

Appendix H

Sheffield City Council Equality Impact Assessment 2014

Author(s)	Version control
Kate Hughes	October 2014
Steve Robinson	March 2014
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Name of policy/project/decision: Winter service changes
Name of person(s) writing the EIA: Steve Robinson/Anita Dell
Date: 14 August 2014
Services: Highway Maintenance
Portfolio: Place

What are the brief aims of the policy/project/decision?

The winter service has been reviewed with the aim of ensuring that the appropriate service and level of service is delivered across the city under the Streets Ahead contract.

The proposed changes will, through the identification of criteria and applying the criteria, ensure the Council allocates appropriate resources to the service and deliver cost savings to aid the Council to meet its budget as approved by Full Council in March 2014.

The three proposals that were included in the public consultation are:

- Reducing the Priority 2 Precautionary gritting routes across the highway network
- Reassess and reallocate the number of grit bins on the highway network
- Not recruiting any Snow Wardens for future years.

Individual EIAs for each of the proposals were drafted in October 2013. These detailed the possible impacts the individual proposals might have on target groups.

These individual EIAs were then combined into one single EIA in March 2014. This EIA has been reviewed and updated throughout the consultation process.

Areas possible impact	of Explanation and evidence	Mitigation
<p>Age</p>	<p>19% of the population in Sheffield are aged 0-15 years old and a further 12% are aged 16-24.</p> <p>14% of the population are aged 65 years old and over. (Census 2011)</p> <p>People of every age are expected to be impacted by the proposal - but the impacts primarily relate to road users and not pedestrians. (Our gritting proposals do not impact the footway as we do not grit footways in residential areas).</p> <p>Elderly people may be impacted by the gritting proposals if changes are proposed to their street:</p> <ul style="list-style-type: none"> • If their street is removed from the gritting routes this might mean that they are less able to travel by road and carers, health providers and others might be less able to reach them during severe winter weather. • Alternatively, the elderly may be positively impacted if their street is added to the precautionary gritting 	<p>Elderly people</p> <p>Our criteria for including roads on the Priority 2 precautionary gritting routes includes bus routes and roads which have a main entrance to a doctors surgery, pharmacy and residential care home. This will help to mitigate the potential impacts on the elderly.</p> <p>We will also continue to support the NHS to deliver their own arrangements to critically ill patients identified by clinical staff to hospitals.</p> <p>We specifically targeted the elderly during the consultation process:</p> <ul style="list-style-type: none"> • We met with Sheffield 50+ group and held focus group discussions with their members about the proposals and impact of them. We discussed in detailed each of the proposals and listened to their concerns and discussed how these could be mitigated. • We emailed information about the consultation to groups representing the elderly and asked them to promote it to their members and encourage questionnaire responses to be submitted. <p>As part of the questionnaire we asked respondents to provide their age to identify how many elderly people responded and to help us specifically capture their comments. 17% of our responses came from elderly people aged over 60.</p> <p>Many of the respondents from this age group agreed that the criteria</p>

	<p>routes as access to their properties would be easier.</p> <p>The grit bin proposals may also disproportionately impact elderly people. The impact could be positive or negative depending on whether a grit bin is added or removed to the street in which they live. Overall the impact of the grit bin proposals is likely to be negative given that the number of overall bins will reduce.</p> <p>The impact of the Snow Warden scheme would neither negatively or positively impact the elderly as the proposal is to keep the current increased number of Snow Wardens and not recruit any further wardens for future years. We believe the increased number and more even spread of the wardens across the city under the new scheme will help this group considerably.</p>	<p>for the Priority 2 gritting routes was, 'fair and reasonable with some reservation's'. The main comments included specific roads that the respondents wanted us to look at again and also to revisit the SYPTE bus routes. This analysis was undertaken as part of the review of the consultation responses.</p> <p>Some of the responses from this age group also deemed the criteria to be 'not fair' and this was based on the fact that the winter maintenance service is a health and safety issue and a good winter maintenance programme can prevent injuries.</p> <p>The publication of the Snow Code will encourage more people in communities to help their areas by removing snow from footpaths.</p> <p>The extent to which we can specifically target this group which is spread across all parts of the City is very limited.</p> <p>Young People</p> <p>Our criteria for including roads on the Priority 2 precautionary gritting routes will include bus routes and roads which have a main entrance to a school, doctor's surgery, pharmacy and children's residential care home. This will help to mitigate the potential impacts on younger people.</p> <p>We encouraged the involvement of younger people in the consultation by targeting young people/parents representing the interests of young people for engagement:</p> <p>We asked Sheffield Young Advisors, Sheffield Youth Cabinet and Sheffield Futures to help promote the consultation.</p> <p>We asked The Parents Assembly to promote the consultation within</p>
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		<p>their newsletter which specifically targets parents within the city.</p> <p>We emailed information about the consultation to youth groups to ask the organisers to promote the consultation.</p> <p>We regularly used Twitter to inform people of our plans and ask for their input. 1% of the responses received for the consultation were from people aged under 25.</p> <p>We have also held discussions with the Council's Children, Young People and Families portfolio to gauge their views about our proposals and to feed their views into the consultation process. They did not raise many concerns about the proposals overall but did mention a few roads that they wanted us to consider. These included Kirk Edge Road (proposed to be added back into the P2 network), Long Lane (was already included in the proposal for the P2 network), Holdwoth Lane (proposed to be added back into the P2 network). They also raised questions about the Bannerdale and Lodge Moor areas and these have been considered as part of the recommendations.</p> <p>They are also looking at our proposals in terms of the SEN service that they provide and to date have not raised any concerns or questions.</p>
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<p>Disability</p>	<p>Overall, 19% of the population of Sheffield have their day-to-day activities affected by a health problem or disability. (<i>Census 2011, KS301EW</i>)</p> <p>People with and without disabilities are expected to be impacted by the proposal - but the impacts primarily relate to road users and not pedestrians. (Our gritting proposals do not impact the footway as we do not grit footways in residential areas).</p> <p>Disabled people may be impacted by the proposals if they affect their street:</p> <p>If their street is removed from the gritting routes this might mean they are less able to travel by road during wintry weather, and carers and others less able to reach them.</p> <p>Alternatively, disabled people may be positively impacted if their street is added to the precautionary gritting routes.</p> <p>The grit bin proposals may also disproportionately impact disabled people. The impact could be positive or negative depending if a grit bin is added or removed to the street in which they live. Overall the impact of the grit bin proposals is likely to be negative given that the number of overall bins will reduce.</p>	<p>The main mitigation for this group has been to include SYPTE school bus routes into the gritting routes.</p> <p>Our criteria for including roads on the Priority 2 precautionary gritting routes will include bus routes and roads which have a main entrance to doctor's surgeries, pharmacies and care homes. This will help to mitigate the potential impacts on disabled people.</p> <p>We will also continue to support the NHS to deliver their own arrangements to critically ill patients identified by clinical staff to hospitals.</p> <p>We included questions on the questionnaire to identify people that have their day-to-day activities affected by a health problem or disability, so we can specifically capture their comments.</p> <p>12% of respondents classed themselves as having a disability or their activities limited by a disability.</p> <p>We also specifically targeted disabled people during the consultation:</p> <ul style="list-style-type: none"> • We met with the Access Liaison Group and Transport 4 All, both of which represent disabled people and specifically comment on transport and highway related issues. <p>The Transport 4 All groups main questions centred around how people with disabilities might use footpaths that may not have been treated with grit. We explained that this was not part of the consultation and gritting of footpaths would not change. They also shared their concerns about the impact our proposals might have on Social care services and the care provided by the NHS. We informed them that we had met with the NHS to discuss our</p>
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		<p>proposals at length with them.</p> <ul style="list-style-type: none"> The Access Liaison group suggested that the 1:5 gradient might be too steep and that problems might occur on gentler slopes too. The group also raised questions about grit bins, their locations and how often they were refilled. <p>We also emailed information about the consultation to other groups representing disabled people.</p>
<p>Pregnancy/ maternity</p>	<p>Pregnant women and people with prams/buggies may be impacted by the grit bin proposal if grit bins are withdrawn from locations where they live or travel - if the grit from these grit bins had been used to help keep the pavements clear. This would mean they are less likely to be able to venture out during icy weather.</p> <p>At the same time, others may be positively impacted by the proposals if grit bins are relocated close to them - this would be because the grit from the bins could be used to help keep the pavements clear, meaning they are more likely to venture out during icy weather.</p> <p>The same could be said for the proposal to not recruit any new Snow Wardens for future years. However, there would be a positive impact on those pregnant women</p>	<p>Our criteria for including roads on the Priority 2 precautionary gritting routes will include bus routes and roads which have a main entrance to a school, doctor's surgery and pharmacy. This will help to mitigate the potential impacts on pregnant women.</p> <p>We targeted pregnant women for engagement by contacting the Jessop Wing of Sheffield Teaching Hospitals and asking them to display posters and postcards to promote the consultation and asking the Parents Assembly to promote the consultation in their newsletter to parents around the city.</p> <p>We also asked the NCT (the charity for parents) to promote the consultation to Sheffield members.</p>

	living on streets that currently have a Snow Warden particularly after the number of wardens has been increased so significantly.	
Race	16% of the Sheffield population are from non-White ethnic groups. (<i>Census 2011</i>). We do not anticipate that there will be any disproportionate impact on different ethnic groups as a result of the proposals.	None required
Religion/belief	We do not anticipate that there will be any disproportionate impact on people of different religions/beliefs as a result of the proposals.	None required
Sex	We do not anticipate that there will be any disproportionate impact on males or females as a result of the proposals.	None required
Sexual orientation	We do not anticipate that there will be any disproportionate impact on people of different sexual orientations as a result of the proposals.	None required
Transgender	We do not anticipate that there will be any disproportionate impact on transgender people as a result of the proposals.	None required

Financial inclusion, poverty, social justice, cohesion or carers	<p>We do not anticipate that there will be any disproportionate impact relating to financial inclusion, social justice or cohesion as a result of the proposals.</p>	<p>None required</p>
Voluntary, community & faith sector	<p>These sectors may be impacted by such a measure if, for example, there is less gritting of the street in which they operate and those who use such services may not be able to easily access them.</p> <p>Alternatively, these sectors may be positively impacted if the street in which they operate is added to the precautionary gritting routes</p> <p>The grit bin proposals could also impact the sectors - either positively or negatively depending on whether a grit bin is added or removed from the street on which they operate. Overall the impact of the grit bin proposals is likely to be negative given that the number of overall bins will reduce.</p>	<p>Our criteria for including roads on the Priority 2 precautionary gritting routes will include bus routes and roads which have a main entrance to services including schools, doctor's surgeries, pharmacies and care homes. It will also include roads with steep gradients with reasonable levels of traffic. This will ensure priority is given to the well-travelled roads which will help to mitigate the potential impacts on this sector.</p> <p>To mitigate against the proposal to halt further recruitment of Snow Wardens we contacted the existing wardens during the consultation process to encourage them to continue to help their community during times of severe wintry weather.</p> <p>We also encouraged the sector to suggest further ways in which they might be able to help mitigate the impacts of the proposal.</p> <p>We targeted this sector by promoting the consultation to a number of local groups which include community groups and faith groups.</p> <p>We also asked Voluntary Action Sheffield (VAS) to promote the consultation to their members.</p>

<p>Other/ additional: Carers</p>	<p>10% of the population in Sheffield provide unpaid care.</p> <p>Carers may be impacted by the proposals as the proposed changes to the gritting routes and grit bins could mean that they are more or less likely to be able to reach those they care for. The impact will depend on whether roads are taken out or added into the routes and grit bins added or removed.</p>	<p>Our criteria for including roads on the Priority 2 precautionary gritting routes will include bus routes and roads which have a main entrance to services including schools, doctor's surgeries, pharmacies and care homes. It will also include roads with steep gradients with reasonable levels of traffic. This will ensure priority is given to the well-travelled roads which will help to mitigate the potential impacts on carers.</p> <p>We will also continue to support the NHS to deliver their own arrangements to critically ill patients identified by clinical staff to hospitals</p> <p>We included questions on the questionnaire to identify people that provide care to others.</p> <p>We also targeted carers for engagement held discussions with the NHS strategic group to gain their views on our proposals.</p>
<p>Other/ additional: Rural communities</p>	<p>The proposals are expected to have an impact on rural communities that are currently on a Priority 2 gritting route, as the review is expected to identify that many of these roads do not meet the criteria for inclusion.</p> <p>These communities are primarily within the North West of Sheffield.</p>	<p>A further way to mitigate the impact of the proposal will be to locate grit bins in places which used to be on the Priority 2 gritting routes, if they meet certain criteria. It is expected that some of these new locations will be in remote rural areas.</p> <p>We also displayed consultation materials at Stocksbridge and Bradfield Parish Councils so members of the public could provide feedback and raised awareness of the proposals in the above communities by promoting them to local groups.</p> <p>We asked Rural Action Yorkshire (RAY) and the Sheffield branch of the National Farmers Union of England & Wales to promote the consultation to local members.</p>

<p>All Groups</p>	<p>Any changes to the Priority 2 gritting routes will be designed such that the resulting gritting network serves the vast majority of people and meets our statutory duties to keep the highway safe.</p>	<p>We will raise awareness of the changes to the winter maintenance service once the consultation is complete and the decision has been made by members by providing public information through online information, social media and road signs, where appropriate.</p> <p>We encouraged all residents and businesses to take part in the consultation and raised awareness of it through a wide variety of means in addition to the above. This includes:</p> <ul style="list-style-type: none"> • Press coverage • Online promotion at sheffield.gov.uk • Twitter promotion @sccstreetsahead • Promotion to staff at partner organisations across the city. <p>We also consulted with South Yorkshire Police, South Yorkshire Fire, and the South Yorkshire Ambulance Service</p> <p>We met with SYPTE to discuss bus routes.</p> <p>We advised University of Sheffield and Sheffield Hallam, Veolia, Capita of our plans.</p> <p>Information was displayed at libraries, First Point Centres and the Town Hall reception.</p> <p>Emails were sent to approximately 3,000 community groups. which represents the Councils usual consultation pool.</p> <p>The consultation opportunities also included providing a consultation telephone number and email address to allow people to ask questions and provide feedback through these, in addition to the questionnaire. This was to encourage those people who felt that they might not be</p>
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		<p>able to participate to participate in an alternative way. The public used these methods and we received:</p> <ul style="list-style-type: none">• 1133 questionnaire responses• 6 petitions• 47 individual contacts either via the dedicated phone number or email address.
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