

Initial equality impact assessment screening form	
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.	
Directorate	Environment
Service area	Highways & Infrastructure – Highway Operations
Proposal being screened	Review of Winter Weather Event - January 2025
Officer(s) carrying out screening	Nigel Smith – Head of Highway Operations NYC
What are you proposing to do?	To inform the Corporate Director of Environment, in consultation with the Executive Member for Highways & Transportation and seek approvals for proposals to enhance elements of operational service delivery for the 2025/26 and subsequent winter seasons. This follows a review of the winter weather event that occurred in January 2025 and a report to Transport, Economy, Environment and Enterprise Overview & Scrutiny Committee (TEEEOSC) in July 2025, during which Scrutiny Members offered comments and suggestions.
Why are you proposing this? What are the desired outcomes?	To apprise Corporate Director and executive Member of the above and introduce measures to enhance robustness in response to more-significant snow events.
Does the proposal involve a significant commitment or removal of resources? Please give details.	Proposals include the re-allocation of resources from existing teams during snow events and the deployment of mechanical means of salting and or snow clearance
Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics. As part of this assessment, please consider the following questions: <ul style="list-style-type: none"> • To what extent is this service used by particular groups of people with protected characteristics? • Does the proposal relate to functions that previous consultation has identified as important? • Do different groups have different needs or experiences in the area the proposal relates to? <p>If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your <u>Equality rep</u> for advice if you are in any doubt.</p>	

Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		✓	

Disability		✓	
Sex		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
NYC additional characteristics			
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	No. the presence of snow on the highway network impacts all journeys and makes travelling more challenging – any measures approved as part of this report will be of benefit to all highway users.		
Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	No		
Decision (Please tick one option)	EIA not relevant or proportionate:	Yes	Continue to full EIA: No
Reason for decision	There are no adverse impacts on any of the protected characteristics.		
Signed (Assistant Director or equivalent)	Barrie Mason		
Date	02/10/2025		