

Equality and Fairer Scotland Impact Assessment - Screening

Title of Policy:	PLC POL 013 Winter Maintenance of Footways
Service:	Place
Team:	Waste Services

Will the policy have to go to Council or committee for approval	Yes
Is it a major policy, significantly affecting how functions are delivered?	Yes
Does it relate to functions that previous involvement activities have identified as being important to particular protected groups?	No
Does it relate to an area where the Council has set equality outcomes?	No
Does it relate to an area where there are known inequalities?	No
Does it relate to a policy where there is significant potential for reducing inequalities or improving outcomes?	No

IF YES TO ANY - Move on to an Equality & Fairer Scotland Assessment

IF NO - Explain why an Equality & Fairer Scotland Assessment is not required

APPROVAL		
NAME	DESIGNATION	DATE
Garry Dallas	Strategic Director	February 2019

NB This screening exercise is not to be treated as an assessment of impact and therefore does not need to be published. However, if you decide not to assess the impact of any policy, you will have to be able to explain your decision. To do this, you should keep a full record of how you reached your decision.

Equality and Fairer Scotland Impact Assessment - Scoping

Purpose of the proposed policy or changes to established policy
<p>The purpose of the change is to ensure that Clackmannanshire Council is able to set a balanced budget, as required by statute, for the year 2019/20.</p> <p>Cease hiring footway tractors as a budget saving with the effect of reducing our coverage of winter footway treatment by around 80%.</p>
Which aspects of the policy are particularly relevant to each element of the Council's responsibilities in relation to the General Equality Duty and the Fairer Scotland Duty?
General Equality Duty -
➤ Eliminating unlawful discrimination, harassment and victimisation and other prohibited conduct
Impacts if any are likely to be minimal.
➤ Advancing equality of opportunity between people who share a relevant protected characteristic and those who do not
<p>Reducing this service will have a likely impact on those on low income, including some elderly people and some of those with disabilities (particularly mobility related issues). Accessibility for these groups may be significantly affected during adverse winter weather due to increased risk of slips and falls. The policy relates to footway treatments only therefore vehicle owners (higher income) would be relatively unaffected.</p> <p>Treatments on routes from housing areas to main routes and hubs would be affected which may induce difficulties for affected groups in reaching services (albeit for a small proportion of the time).</p> <p>There is mitigation in that the level of service provided has increased significantly in the last decade. This proposal would return the treatments undertaken to historical levels. Further work is required to determine how many people within the Groups would be significantly affected.</p>
➤ Fostering good relations between people who share a protected characteristic and those who do not.
Impacts if any are likely to be minimal.
Fairer Scotland Duty -
➤ Reducing inequalities of outcome caused by socioeconomic disadvantage

Some aspects of the budget proposals may have significant impacts on people who already experience socioeconomic disadvantage. The mitigation is similar to above but further work is required to identify if significant numbers of people, in at risk groups, would not be covered. It is also key to note that any negative impacts, although significant, would normally be for a very short time period.

The significance of the impacts would be weather dependant therefore may vary considerably year on year.

It is likely that the elderly and those with disabilities will be disproportionately impacted by the proposals

To which of the equality groups is the policy relevant?		
Protected Characteristic	Yes/No*	Explanation
Age	Yes	Those on low incomes within this group (non-car owners) could be significantly affected for short periods of time. The risks (personal injury / cost to NHS / public liability insurance claims) during adverse weather in relation to these people would increase.
Disability	Yes	Those on low incomes within this group (non-car owners) could be significantly affected for short periods of time. The risks (personal injury / cost to NHS / public liability insurance claims) during adverse weather in relation to these people would increase. Further risk to this group becoming housebound during long periods of adverse weather.
Gender Reassignment	No	
Marriage and civil partnership	No	
Pregnancy and Maternity	No	
Race	No	
Religion and Belief	No	
Sex	No	
Sexual Orientation	No	

* Delete as required

What evidence is already available about the needs of relevant groups, and where are the gaps in evidence?

Health inequalities continue to present challenges for our older population, and those with disabilities. We know that the communities of Coalsnaughton, Fishcross and Alloa South and East experience longstanding challenges associated with deprivation; there is a possibility, given the profile of proposals that these communities may be further affected

Further engagement with groups and communities is required to understand the nature of the socioeconomic impact arising from the proposals and any mitigating actions.

Which equality groups and communities might it be helpful to involve in the development of the policy?

Older people – liaise with CTSI to understand most effective engagement approach.

People with disabilities - liaise with CTSI to understand most effective engagement approach

Next steps

Face to face engagement will be arranged during January 2019 to enable impacts to be better understood. An online consultation will also be available from 9th January 2019 allowing for comments and feedback on the proposals. Following these engagement events, we will update this equality and fairer Scotland impact assessment

Equality and Fairer Scotland Impact Assessment - Decision

Evidence findings		
<p>Proposals relating to winter maintenance would impact on all people in Clackmannanshire, but the risk of falls or accidents might potentially affect older people or people with disabilities in a disproportionate way. There is a potential risk of increase in falls and accidents arising from the proposal.</p> <p>The proposal is assessed as having a low equalities/poverty impact.</p>		
Details of engagement undertaken and feedback received		
<p>Feedback was received through the budget engagement exercise for 2019/20 comprising online feedback and through engagement events held as part of the overall exercise.</p>		
Decision/recommendation		
<p>Having considered the potential or actual impacts of this policy, the following decision/recommendation is made:</p>		
Tick	<p>Option 1: No major change The assessment demonstrates that the policy is robust. The evidence shows no potential for unlawful discrimination and that all opportunities have been taken to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.</p>	
	<p>Option 2: Adjust the policy – this involves taking steps to remove any barriers, to better advance equality or to foster good relations. It may be possible to remove or change the aspect of the policy that creates any negative or unwanted impact, or to introduce additional measures to reduce or mitigate any potential negative impact.</p>	
	<p>Option 3: Continue the policy – this means adopting or continuing with the policy, despite the potential for adverse impact. The justification should clearly set out how this decision is compatible with the Council's obligations under the duty.</p>	
	<p>Option 4: Stop and remove the policy – if there are adverse effects that are not justified and cannot be mitigated, consideration should be given to stopping the policy altogether. If a policy leads to unlawful discrimination it should be removed or changed.</p>	
Justification for decision		
<p>The proposal was not included in the budget for 2019/20</p>		
APPROVAL		
NAME	DESIGNATION	DATE
Garry Dallas	Strategic Director	24 th April 2019