

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	Corporate Resources
Service area	Asset Management & Property Services
Title of the activity being assessed i.e. the strategy, plan, policy or service	The Procurement of a Framework Agreement for the provision of large value Asset Management and Property related services.
Brief outline of the proposal(s)	To seek authority to conduct a tender process for the procurement of a four-year framework agreement and call-off contracts thereunder relating to the supply of: 1) medium and large asset management and property related services/projects with an estimated total framework value of £140m over its term
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 150px;" type="text"/>
Decision to be taken and decision maker	Cabinet – Key Decision
Person(s) responsible for completing this assessment	Rob Barnes - Head of Property Delivery
Date of this assessment	27 th Oct 2022

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	Asset Management & Property Services – Head of Property Delivery
Workforce	Research has taken place through the workforce 2021 equality and diversity report.
Partners	N/A
Other	Support Services Education/Children’s Services NHS Core Group Members Group Leaders will be consulted

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	No identified significant impact	The proposal will involve contractors in selecting employees covering age and gender.
Disability	No identified significant impact	Contractors/suppliers will be required to demonstrate they comply with the Equalities Act 2010.
Sex	No identified significant impact	The proposal will involve contractors in selecting employees covering age and gender.
Race	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Gender reassignment	No identified significant impact	The proposal will involve contractors in selecting

		employees covering age and gender.
Marriage & civil partnership	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity
Pregnancy & maternity	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity
Religion and/or belief	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity
Sexual orientation	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity

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	Ensure ITT includes Contractors/suppliers will be required to demonstrate they comply with the Equalities Act 2010.	Sept 2023	Rob Barnes


6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:


During the implementation process and actions for managing equality will be reviewed throughout the framework/service contracts term.

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	Steve Mawson, Deputy Chief Executive & Executive Director of Corporate Resources
Date	11 January 2023

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	
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Name of decision maker	Cllr Lynden Stowe, Deputy Leader and Cabinet Member for Finance and Change
Date	12.1.23

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>	n/a
Disability <i>percentage/profile of service users who have a disability</i>	n/a
Sex <i>percentage/profile of service users who are male and who are female</i>	n/a
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	n/a
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	n/a
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	n/a
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	n/a
Religion and/or belief	n/a

<i>percentage/profile of service users religious beliefs</i>	
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	n/a

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	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	

