

Equality Impact Assessment

Name of project/proposal T19 - E3 Economy, Transport and Environment Trading
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Department Economy, Transport and Environment
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Description of Service / Policy

The Economy, Transport, and Environment Department retains a wide variety of skills, ranging from highways maintenance, highways scheme design and development, to planning and specialist environmental services. These skills and expertise are key to the delivery of Economy, Transport and Environment services in Hampshire, and their retention can be greatly aided through providing traded services to external parties to offset the cost of maintaining skills and capacity.

Geographical impact* All Hampshire

Description of proposed change

To retain staff capacity to deliver a good level of service to Hampshire residents by increasing the net revenue income from traded services and reducing costs to the County Council The proposal is to provide services to external clients. A new/enhanced traded service delivery model will require some staff to adopt more commercial ways of working. There could ultimately be a requirement for a for a new trading arrangement or vehicle.

Engagement and consultation

Has engagement or consultation been carried out? No

No specific consultation has been carried out on this proposal. However, the County Council carried out a major consultation exercise over the Summer of 2017 on a range of options for finding further budget savings, including increasing council tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing services, or indeed making revised charges. The outcome of this consultation will be reported to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations	Impact
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Age	Neutral
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Disability	Neutral
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Sexual Orientation	Neutral
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Race	Neutral
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Religion and Belief Neutral

Gender Reassignment Neutral

Gender Neutral

Marriage and civil
partnership Neutral

Pregnancy and
Maternity Neutral

Other policy considerations

Poverty Neutral

Rurality Neutral

Neutrality Statement The proposal is to seek opportunities to trade services so as to retain capacity and skills for the benefit of Hampshire Service Users. While there will be some impacts on affected staff, who may be encouraged to develop new skills or new ways of working, this is being monitored and assessed as part of the Operating Model opportunity.

Additional Information