

## Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

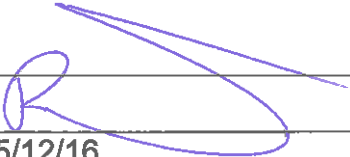
<p><b>Name or Brief Description of Proposal</b></p>	<p>The potential set-up of a Local Authority Trading Company (LATCo) for the management, delivery and commercialisation of the following Council services:</p> <ul style="list-style-type: none"> <li>• Street Cleansing and Waste Management &amp; Collection;</li> <li>• Housing Operations &amp; Management and Parks &amp; Open Spaces;</li> <li>• Car Park Operations, Facilities Management and Bridge Operations;</li> <li>• Transport.</li> </ul>
<p><b>Brief Service Profile (including number of customers)</b></p>	<p>The services in scope are delivered across two service areas of the Council and affects 562.37FTEs. Housing Operations &amp; Management and Parks &amp; Grounds Maintenance sit within the Adults, Housing and Communities service area:</p> <ul style="list-style-type: none"> <li>• The <b>Housing Operations Team</b> is responsible for the day to day maintenance and management of the Council's 16,500 homes. This involves helping people to manage their tenancies as well as delivering 52,000 internal and external housing repairs each year.</li> <li>• The <b>Parks and Grounds Maintenance Team</b></li> </ul>

delivers a number of services in support of sustaining and developing Southampton as a 'green city'. This includes management and stewardship of parks resources and assets (e.g. grass, shrub & hedge maintenance; litter removal and disposal; seasonal bedding & floristry; sports pitch maintenance etc.), allotment provision & maintenance; SLA's for Housing and Schools grounds maintenance; Tree management, risk assessment, maintenance and planning advice; Landscape design & construction; Play area design, installation, inspection & maintenance and Stewardship of SSSI's, SINCS, and areas of importance for wildlife amongst other things.

The remaining services currently under consideration sit within Transactional & Universal Services and include the following:

- **Car Park Operation Services**, which operate an in-house one stop shop approach to the management and maintenance of the city's car parks over a 7 day period from a workshop located in Paget Street Industrial Units. It is linked by dedicated fibre to all Multi Storey Car Parks to maintain the Pay on Foot System and to New City Depot for Control Room operators who monitor the help points and Pay on Foot System 24/7.
- **Facilities Management Services** are delivered for the City Depot & Recycling Park and new Granville Street depot. In addition support services are also delivered with the management of CCTV, cleaning contract, parking, security and reception services.

	<p>storage and containers for new developments (chargeable service); education and enforcement initiatives; management of the waste disposal contract; a household waste recycling centre; glass banks across the city and the management of textile banks across the city which generate income.</p>
<p><b>Summary of Impact and Issues</b></p>	<p><b>Customers:</b> There is a risk that some service may experience a dip in performance during mobilisation of the services into the LATCo.</p> <p><b>Staff:</b> Further work is required to determine the impact on staff in relation to secondment and / or TUPE arrangements and wider governance issues around the ownership and control functions of the Council.</p>
<p><b>Potential Positive Impacts</b></p>	<p><b>Customers:</b> The LATCo will build on existing service quality and improve the service experience to customers (citizens, businesses and visitors) through the development and improvement of service offerings;</p> <p><b>Staff:</b> The LATCo presents opportunities for employee engagement and empowerment through the potential beneficial trust involvement in the ownership of any company and / or performance related benefit opportunities.</p>
<p><b>Responsible Service Manager</b></p>	<p>Mitch Sanders</p>
<p><b>Date</b></p>	<p>05/12/16</p>

<p><b>Approved by Senior Manager</b></p>	<p>Richard Crouch</p>
<p><b>Signature</b></p>	
<p><b>Date</b></p>	<p>05/12/16</p>

Fleet Management is the central purchaser of vehicles and machinery to the Council. The department maintains, repairs and services c1000 vehicles and plant each year. The workshop includes 3 HGV inspection pits, 6 bays for smaller vehicles and plant, MOT test bay for Class 4, 5a and 7 vehicles, stores and fuel. The department is also responsible for vehicle management information, driver licence checks, damage recovery, repairs, vehicle hire and insurance claims as well as driver training and assessments.

- **Itchen Bridge** provides support to drivers using the automated toll machines. Staff are responsible for managing the operations of the bridge (e.g. monitoring tolls machines and assisting drivers).
- The **Street Cleansing Service** is organised into three District Teams (East, West and Central) and a specialist City Centre Team. The resourcing of the maintenance of the various land designations set out in the EPA supports a frequency of operation that ensures general compliance with the requirements of the Act (e.g. daily cleaning of zone 1 retail areas). Where an area is reported to fall below acceptable standards between routine visits, this will instantly generate a specific job task to be undertaken by the service's rapid response unit.
- **Waste Management Services** provide weekly collection of household waste; fortnightly collection of recycling and glass; chargeable fortnightly collection of garden waste; chargeable bulky waste collection service and bulky block and voids service for Housing. **Commercial Waste Service** includes schools; advice and information for bin

## Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	None	
<b>Disability</b>	None	
<b>Gender Reassignment</b>	None	
<b>Marriage and Civil Partnership</b>	None	
<b>Pregnancy and Maternity</b>	None	
<b>Race</b>	None	
<b>Religion or Belief</b>	None	
<b>Sex</b>	None	
<b>Sexual Orientation</b>	None	
<b>Community Safety</b>	None	
<b>Poverty</b>	None	
<b>Other Significant Impacts</b>	None	

