



Cherwell
DISTRICT COUNCIL
NORTH OXFORDSHIRE



Cherwell District Council and Oxfordshire County Council Equality Impact Assessment

October 2020

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Section 1: Summary details

Directorate and Service Area	Community Operations- Highways Maintenance
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Winter Service Reviewing the activities carried out in terms of Winter Service provision. This includes including a number of operational efficiency reviews looking at all aspects of the main contributors to the cost of providing winter. This will be undertaken by the service in liaison with the service provider. The aim of this review is to ensure that whilst we maximise the opportunity to provide efficiencies, we maintain our statutory duty to provide a winter service to allow the safe passage of network users during the winter months.
Is this a new or existing function or policy?	Existing Function
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	Winter Service Review key areas: (1) reduce period classed as winter (2) change approach and reduce response time for snow clearance (3) efficiency benefit of salt in barns (4) Salt bin top up efficiency

Completed By	Sean Rooney
Authorised By	Paul Fermer
Date of Assessment	19 October 2020

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>We currently treat 41% of our network and aim to treat the routes within 3 hours.</p> <p>Our prime concern is to make sure that network users are safe and the likelihood of incidents caused by cold weather and snow events is minimised.</p> <p>We also need to ensure that communities are able to continue to access key services such as retail, medical and business requirements. We have developed a resilient network linking the “priority” locations such as hospital, emergency services, retail and industrial areas. In times of severe and prolonged events these routes will be prioritised.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>These proposals are to bring in cost reduction, efficiencies and new approaches, yet still achieve our statutory obligations. New technology means the need for travel during times of snow is also reduced.</p> <p>The issue of salt bins will primarily focus on those which are also on part of the treated network hence reducing the impact of treatment.</p> <p>With the construction of the Salt Barn at Drayton depot, the provision of dry salt allows a greater consistency of salt spread and allows for a more efficient use of salt. The delay of the construction of the barn at Deddington depot will delay some of these savings, until such time as the existence of a covered salt supply in the north of the county is provided.</p>

<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>These efficiencies and savings will be provided in the winter of 2021/22. A further review of the data and intelligence will be undertaken during the winter months of the 2020/21 season and will form the basis of the final proposals.</p> <p>Work with service provider and national and regional groups will feed into the ongoing review. Greater use of technology and “route-based forecasting” will aid the decisions to ensure the most appropriate length of the network is treated at the most appropriate time.</p>
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>Consideration of reducing the amount of network treated and the period for which a winter “stand up” is provided has not been considered.</p> <p>Winter service function forms a key part of our duty to maintain the network and provide safe passage, hence it is an essential part of the highways Maintenance service and cannot be completely removed.</p>

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Some routes into the more rural communities <i>may</i> not be treated or cleared as quickly as has been done previously	Review the needs of the communities and ensure that at least a route will be provided during severe sustained weather events. Use of volunteers to provide access to rural communities exists for the use of 4x4 vehicles	Paul Wilson Group Manager Highway Maintenance, Oxfordshire County Council	2021/22 winter season
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Areas of deprivation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	May impact on staff's time or ability to make some journeys.	Use of technology and agile working should minimise any impact	Paul Wilson Group Manager Highway Maintenance, Oxfordshire County Council	2021/22 winter season
Other Council Services	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There may be an impact on our School transport service	Close liaison with Support Transport and education to ensure any schools that remain open have suitable winter plans in place and that our policy considers these needs	Paul Wilson Group Manager Highway Maintenance, Oxfordshire County Council	2021/22 winter season
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Social Value ¹	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	19th October 2020
Person Responsible for Review	Sean Rooney
Authorised By	Paul Fermer (Assistant Director)