

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Transport – Highways Staff Reduction shift all enquiries to Web
Please outline the proposal.	Review of the current service provided by the Highways Team to respond to general and technical enquires concerning the highway  <i>(for more details please refer to savings proposal document)</i>
What savings will this proposal achieve?	40k (2FTE)
Name of Lead Officer	Peter Mann

<b>Could your proposal impact citizens with protected characteristics?</b> (This includes service users and the wider community)	
Please outline where there may be significant opportunities or positive impacts, and for whom.	
<p>The improved web offering would need to include frequently asked questions which are relevant to the specific needs for people with protected characteristics such as enquiries about dropped kerbs, pedestrian crossings, shared use paths etc. There needs to be provision for additional priority to be given to handling a case because the enquiry has a protected characteristic. For example a parent with a visual impairment would need to be able to explain why she or he has difficulties with crossings around schools which may not be shared by other parents who can see.</p> <p>If the web site is developed in conjunction with people with protected characteristics then it could benefit Citizens who can access/consume the relevant information in a self-service manner limiting the need to spend time/money contacting the Council.</p> <p>The web site would need to be transactional, to enable people with protected characteristics to get a response, or change the way a highway is designed. The website will need to be accessible for people using differing software and for people with minimal English.</p>	
Please outline where there may be significant negative impacts, and for whom.	
<p>There is a risk that highway design may inadvertently create disadvantage for people with a protected characteristic. It is vital that the council can respond to any instance of discrimination or potential discrimination. Digital only services could have a negative impact on people whom we know cannot access digital services, elderly people and people with learning difficulties. Therefore provision needs to be made for these people</p>	

to be able to access information about highways and to report concerns.

**Could your proposal impact staff with protected characteristics?**

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

n/a

Please outline where there may be negative impacts, and for whom.

The proposal relates to a staffing reduction which would have a negative impact on the staff who currently deliver the service. However there is no negative impact which would relate specifically to the protected characteristics of the affected staff.

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service, *no*
- levels of representation in our workforce, or *no*
- reducing quality of life (i.e. health, education, standard of living) ? *no*

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes. The review needs to include what web information is needed by people with protected characteristics.

Service Director sign-off and date:

Equalities Officer sign-off and date: 4/10/2016  
Anne James – Equality and Community Cohesion Team Leader