

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Highways Operational Costs			
Growth or Savings/Income?	Growth	FTE Reduction/Increase		Nil
Brief Description and Aim (no more than 100 words)	Growth in budget to cover the following operational highway items: 1. Staff costs of enforcing the Cleveland Bridge structural weight limit. 2. Increase in number of bus shelters to maintain being added in 2025/26 and 2026/27 under CRSTS schemes. 3. Increase in contract inflation growth to cover expected cost increases in highway maintenance contracts			
Budget Reduction / Growth Value (note year 2 value is the increase/decrease on year 1)	Year	2026/27	2027/28	2028/29
	Value (£000)	110	142	6

Directorate/Service area and Cabinet Portfolio	Sustainable Communities/Sustainable Transport Delivery
Impacts to Service Delivery <i>(no more than 100 words)</i>	<ol style="list-style-type: none"> 1. The Cleveland Bridge weight limit is expected to remain for some time. It is important to enforce the weight limit to reduce instances of over-weight vehicles using the bridge, which may accelerate the structure's deterioration. This enforcement is already in place. 2. A contract is already in place for maintaining bus shelters but the annual budget is based upon existing numbers of shelters. The growth requested would enable the additional shelters to be maintained. 3. 2% highway maintenance contract inflation is currently budgeted which is insufficient. The growth item is for an additional 1%.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low – arrangements are already in place for each item.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	No.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	No.

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	Sex	It is important to maintain bus shelters so that any lighting is kept in working order. Their general upkeep can impact on whether they feel like safe places to wait, which may be more important for woman when using public transport.	None identified	None identified
2	Pregnancy & maternity	Pregnant or feeding parents are more likely to need seating. It is important to maintain bus shelters so that any seating is kept in working order.	None identified	None identified
3	Gender reassignment	None identified	None identified	None identified
4	Disability	It is important to maintain bus shelters to ensure they remain fully accessible for all users, particularly for disabled people who will benefit from maintained seating and lighting. Securing a budget that keeps up with contract inflation enables highway maintenance to be kept to current standards. This includes maintenance of paths and footways, where well-maintained surfaces can be especially important for those with	None identified	None identified

		reduced mobility or for blind or partially sighted people.		
5	Race	It is important to maintain bus shelters so that any lighting is kept in working order. This supports people who are more likely to experience hate crime, including people who are ethnically diverse.	None identified	None identified
6	Sexual orientation	It is important to maintain bus shelters so that any lighting is kept in working order. This supports people who are more likely to experience hate crime, including LGBTQ+ people.	None identified	None identified
7	Marriage and civil partnership	None identified	None identified	None identified
8	Religion/belief	It is important to maintain bus shelters so that any lighting is kept in working order. This supports people who are more likely to experience hate crime, including people of faith.	None identified	None identified
9	Age	It is important to maintain bus shelters to ensure they remain fully accessible for all users, particularly older people who will benefit from maintained seating. Securing a budget that keeps up with contract inflation enables highway maintenance to be kept to current standards. This includes maintenance of paths and footways, where well-maintained surfaces can be	None identified	None identified

		<p>especially important for older and very young people.</p> <p>It is important to maintain bus shelters so that any lighting is kept in working order. This supports people who are older and may have reduced mobility and sight.</p>		
10	Socio-economically disadvantaged	People on lower incomes are more likely to be reliant on public transport. Well maintained bus shelters will be a benefit to this protected group.	None identified	None identified
11	Rural communities	People in rural communities are likely to have less frequent bus services than those in urban areas, and therefore they may be waiting at bus stops for longer periods of time. Maintenance of bus shelters in rural areas could therefore be particularly important for these users.	None identified	None identified
12	Armed Forces Community	None identified	None identified	None identified
13	Care Experienced	Care leavers are more likely to be reliant on public transport. Well maintained bus shelters will be a benefit to this protected group.	None identified	None identified

Name of officer(s) conducting equality analysis: Paul Garrod, Head of Highways Delivery

Signed off by: Chris Major, Director of Place Management

Date: 4th December 2025