

APPENDIX A

Equality Analysis Template – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a full Equality Analysis is required.

Name of policy, strategy or function:	2016/17 Highway Winter Service Plan
Version and release date of item (if applicable):	
Owner of item being assessed:	Andrew Reynolds
Name of assessor:	Melvyn May
Date of assessment:	5 September 2016

Is this a:		Is this:	
Policy	Yes	New or proposed	No
Strategy	No	Already exists and is being reviewed	Yes
Function	Yes	Is changing	No
Service	Yes		

APPENDIX A (Cont'd)

1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	To comply with best practice and the statutory duty to maintain the public highway in a safe condition.
Objectives:	The Council aims to provide as far as reasonably practicable safe travelling conditions on the primary precautionary salting network during the winter period.
Outcomes:	Safe travelling conditions on identified roads.
Benefits:	Reduced number of traffic accidents.

2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.		
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)		
Group Affected	What might be the effect?	Information to support this.
Older People	Difficulty in using footways during periods of sub-zero weather and/or snow	Customer Service Calls Claim Applications
Disabled	As above	Customer Service Calls Claim Applications
Further Comments relating to the item:		
<p>Following the severe snow episodes in 2009 & 2010, the Council undertook a full and detailed performance review across all its services. The review was carried out by the Overview and Scrutiny Management Commission and their findings and recommendations, where applicable, were incorporated within the Winter Service Plan. As a result of this review, a defined snow clearance footway network was established across the district which included major town and village centres as well as footways to NHS surgeries, West Berkshire Community Hospital, schools and other key public buildings. In addition, the Winter Service Plan goes out to consultation to all Members and Town and Parish Councils each year and the Plan and associated treatment routes are published on the Council's website to allow users to decide whether to make a journey. As a result of the above, no Stage 2 Audit is required.</p>		

APPENDIX A (Cont'd)

3 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer: Please refer to the above comment.	
Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
Please provide an explanation for your answer: Please refer to the above comment.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

4 Identify next steps as appropriate:	
Stage Two required	No
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	



Date: 5 September 2016

Signed:

Please now forward this completed template to the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.