

September 2018

EQUALITY ANALYSYS/IMPACT ASSESSMENT (EqIA)

HIGHWAYS, TRANSPORTATION AND WASTE

The Winter Service Policy 18/19
v0.1

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KENT COUNTY COUNCIL

**EQUALITY
ANALYSYS/IMPACT
ASSESSMENT**

Directorate: Growth, Environment and Transport

Name of policy, procedure, project or service:

The Winter Service Policy 18/19

What is being assessed?

The County Council as a highway authority is under a duty to ensure, so far as is reasonably practicable, that safe passage along a highway is not endangered by snow or ice.

The County Council recognizes that the winter service is essential in aiding the safe movement of highway users, maintaining communications, reducing delays and enabling everyday life to continue. It is very important to both road safety and the local economy. The winter service that the County Council provides is believed to be sufficient so far as is reasonably practical to discharge the duty imposed by the legislation related to the Highways Act 1980.

The County Council, as highway authority, takes its winter service responsibilities extremely seriously. However, it is important to recognize that the council has to prioritize its response to deal with winter weather due to the logistics and available resources.

Highway Operations provides the winter service through a contractual arrangement between Kent County Council and Amey plc.

To respond as quickly and efficiently as possible to its responsibilities Highway Operations has adopted policies and standards for each of the winter service activities.

Highway Operations provides a winter service which, as far as reasonably possible, will:

- Minimise accidents and injury to highway users, including pedestrians, and minimise damage to vehicles and other property.
- Keep the highway free from obstruction and thereby avoiding unnecessary hindrance to passage.

Responsible Owner/ Senior Officer:

Carol Valentine Highway Manager

Date of Initial Screening:

February 2017

Date of Full EqIA :

19 September 2018

Version	Author	Date	Comment
V0.1	Carol Valentine	19/09/18	The benchmark for the winter service EQiA was set in 2017. This EQiA is based on that one

September 2018

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Screening grid to assess The Winter Service Policy 18/19

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO	Assessment of potential impact		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this event related to this project promote equal opportunities for this group? If yes you must provide detail
		Positive	Negative		
Age	No	Medium	None	Yes	Yes – see action plan
Disability	No	Medium	None	Yes	Yes – see action plan
Gender	No	Low	None	No	No
Gender identity	No	Low	None	No	No
Race	No	Low	None	No	No
Religion or belief	No	Low	None	No	No
Sexual orientation	No	Low	None	No	No
Pregnancy and maternity	No	Medium	None	Yes	Yes – see action plan
Marriage and Civil Partnerships	No	Low	None	No	No
Carer's responsibilities	No	Medium	None	Yes	Yes – see action plan

Part 1: INITIAL SCREENING (February 2017)

Context

The Winter Service Policy is revised every year.

In order to respond as quickly and efficiently as possible to its responsibilities Highway Operations has adopted policies and standards for each of the winter service activities and these are detailed within the KCC Winter Service Policy document.

The operational details for the winter service activities in Kent are detailed in the Winter Service Plan 2018/19 that complements the KCC Winter Service Policy Document.

Aims and Objectives

Salting

- To prevent the formation of ice on carriageways (precautionary salting)
- To facilitate the removal of ice and snow from carriageways and footways (post salting).

Roads to be Included within Primary Precautionary Salting Routes

Routine precautionary salting will be carried out on pre-determined primary precautionary salting routes covering the following roads:

- Class 'A' and 'B' roads
- Other roads included in the top three tiers of the maintenance hierarchy as defined in the Kent Highway Asset Maintenance Plan. These are termed Major Strategic, Other Strategic and Locally Important roads.
- Other roads identified by Highway Managers (based on local knowledge and experience and input from relevant local stakeholders including district and parish councils), that are particularly hazardous in frosty/icy conditions.

It would be impractical and financially draining to carry out precautionary salting of footways, pedestrian precincts or cycle ways and therefore no provision has been made. However, there will be a certain amount of salt overspill onto footways and cycle ways when precautionary salting is being carried out on adjacent carriageways.

Minimum Winter Network

In the event of a prolonged snow event or other circumstances leading to a shortage of resources including salt, sand and vehicles, precautionary salting will be limited to the main strategic network, i.e. all A and B roads and some other locally important roads as identified in the highway network hierarchy. Essentially, these equate to the current primary routes minus the local roads and roads that go through estates etc.

Snow clearance

The only effective way to remove more than a few millimetres of snow is by ploughing. The purpose of ploughing is to move as much snow as possible away from the road surface as is practical for the given conditions though it will not always be possible to remove snow right down to the road surface:

- To prevent injury or damage caused by snow
- To remove obstructions caused by the accumulation of snow (section 150 of the Highways Act 1980)
- To reduce delays and inconvenience caused by snow

Snow clearance on carriageways will be carried out on a priority basis. Snow clearance on certain minor route carriageways will be carried out by local farmers and plant operators,

who are under agreement to the County Council, using agricultural snow ploughs and snow throwers/blowers. For the 2018/19 winter period a small number of farmers will be equipped with spreaders to distribute dry salt after snow clearance. Snow clearance on other minor route carriageways will be carried out as resources permit. Some minor routes and cul-de-sacs will inevitably have to be left to thaw naturally.

Snow clearance on footways will be carried out on a priority basis, utilising Highway Operations staff and district council staff where agreements exist.

Roadside Salt Bins

Salt Bins are provided to give motorists and pedestrians the means of salting small areas of carriageway or footway where ice is causing difficulty on roads not covered by primary precautionary salting routes. Details of salt bins are included on the KCC website under 'find my nearest' and are also publicized in other media prior and during the winter service period.

Beneficiaries

HTW delivers services that are used by most, if not all, residents in Kent and those who travel through it. The primary focus is to ensure everyone can travel as safely as possible on our highway network. The intended beneficiaries are the travelling public in Kent such as residents, communities and businesses, now and in the future as the highway infrastructure is maintained to safe, and acceptable standards.

Who have we involved and engaged with

No engagement has taken place as there is no major service change or type/volume of service that is being delivered to the public, and therefore no interaction is needed for The Winter Service Policy 18/19

Data

- 1) **View population data by 5-year age group for Kent districts.** Summary of the 2015 Mid-Year Population Estimates (Census based) by 5-year age group and gender for Kent County and Kent local authority districts. This data was produced by the Office for National Statistics (ONS) and released on the 23 June 2016.

Summary of findings:

- The total population of Kent (excluding Medway) is estimated to be 1,524,700 people.
- Of all of the local authority districts in Kent, Maidstone has the largest population. Dartford has the smallest population.
- There are slightly more female residents than male residents in Kent. 51% residents are female and 49% male.
- The mean age in Kent is 40.8 years.
- Kent has a slightly smaller proportion of 0-4 year olds than the national average, but on the whole Kent has a younger age profile than the national average, with a greater proportion of young people aged 5-19 years than England.
- Kent has a smaller proportion of middle aged people compared to England, particularly in the age group 20-44 years.
- Kent has an older age profile than the national average with greater proportions of people aged 45+ years than England.

- 2) **The Disability in Kent bulletin.** This report outlines the data sets that Kent County Council has chosen to use to estimate the number of people with a disability or disabling condition in the county. Comparisons with the regional and national averages are made.

Summary of findings:

- Using the broadest definition (2011 Census) 257,038 residents in Kent (17.6%) have a health problem or disability which limits their day-to-day activities

- 8.0% of the population in Kent are claiming a disability benefit - Disability Living Allowance (DLA), Personal Independence Payment (PIP) or Attendance Allowance (AA) - equivalent to 122,230 claimants
- A higher proportion of women (8.1%) claim disability benefits in Kent than men (7.4%)
- A physical disability or health condition is the most common reason for a claim for a disability benefit. This accounted for 69.1 % of all claims in Kent
- A higher proportion of people aged 65 and over (18.0%) claim disability benefits than those aged 16-64 (5.6%) or those aged 15 and under (4.3%)
- Thanet district has the highest proportion of disability benefit claimants in the county with 11.2% of the resident population DLA/PIP or AA
- The employment rate for people who are disabled in Kent is 54.1%. This is lower than the employment rate for people without a disability which is 78.7% in Kent.
- Dartford district has the highest employment rate for people with a disability (83.1%)

3) **2011 Census: Cultural diversity in Kent.** This report published by the Office for National Statistics (ONS) provides data on total population by ethnic group, religion, country of birth and national identity for England & Wales. Collectively these tables provide a snapshot of current cultural diversity within the country.

Summary of findings:

- Kent is the largest non-metropolitan local authority area in England with a resident population of 1,463,740 people as at 2011 Census. This figure excludes the Medway Council area.
- The largest ethnic group in Kent is White. 93.7% of residents belong to this ethnic group whilst the remaining 6.3% of residents are from a Black Minority Ethnic (BME) group.
- Almost three quarters of Kent residents follow a religion. 915,200 people are Christian which equates to 62.5% of the total population.
- Just over 9% of Kent residents were not born within the UK.
- 2.5% of households in Kent do not have anyone who speaks English as their main language living there.

4) **Kent population by marital and civil partnership status.** The 2011 Census was the first census to gather information about civil partnerships.

Summary of findings:

- 31.3% of the population are single (never married or never registered a same-sex civil partnership)
- 48.8% of the population are married
- 0.2% of the population are in a registered same-sex civil partnership
- 2.8% of the population are separated (but still legally married or still legally in a same-sex civil partnership)
- 9.6% of the population is divorced or formerly in a same-sex civil partnership which is now legally dissolved
- 7.3% of the population is widowed or the surviving partner from a same-sex civil partnership

Potential Impact

This EqIA is a screening to indicate potential areas of impact, both positively and negatively, to the diverse population of Kent.

Our findings are that all the people of Kent are impacted when the roads and footpaths are affected by the weather. The different characteristics of the population will of course be impacted more than others e.g. the elderly will be more prone to falls in icy or snowy

weather. Footway clearance priorities during snow and ice events include treatment around care and residential homes.

The Policy can only have a positive impact as it improves the condition of the highway which has been affected by the weather conditions. Negative impacts could arise if there is a change to this policy which would directly affect Kent residents, such as a reduction in service provision. In that event a further EqIA would be carried out by the project manager.

Proportionality - Based on the answers in the above screening grid what RISK weighting would you ascribe to this function – see Risk Matrix

The screening table (page 3) details the initial assessment.

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

State rating & reasons
‘Low’

A **low** score has been given to The Winter Service Policy 18/19, as no potential adverse impacts were identified (as outlined) needing mitigating actions put against them. A further EqIA will be undertaken in 2018/19 when this policy is reviewed.

Potential Impact

We obtained protected characteristics data for Kent residents from the Equality and Diversity research page on the Kent.gov.uk website. We looked at the data with regards to who may be affected by The Winter Service Policy 18/19. Our findings are that:

The data relates widely to the diverse make-up of the population of Kent and details the breakdown across the protected characteristics. This Policy is high level and provides the basis for the Local Winter District Plans. The Local Winter District Plans will have EQiAs carried out which will reflect a greater level of detail.

JUDGEMENT

Option 1 – Screening Sufficient YES

Following this initial screening our judgement is that no further action is required.

Justification: By completing this EqIA we believe that mitigating actions have been set against all potential adverse impacts and little further analysis, consultation or action is required for The Winter Service Policy 18/19.

Although the Judgement is low, we do believe there are two proportionate actions we can undertake. We therefore intend to

- a) Include in our public messaging around our Winter Service to encourage members of the public to consider friends, family and neighbours and whether they can help those who might struggle to get about more when the weather becomes particularly adverse
- b) Include the creation of an Equality Impact Assessment when determining the priority basis of salting of footways.

Option 2 – Internal Action Required **YES, as per above**
Option 3 – Full Impact Assessment **NO**

Monitoring and Review

A further EqIA will be undertaken in 2019/20 when this policy is reviewed.

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed:  Name: Carol Valentine

Job Title: Highway Manager Date: 19/09/2018

DMT Member

Signed:  Name: Simon Jones

Job Title: Director of Highways, Date: 20/09/18
Transportation & Waste

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age	Adverse winter conditions may affect certain protected characteristics more than others	<p>The winter service policy improves the condition of the highway network by ensuring that, as far as is reasonably practicable, safe passage along a highway is not endangered by snow or ice. Main roads across. Additionally, during snow conditions arrangements are in place with district councils to clear snow and ice in town and village centres. Parish councils are also supplied with a salt/sand mix and can use this to keep key areas as clear as practicable of snow and ice. Local district plans are also in place and care homes and hospitals are amongst facilities prioritised for snow clearance.</p>	<p>Improved community-level support for protected characteristics particularly vulnerable to adverse winter weather</p> <p>When winter weather becomes particularly severe, the needs of those four protected characteristics most likely to be adversely impacted will form part of the prioritization process of footway salting</p>	Carol Valentine	18/19	None

<p>Disability</p>	<p>Adverse winter conditions may affect certain protected characteristics more than others</p>	<p>During snow conditions arrangements are in place with district councils to clear snow and ice in town and village centres. Parish councils are also supplied with a salt/sand mix and can use this to keep key areas as clear as practicable of snow and ice. Local district plans are also in place and care homes and hospitals are amongst facilities prioritised for snow clearance.</p>	<p>Improved community-level support for protected characteristics particularly vulnerable to adverse winter weather</p> <p>When winter weather becomes particularly severe, the needs of those four protected characteristics most likely to be adversely impacted will form part of the prioritization process of footway salting</p>	<p>Carol Valentine</p>	<p>18/19</p>	<p>None</p>
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<p>Pregnancy and maternity</p>	<p>Adverse winter conditions may affect certain protected characteristics more than others</p>	<p>Include in our public messaging around our Winter Service to encourage members of the public to consider friends, family and neighbours and whether they can help out those who might struggle to get about more when the weather becomes particularly adverse</p>	<p>Improved community-level support for protected characteristics particularly vulnerable to adverse winter weather</p> <p>When/if winter weather becomes particularly severe, the needs of those four protected characteristics most likely to be adversely impacted will form part of the prioritization process of footway salting</p>	<p>Carol Valentine</p>	<p>18/19</p>	<p>None</p>
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<p>Carer's responsibilities</p>	<p>Adverse winter conditions may affect certain protected characteristics more than others</p>	<p>During snow conditions arrangements are in place with district councils to clear snow and ice in town and village centres. Parish councils are also supplied with a salt/sand mix and can use this to keep key areas as clear as practicable of snow and ice. Local district plans are also in place and care homes and hospitals are amongst facilities prioritised for snow clearance.</p>	<p>Improved community-level support for protected characteristics particularly vulnerable to adverse winter weather</p> <p>When/ winter weather becomes particularly severe, the needs of those four protected characteristics most likely to be adversely impacted will form part of the prioritization process of footway salting</p>	<p>Carol Valentine</p>	<p>18/19</p>	<p>None</p>
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