

## Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

### 1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Integrated Transport Unit
Title of the activity being assessed i.e. the strategy, plan, policy or service	Tender and Award of Transport Contracts under the Dynamic Purchasing System for Transport
Brief outline of the proposal(s)	<p>Retendering of council public transport services at end of current contract period.</p> <p>The authority will therefore be able to fulfil its statutory obligations towards service users in respect of transport provision and ensure service continuity at the end of the current contracts.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input style="width: 200px; height: 20px;" type="text"/></p>
Decision to be taken and decision maker	<p>1) That Cabinet delegates authority to the Lead Commissioner Community Infrastructure in consultation with the Cabinet Member for Economy, Education and Skills to:</p> <p style="margin-left: 40px;">a) Conduct a competitive procurement process under the Gloucestershire County Council Passenger Transport Dynamic Purchasing System (DPS) (the “Transport DPS”) in respect of each of the proposed contracts for transport services set out in Appendix 1 to this report. Each such contract shall continue for a period of 7 years commencing on the contract start between 22 November 2021 and 31 March 2023;</p> <p style="margin-left: 40px;">b) Award each such contract to the relevant preferred tenderer.</p> <p>2) That Cabinet notes the update set out in Appendix 2 to this report from the Integrated</p>

	Transport Unit summarising transport contracts awarded to date using the Transport DPS since its launch in February 2020, as required by the Cabinet decision of 24 July 2019.
Person(s) responsible for completing this assessment	Tom Main Thea Powell
Date of this assessment	<ul style="list-style-type: none"> <li>• Date EIA previously updated: 2019</li> <li>• Date EIA reviewed and updated: October 2021</li> <li>• Date of cabinet to which this EIA is being submitted: 10 November 2021</li> </ul>

## 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	None at present, there is no service change proposed just continuation of the current arrangement via new contracts
Workforce	ITU worked closely with the Commercial Team on this development, and also liaised with legal services where required
Partners	Operators of transport services
Other	External – We will speak to suppliers as part of the tender process

## 3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	GCC is procuring and providing the same transport services as we did under previous arrangements. Suppliers must conform to contractual requirements which ensure minimal impact to any user, regardless of age.	<i>Workforce would only be impacted when using the services provided. Please see 'Service Users' impact assessment</i>

Disability	GCC is procuring and providing the same transport services as we did under previous arrangements. Suppliers must conform to contractual requirements which ensure minimal impact to any user, regardless of disability.  Please see here for further information: <a href="https://www.gov.uk/guidance/rights-of-disabled-passengers-on-transport">https://www.gov.uk/guidance/rights-of-disabled-passengers-on-transport</a> (information includes requirement of wheelchair access on all public service routes).	“
Sex	No identified significant impact	“
Race	No identified significant impact	“
Gender reassignment	No identified significant impact	“
Marriage & civil partnership	No identified significant impact	“
Pregnancy & maternity	No identified significant impact	“
Religion and/or belief	No identified significant impact	“
Sexual orientation	No identified significant impact	“

#### 4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Maintaining and continuing to use DPS2 (launched in February 2020 and used since) to procure transport contracts. DPS2 has been in constant use. Change in DPS does not change any EIA element since previous procurement system.	To increase ease of use of software for GCC staff and for suppliers when they are submitting their information. To increase ease of updating the process/documentation to match procurement and contractual standards as per (a) procurement law and best practice, (b) statutory obligations as the transport authority, and (c) as required for best results when procuring transport.
Regarding transport in general:  Continually assess the routes that	Regarding transport in general:  Transport is procured similarly by all transport

<p>GCC tender for – to understand public demand.</p> <p>To have an open dialogue with all service operators (suppliers), i.e. to ensure GCC and operators can be in touch with each other at any time.</p> <p>To update contractual requirements of each service-contract as required for minimal negative impact to any user, and thus update tender documents as required.</p>	<p>authorities. The routes that are procured are to compliment and support the entire county transport network, the majority of which is commercially managed. Each contract this is tendered by GCC may have specific contractual obligations to ensure the tender process results in the best supplier delivering that service. Contractual obligations within different services required (e.g. public transport, home to school transport, social care transport, etc.) can be reflected in individual contracts, and can be reflected in the different categories within the DPS2.</p> <p>Regarding the DPS2, please see here: <a href="https://glostext.gloucestershire.gov.uk/ieDecisionDetails.aspx?ID=1332">https://glostext.gloucestershire.gov.uk/ieDecisionDetails.aspx?ID=1332</a></p>
--	---

## 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Both to maximise the positive impact and minimise the negative impact	Ongoing dialogue with providers/suppliers, including action to fulfil statutory obligations as the transport authority.	Ongoing	Jo Savell and Tom Main

## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
No actions necessary

## 7. Officer / Decision-maker Sign off

**Officer:** By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Kathryn Haworth
Date	25/10/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Philip Robinson
Date	27/10/2021

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>National results including protected characteristics available from 29th October 2021 (most recent survey published): <a href="https://nhtnetwork.org/authority-participation/">https://nhtnetwork.org/authority-participation/</a> . Please see Public satisfaction survey. Historic results also available from this date (re-accessible when new data published).</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>“</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>“</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>“</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>“</p>
<p>Marriage &amp; civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>“</p>
<p>Pregnancy &amp; maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>“</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>“</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>“</p>

**Appendix 2 – GCC Workforce Data**

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	NA
Disability	NA
Sex	NA
Race	NA
Gender reassignment	NA
Marriage & civil partnership	NA
Pregnancy & maternity	NA
Religion and/or belief	NA
Sexual orientation	NA

---