

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	Adults Social Care
Service area	Adult Support Services – Gloucestershire Industrial Services (GIS) Healthcare
Title of the activity being assessed i.e., the strategy, plan, policy, or service	Procurement of New Vans for Gloucestershire Industrial Services (GIS)
Brief outline of the proposal(s)	The proposal is to purchase new 3.5t Vans for use by GIS as part of an agreed capital purchase programme.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Cllr Kathy Williams – Adult Social Care Delivery
Person(s) responsible for completing this assessment	John Townsend (Fleet Manager)
Date of this assessment	03.02.23

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 specifically about this procurement but customer feedback has been received on the look and reliability of the fleet via the corporate compliments, comments, and complaints process.
Workforce	The procurement process for GIS vehicles is a continuous group task and some vehicle design and specification work with the associated consultation commences up to 1 year before the vehicle is supplied.

	<p>The scheme has been considered and accepted by the GIS & Adult Social Care Departmental Senior Management Team and is supported by them.</p> <p>In the event of funding not being approved for the procurement of these vehicles it will be necessary to extend the life of existing operational vehicles to enable us to provide the required service level. It would mean that GIS would have an increasingly aged and less efficient fleet making it more difficult for GIS to reach and maintain the required standards of service delivery. Expensive adaptation of some of the older vehicles will be required to meet some of the current health, safety, and equality requirements.</p>
Partners	Suppliers/body builders of 3.5t Vans will help to establish any new best practice on vehicle fitment/build types incorporating equality aspects in terms of use and access.
Other	Feedback from the GCC SHE unit that the current fleet was not supportive of effective delivery and safe working practices for the driver/fitter model.

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	<p>Across the County, GIS provide equipment for people with complex needs from young children to older adults. The fleet replacement programme will support more consistent and positive outcomes for these individuals and their families. This will be achieved by the improved operational efficiencies achieved with the new fleet. There is currently a significant amount of operational time lost due to breakdowns and repairs on the ageing fleet. The ad hoc nature of repairs often results in short notice cancellations. As a result, service level priorities are not being met, resulting in delivery time lags. This in turn impacts the</p>	<p>This replacement programme does not negatively affect anyone specific age group within the workforce.</p>
Disability		<p>A working group established the user requirements leading to the specification of the new vehicles to ensure it can meet a diverse and fully inclusive group of staff members, and to consider that as part of the procurement if it will not discriminate, will advance equality of opportunity, and promote good relations. Because of the accepted standard of general occupational requirements needed to be a Van driver this programme does not impact on this group (however individual risk assessments would be conducted in the event of any individual needs related to fleet use).</p>

	<p>most vulnerable people in the County, waiting for equipment. This can in turn, also impact patient flow and discharges from the hospital, assessments in individuals own homes and potentially puts individuals at risk. In summary, a more reliant fleet will support improvements in operational activities positive outcomes for individuals and their families in their time of need. This activity will also improve customer satisfaction through increased productivity via 'fleet management' including improved communication, effective route planning and optimisation and reduced maintenance and fuel costs. GIS reputation will be improved.</p>	<p>The fleet replacement programme will provide the workforce with a GCC 'owned' vehicle aligned with the GCC Corporate Fleet Unit accountabilities and responsibilities. The service will not be reliant of hire vehicles and costs would be reduced.</p> <p>The fleet replacement programme alongside the implementation of the new TCES, (Transfer Community Equipment Services) asset management system will provide the workforce with a more efficient and effective model of working. Route tracking and optimisation will improve alongside productivity in line with delivering on service level priorities for deliveries and collections of equipment. Thus, leading to improved workforce satisfaction and workforce safety.</p>
Sex	No negative impact identified.	No negative impact identified
Race	No negative impact identified.	No negative impact identified.
Gender reassignment	No negative impact identified.	No negative impact identified.
Marriage & civil partnership	No negative impact identified.	No negative impact identified.
Pregnancy & maternity	No negative impact identified.	No negative impact identified.
Religion and/or belief	No negative impact identified.	No negative impact identified.
Sexual orientation	No negative impact identified	No negative impact identified

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
When procuring the new vehicles consideration will be taken for access and egress	To ensure every employee can do the work as safe as reasonably possible. Risk identified by SHE unit around the weight of equipment and the

	varying access conditions around some properties.
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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
Access and Egress	During vehicle specification request the access and egress will be considered	During Procurement Process	Fleet
Lumber and comfort	During vehicle specification request, the drivers lumber, and comfort will be considered	During Procurement Process	Fleet
	Training will be provided	At delivery point of vehicle to service	Fleet

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
Prior to any new vehicle procurement each year it will be reviewed to establish any new considerations.

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	Amanda Jones - Director of Operations for Adults Social Care
Date	10 th March 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	<i>K. B. Williams.</i>
Name of decision maker	Cllr Kathy Williams – Adult Social Care Delivery
Date	17 March 2023

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 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</i>	N/A

<i>minority ethnic backgrounds</i>	
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 <i>percentage/profile of service users religious beliefs</i>	N/A
Sexual orientation <i>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	None
Disability	Currently none of the existing Logistic Officers have a disability. But individual risk assessments would be undertaken as and when appropriate.

	There are 4 x Logistic Assistants employed through the supported employment programme and a risk assessment would be completed for these individuals as and when appropriate.
Sex	1% Female 99% Male
Race	None
Gender reassignment	None
Marriage & civil partnership	None
Pregnancy & maternity	None - individual risk assessments would be taken if appropriate
Religion and/or belief	None
Sexual orientation	None