

Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Public Realm Efficiency Savings (S10)
Directorate and Service Area	Economy and Place
Saving £k	£300k
Name of Lead Officer (s)	Mairead Lane

Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

Devolve more services and assets to communities (e.g. amenity grass cutting, open spaces / sports Areas and/or playgrounds maintenance)

Efficiencies from community liaison (reduction in no of locality stewards posts and reduction in customer service/stakeholder liaison posts)

Asset Sponsorship and Streetside advertising

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Known current staff costs and contractor costs. Unknown level of willingness to take on devolved services and who would undertake this. Communities would be impacted by the change in service, and potential differences in localised service delivery.

Community liaison (locality stewards) work affects the ability to provide service into a community and the required response to the collection and assessment of defects on the network, it is likely therefore that communities will be impacted by the lack of access to Locality Stewards as a result of the proposed reduction in number of locality stewards, and the ability for the contractor to manage and respond to defects will be impacted.

2.2 Who is missing? Are there any gaps in the data?

Impact on community will need to be established and will require service plan and consultation to determine service impacts, and hence impact on communities.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

BBLP have started to discuss potential for devolving services with Parishes. This is early work and will need further exploration to determine feasibility.

Reduction in number of locality stewards will require change to the current operating model, and reduction in service – this plan will need to be developed and communicated to stakeholders.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Proposal will impact communities, volunteer groups and service delivery, so may impact all sections of the populous. Data on the number of people with protected characteristics will need to be established as the plan is developed.

3.2 Can these impacts be mitigated or justified? If so, how?

Mitigation of impacts will be considered as the planned service changes are developed and delivered.

3.3 Does the proposal create any benefits for people with protected characteristics?

It is unlikely that additional benefit from the reduction in service will be created.

3.4 Can they be maximised? If so, how?

Not applicable.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?

These proposals affect the service delivery, which will affect communities across Hereford – further impact assessment will be considered as the plan is developed and may change the proposed savings plan.

4.2 What actions have been identified going forward?

Further impact assessment to be developed as the savings plan is established.

4.3 How will the impact of your proposal and actions be measured moving forward?

Impacts will be assessed regularly as the savings plan is developed.

Service Director sign-off:

Date: 30 January 2021

Richard Ball
Director of Economy & Place