



Equality Impact Assessment (EqIA) of Budget Proposals

2016

Name of Budget Saving	Efficiency savings in winter maintenance
Department and service area	Road Services – winter maintenance
Completion Date	22 January 2016
Lead officer	Ricky Moffat

Aims and Objectives

The aim is to reduce the amount of overtime incurred in carrying out pre gritting of the roads and footpaths in the afternoon.

1. Does the proposed budget saving affect people? Yes

2. What is/are the reason(s) for your proposed budget saving?

The budget saving is put forward to meet the Council's overall budget deficit. Currently all pre grits are carried out after the normal working day and this is carried out in overtime. The option is to have staff carry out this task during the latter part of the working day where conditions allow thereby reducing the need for overtime payments.

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

All road services staff who currently carry out these duties will be affected by this proposal.

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age		Loss of income could affect low income individuals/families	The service provision will be wholly dependent on the actual weather conditions. Should harsher conditions be experienced the likelihood is that staff will see an increase in overtime worked.
Disability		Loss of income could affect low income individuals/families	
Gender Reassignment		Loss of income could affect low income individuals/families	
Marriage & Civil Partnership		Loss of income could affect low income individuals/families	
Pregnancy and maternity		Loss of income could affect low income individuals/families	
Race		Loss of income could affect low income individuals/families	
		Loss of income could affect low income	

Religion or Belief		individuals/families	
Sex		Loss of income could affect low income individuals/families	
Sexual Orientation		Loss of income could affect low income individuals/families	

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes? Discussions on a face to face basis have taken place with Trade unions. Follow up session will be carried out with staff as part of the works committee and this will be minuted, copies of which will be available to staff in hard copy format.

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

It is likely that the low pay discussions will mitigate some of the reduction in wages for grade 3 staff. The actual impact will largely depend on the weather over the winter period e.g. if its severe there will be no impact, and indeed staff may see income increased. There is a works committee which meets on a regular basis and this will be the forum to monitor and discuss issues.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

As indicated in 4 above discussions have been held with the relevant trade unions who in turn have held further discussions with staff. This will then be further discussed with staff/trade unions at the regular works committees.