

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 & Infrastructure
Service area	Highways Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Delivery of structural maintenance works 2022-2026
Brief outline of the proposal(s)	To carry out a compliant competitive tender process for the delivery of a single provider contract for the delivery of structural maintenance works.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	That Cabinet authorise the Head of Highways Authority to: (1) Carry out a public procurement law compliant competitive tender process for the delivery of a two year single provider contract for the delivery of structural maintenance works commencing 1st April 2022, with the option to extend by a further 2 years until 2026 if the provider evidences a satisfactory level of performance as set out in the contract. (2) Award such contract (following the conclusion of the said competitive tender process) in consultation with the Cabinet Member for Highways and Flood, to the preferred provider(s) evaluated as offering the Council best value for money for delivery of the required works. In the event that the preferred provider is either unable or unwilling to enter into that contract with the Council then the Head of Highways Authority shall be authorised to award such contract to the next

	willing highest scoring suitably qualified provider. Decision to be taken by Cabinet.
Person(s) responsible for completing this assessment	Kath Haworth – Head of Highways Authority
Date of this assessment	7 th October 2021

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	Parish and Member surveys are on going in existing contract and proposed contract, along with national survey results. Complaints and compliments are carefully monitored.
Workforce	Information updates and communication including staff team briefings have been ongoing throughout the process to ensure that all members of staff have had the opportunity to express their views and concerns. Meetings with Union representatives will be undertaken during the procurement and mobilisation phases if necessary. TUPE can only be instigated once a new service provider is identified and any special considerations required by staff, for example existing disabilities, these can then be considered as a part of these undertakings.
Partners	N/A
Other	N/A

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	During the tender process and through the managing of the contract the County will ensure that the contractor will operate a fair policy that encourages all age groups to deliver the service, and that the contractor operates with in the law.	No identified significant impact
Disability	The specification for the contract is set at a national level and has a range of standards integrated within it that are specifically targeted at ensuring that specific groups are catered for. These include for example guidance on the design standards of tactile paving services and the guidance on inclusive mobility.	No identified significant impact
Sex	During the tender process and through the managing of the contract the County will ensure that the contractor will operate a fair policy that encourages both sex groups to deliver the service, and that the contractor operates with in the law.	No identified significant impact
Race	No identified significant impact	No identified significant impact
Gender reassignment	No identified significant impact	No identified significant impact
Marriage & civil partnership	No identified significant impact	No identified significant impact
Pregnancy & maternity	No identified significant impact	No identified significant impact
Religion and/or belief	No identified significant impact	No identified significant impact
Sexual orientation	No identified significant impact	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

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
Positive	<p>The Tender has been developed to ensure that the potential suppliers take due regard of how their business and business practices effect the target groups. At tender stage potential suppliers will be asked to explain:</p> <ul style="list-style-type: none">• How their business operations will pay due regard to the target groups in terms of;<ul style="list-style-type: none">○ Workforce recruitment and development○ Work planning○ Day to day operations	Award of contract in February 2022	
Positive	<p>The specification is set at a national level and has a range of standards integrated within it that are specifically targeted at ensuring that specific groups are</p>	Throughout the duration of the contract	GCC Contract Manager


	catered for. These include for example guidance on the design standards of tactile paving services and the guidance on inclusive mobility.		
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6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
Contract Management meetings to monitor performance against the tendered specification.

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	28/10/21

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 Vernon Smith
Date	28/10/2021

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.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	Countywide – affects all residents
Disability <i>percentage/profile of service users who have a disability</i>	Countywide – affects all residents
Sex <i>percentage/profile of service users who are male and who are female</i>	Countywide – affects all residents
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Countywide – affects all residents
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	Countywide – affects all residents
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	Countywide – affects all residents
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	Countywide – affects all residents
Religion and/or belief <i>percentage/profile of</i>	Countywide – affects all residents

<i>service users religious beliefs</i>	
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Countywide – affects all residents

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	Not affected
Disability	Not affected
Sex	Not affected
Race	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion and/or belief	Not affected
Sexual orientation	Not affected
