

Appendix 2

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA) Part One Screening Record

A. Summary Sheet on Accountability and Actions

Name of proposed service change <i>Please use this box for the full formal name of the proposed service change, whether it is a policy, a procedure, a function, a project, an update of a strategy, etc. The term "service change" is used in this form as shorthand for whatever form the changes may take.</i>
County Wide Street Lighting LED Lantern Replacement Project. (Carbon Reduction Programme)

Name of lead officer carrying out the screening
Steve Brown

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	yes x	
Proceed to Part Two Full Report?		no

If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to separate full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations
<p>An existing programme of replacement is currently underway which is not considered to impact significantly in negative terms against people with Protected Characteristics. Screening indicates that the impact in equality terms of this approach towards street light replacements is neutral or positive for protected characteristic groupings in the population. It is assessed as having a positive impact for the groupings of Age, Disability, Pregnancy and Maternity, and Social Inclusion.</p> <p>A press and social media campaign would be developed, supported by additional information on the Councils web site. This will draw upon an FAQs document, which sets out the key information and criteria for wider information for the community as a whole</p>

Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations
<p>From an ongoing engagement angle, the Highways service consults via the annual National Highways and Transport Survey in which residents of Shropshire participate, as well as further internal customer liaison via Shropshire Council on line surveys, customer complaints, liaison with Local Joint Committees (LJCs) and Town and Parish Councils, and other forums where opportunities for engagement may arise.</p>

From an outcomes angle for communities, engagement with all Members as community leaders, and through Cabinet and Portfolio Holder, will help the service and therefore the Council to ensure that information, feedback and concerns are raised with Highways and that actions may then be identified as necessary to mitigate any negative impacts.

Associated ESIIAs

2019 ESIIAs in relation to highways management:

- Winter Maintenance: Operational Plan and Preparedness for the Winter Service Season of 2019/2020 for Shropshire Highways
- Adoption of an improved approach to manage risk on the highways

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations

In the report to Council for 19th December, Councillors are reminded that they will be aware of the Climate Emergency and the current national debate regarding the environment. The LED Conversion Programme will contribute significantly to reduced energy consumption and will be intrinsic to the delivery of the council's environment agenda, by reducing the consumption of electric by 56% over the working period.S

Shropshire Council's (SC) Street lights are of aging stock, energy inefficient and becoming unreliable requiring considerable maintenance investment. By replacing 15,700 (80%) of the older conventional lanterns to the newer LED type, SC will save approximately £500k a year in energy, £390k in maintenance costs and enable us to meet our obligations under the government's Carbon Reduction Commitment (CRC) Policy.

Electricity consumption on the affected lighting stock is estimated to reduce by 56% as a result of the LED conversion project, with energy prices forecast to rise we are taking this opportunity to replace the existing street lighting network with more efficient LED equipment. This will allow us to continue to provide a quality street lighting service at an affordable price and will mitigate any future rises in electricity costs.

Scrutiny at Part One screening stage

People involved	Signatures	Date
<i>Lead officer carrying out the screening</i>	S Brown	2/12/2019
<i>Any internal support*</i>		
<i>Any external support**</i> Mrs Lois Dale		3 rd December 2019

**This refers to other officers within the service area*

***This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

Sign off at Part One screening stage

Name	Signatures	Date
<i>Lead officer's name</i>	S Brown	2/12/2019
<i>Accountable officer's name*</i>		

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description
<p>Shropshire’s highway network comprises more than 5,100 km. It is an extensive and diverse network comprising busy urban roads to lightly trafficked rural lanes which form the majority off the network. Section 41 of the Highways Act (1980) places a duty on the authority to maintain the highway.</p> <p>As part of that responsibly the requirement to maintain street lighting is included in the highways act. The council already undertakes this work and has a current LED replacement programme that has converted 3,339 (as referenced with this report) so this activity is current in place and being delivered. The approval of the SALIX loan will low the work / activity to be expedited and the programme completed at a faster pace. The work and activity are the same.</p> <p>All SC owned street lighting will be converted to LED as part of the three-year lantern replacement programme. Firstly, we will focus on the replacement of standard lanterns, although decorative and heritage lighting will be addressed at some point.</p> <p>It is not an intention to replace heritage style equipment with modern LED lanterns. Our proposal is to fit LED equipment into existing heritage lanterns wherever possible so the only noticeable change will be the switch from yellow light to a white light.</p> <p>It is anticipated that the work will enhance and improve the current stock of street lights, thus there is no detrimental impact to the wider public</p>

Intended audiences and target groups for the service change
<p>All who live in, work in and visit Shropshire, and therefore make use of the road networks in order to access facilities, services, education and employment, leisure opportunities including night time economy, etc., and who therefore need to do so in safety.</p>

Evidence used for screening of the service change

The service change is proposed as a proactive measure in response to the need to follow respond to climate considerations and possible economic factors, which are evidenced in the Council's various recorded commitments to acting on climate change.

Specific consultation and engagement with intended audiences and target groups for the service change

Whilst a specific programme of consultation is not envisaged, beyond wider ongoing engagement with the community, currently a conversion programme is in place, this programme will expedite that programme and enhance, improve and make safe older street lights. Publicity will be arranged accordingly, through which additional feedback may usefully be sought.

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)		X		
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)		X		
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				X
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				X
Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)		X		
Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)				X

Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				X
Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)		X		
Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				X
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)		X		

Identification of likely impact of the service change in terms of other considerations

Replacement of bulbs to LED, will save future electricity costs and contribute significantly to the Council's Climate and Environment Strategy.

There will be reduced maintenance costs via lower cyclical maintenance frequencies

Future revenue savings will be achieved to support the Highways Service Revenue Budget.

Council will also be aware of the Climate Emergency and the current national debate regarding the environment. The LED Conversion Programme will contribute significantly to reduced energy consumption and will be intrinsic to the delivery of the council's environment agenda, by reducing the consumption of electric by 56% over the working period.

The Council currently spends approximately £1.0 million each year on energy for street lighting. Recent projections indicate energy costs for street lighting will rise by between 5% and 14% over the next 10 years which could mean the annual cost increasing to nearly £3.7 million in that time and as high as £13.7 million in 20 years if prices rose by 14% each year. This forecast is unsustainable, and a change in the approach is required.

By investing approximately £6.83 million over 3 years to convert the Council's 16,253 street lights to LED, it would reduce their consumption by 56% saving approximately £506,533 per year (at today's prices) in energy and a reduction in maintenance costs of an estimated £390,899 per year.

Guidance Notes

1. Corporate and Service Area Policy and Practice on Equality and Social Inclusion

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand alone for a member of the public to read. The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age.

We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose. You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESIIA:

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behaviour we expect from people who work with vulnerable groupings, such as taxi drivers that we license;
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes.

Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language in regard to these groupings in particular.

2. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion. Please contact the equality policy lead within the Council for more advice and guidance in this regard, as per details below.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email lois.dale@shropshire.gov.uk.