and gender, 2014





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:

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
HCC Brussels Office	EIA-ETE-Brussels Office-2021/04/21

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date
1	Report Writer(s)	Richard Kenny	ETE	Assistant Director for Economic Development	richard.kenny@hants.gov.uk	????	21 st April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy, Transport, and Environment	stuart.jarvis@hants.gov.uk	????	1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk	????	1 st September 2021

Section one – information about the service and service change

Service affected	Economic Development
Please provide a short description of the service / policy/project/project phase	The Brussels Office was established to influence and lobby on EU policy, programmes and funding.
Please explain the new/changed service/policy/project	The UK has now left the EU so the primary purpose of the Office has been removed.

Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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?

(Delete as appropriate)

	No, but is planned to be undertaken
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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.

Consultation will take place with the lead officer for the Brussels Office. This is the only member of staff affected.

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative – High	Affects staff, public or both?
Age		✓.				Staff
Disability		✓.				Staff
Gender reassignment		✓.				Staff

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

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, marginally.

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	There should be no impact on Hampshire residents. One member of staff will be affected, but it is not considered that this will have a disproportionate impact on any protected characteristics. Due process will be followed with regards HR and engagement requirements.

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
None			

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
None	

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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-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:

The impact is such that one member of staff would be made redundant.

Whilst Europe remains an important destination for export, the post-Brexit reorientation of the national and local economy will continue to include Europe as a key trading partner, so no impact is expected on Hampshire's Economic Development, and in turn on protected characteristics, from withdrawing this service.

Similarly, there should be no impact on protected characteristics from any loss of potential project funding from Europe, which is in any case severely constrained by UK withdrawal from the EU.

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:

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i>EIA –[Department]-[title]-[year/month/day]</i>
ETE Operating Model	EIA-ETE-Operating Model-2021/04/28

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date
1	Report Writer(s)	Mike Bridgeman	ETE	Head of Transformation	mike.bridgeman@hants.gov.uk		28 th April 2021
2	EIA authoriser	Stuart Jarvis	ETE	Director of Economy, Transport and Environment	stuart.jarvis@hants.gov.uk	???	1 st September 2021
3	EIA Coordinator	Patrick Poyntz-Wright	ETE	Transformation and Change Programme Manager	patrick.poyntz-wright@hants.gov.uk	????	1 st September 2021

Section one – information about the service and service change

Service affected	All services will potentially be affected by a range of process review, charging, trading, and workforce changes, e.g. vacancy management.
Please provide a short description of the service / policy/project/project phase	The proposal encompasses all ETE services, which ranges from Highways Maintenance and Traffic Management to Transport planning and implementation services, Waste Disposal, including the management of HWRCs, and County Planning and Specialist Environment Services, and Economic Development.
Please explain the new/changed service/policy/project	The proposal is to realise savings and generate income from a range of interventions, including process review to increase efficiency and productivity, reviewing charges for services, expanding trading opportunities to generate revenue, and workforce changes, e.g. vacancy management.

Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) 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?

(Delete as appropriate)

	No	
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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 pre-consultation or engagement is planned prior to the Serving Hampshire Balancing the Budget consultation. When specific proposals have been clarified, appropriate secondary consultation may follow with respect to affected staff and service users, with further equalities impact assessments to follow when more detailed proposals are available.

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 the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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

Table 1 Impact Assessment

Protected characteristic (see EIA Guidance for considerations)	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 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. 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. In terms of staff reductions, this is estimated to be in the region of 20-30 FTE, and it is expected that this relatively small percentage of the total number of staff employed will largely be achievable through current and future vacancy management. Potential new charges for services are a possibility, but it is expected that if these prove necessary they will predominantly affect businesses such as utilities and developers.</p> <p>There could potentially be a positive impact on some staff arising from more flexible working patterns which could result from process reviews and increased productivity. Such impacts will be assessed as part of future recommendations produced by specific projects.</p>

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

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

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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-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:

