

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	Highways Commissioning, Street Lighting Service
Title of the activity being assessed i.e. the strategy, plan, policy or service	To seek approval to procure and award a contract for the continued delivery of street lighting maintenance/illuminated signs and bollard works that will continue for an initial term of 5 years 8 months and include an option to extend such term for a further period of not more than 4 years. To revise the council's approach for the management and administration of the new contract.
Decision to be taken and decision maker	<p>That Cabinet delegates authority to the Assistant Director of Highways to conduct a public competitive tender process compliant with procurement law for delivery of a 5 year 8 months single provider contract for the continued delivery of street lighting maintenance works, capital replacement works and repair services in relation to Gloucestershire's Street Lighting assets commencing 3rd August 2024, with the option to extend by up to a further 4 years until 2034. To award such a contract and to determine whether to extend the term of the contract by a further period of not more than 4 years. To implement a new delivery model for street lighting works and services including bringing back in-house management and administration functions.</p> <p>Decision to be taken by Cabinet.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input style="width: 150px; height: 20px;" type="text"/></p>

Decision to be taken and decision maker	Cabinet
Person(s) responsible for completing this assessment	Kath Haworth – Assistant Director for Highways and Infrastructure
Date of this assessment	30 th May 2023

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	Complaints and compliments for the service are carefully monitored.
Workforce	<p>A team brief has been held with the current client staff team to advise that a report is being put forward to July cabinet with the recommendation not to extend the current street lighting contract beyond its current expiry of August 2024 and to procure a new 5 year 8 month street lighting contract, with an option to extend for up to a further 4 years until 2034.</p> <p>As part of this briefing the client team have also been advised that as part of this new street lighting procurement, that approval is requested to remodel the Council's staff team and to bring back in-house certain administration and management functions undertaken by the service provider in the current contract.</p> <p>Meetings with Union representatives will be undertaken during the procurement and mobilisation phases where necessary.</p> <p>TUPE can only be instigated once a new service provider is identified and any special considerations required by staff, for example existing disabilities, can then be considered as a part of these undertakings.</p>
Partners	The incumbent street lighting service provider has been informed of our Cabinet report and the consequence, not to extend their current contract for the final three years (August 2024 - August 2027) and to reprocure a new contract starting in August 2024 should Cabinet approval be granted.

Other	N/A

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidence 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>The standard of street lighting provision provided is in accordance with the British Standard for street lighting design (BS5489). Within this document there are various classes of street lighting for varying road categories. While the provision of street lighting is not varied for any individual groups, it can be varied where specific characteristics are identified for an individual road or street.</p> <p>For example, we could increase the lighting levels for street lighting using our Central Management System in a road/street where there was a hospital, special needs school or care home.</p>	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy. There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process.</p>

<p>Disability</p>	<p>The standard of street lighting provision provided is in accordance with the British Standard for street lighting design (BS5489). Within this document there are various classes of street lighting for varying road categories. While the provision of street lighting is not varied for any individual groups, it can be varied where specific characteristics are identified for an individual road or street.</p> <p>For example, we could increase the lighting levels for street lighting using our Central Management System in a road/street where there was a hospital, special needs school or care home.</p>	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy. There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process.</p>
<p>Sex</p>	<p>Women are more likely to feel unsafe on poorly and partly lit streets. Therefore, the street lighting contract (regular maintenance of street lighting) and appropriate street lighting levels play an important part in contributing to perceptions and actual</p>	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected</p>

	<p>safety. It is therefore essential that we continue to have an effective street lighting service with a resilient Council team.</p> <p>For example, we could increase the lighting levels using our central management system for street lighting in a road/street which is known to be a route frequented by women at night.</p>	<p>characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy. There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process.</p>
Race	No identified significant impact.	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy. There will be specific clauses in the contract: in relation to Equality</p>

		Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process
Gender reassignment	<p>Some groups of people are more likely to feel unsafe on poorly and partly lit streets. Therefore, the street lighting contract (regular maintenance of street lighting) and appropriate street lighting levels play an important part in contributing to perceptions and actual safety. It is therefore essential that we continue to have an effective street lighting service with a resilient Council team.</p> <p>For example, we could increase the lighting levels using our central management system for street lighting in a road/street which is known to be a route of particular concern.</p>	During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy. There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process
Marriage & civil partnership	No identified significant impact.	During the contract tender process, remodelling of the client team and through the

		<p>managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process</p>
Pregnancy & maternity	No identified significant impact.	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and</p>

		<p>will follow organisational best practice and policy There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process</p>
<p>Religion and/or belief</p>	<p>No identified significant impact.</p>	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process</p>

Sexual orientation	<p>Some groups of people are more likely to feel unsafe on poorly and partly lit streets. Therefore, the street lighting contract (regular maintenance of street lighting) and appropriate street lighting levels play an important part in contributing to perceptions and actual safety. It is therefore essential that we continue to have an effective street lighting service with a resilient Council team.</p> <p>For example, we could increase the lighting levels using our central management system for street lighting in a road/street which is of particular concern.</p>	<p>During the contract tender process, remodelling of the client team and through the managing of the contract the Council will ensure that they and the contractor will operate a fair policy that encourages all groups with protected characteristics to deliver the service, and that all parties operate within the law. Any Council staff recruitment will be completed in accordance with the Equality Act 2010 and will follow organisational best practice and policy. There will be specific clauses in the contract: in relation to Equality Act 2010 and the Employment Equality Framework Directive 2000/78/EC. Information will also be collated from prospective contractors through the quality questions that will form part of the procurement process.</p>
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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
The tender specification has not yet been developed in detail, but there are not currently any changes with negative consequence for groups with protected characteristics envisaged in the new	

<p>contract. It will be a continuation of the services currently provided and it is not anticipated that the public will experience any substantial difference in the way that the service is delivered on the ground except that the Council will have more control over some elements.</p> <p>Examples where the Council will have more control are delivery of regular night-time inspections and quality of asset data captured.</p>	
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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
Positive	<p>The Tender will be developed to ensure that the Council and potential Contractors take due regard for how their business practices affect the target groups. This will be achieved through continuous review of service requests that come into the Council from these target groups identifying whether service changes are appropriate.</p> <p>Examples of changes that could be appropriate are:- the varying of light outputs using our Central Management System, amending design standards used in specific streets to cater for specific facilities such as schools catering for groups with special needs, and ensuring correct design standards at features such as pedestrian crossings are used including guidance on inclusive mobility.</p>	Award of contract in April 2024 and continuous review of service requests throughout the contract term.	

Positive	The tender will be developed to encompass and encourage new technologies, innovation, and opportunities. For example, solar street lighting and 5G development.	Award of contract in April 2024	
Positive	The tender specification will continue to ensure that developments in LED streetlighting technology can be implemented and that current best practice with regard to reducing the impact of lighting pollution can be continued from the current contract. Examples include warmer colour temperatures that are more sympathetic to wildlife and insects.	Award of contract in April 2024	


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	Colin Chick

Date	28.06.2023
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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 Dom Morris
Date	6 July 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
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Not impacted. Inform - Population by Age and Sex: https://www.gloucestershire.gov.uk/inform/population/population-figures/county-and-district-data/</p> <p>Source data: ONS Mid Year Population Estimates: https://www.nomisweb.co.uk https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Inform - Population Projections: https://www.gloucestershire.gov.uk/inform/population/population-projections/</p> <p>Source data: ONS Subnational Population Projections: https://www.nomisweb.co.uk https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>Not impacted.</p> <p>People aged 65 and over predicted to have dementia People aged 65 and over predicted to have a learning disability</p>

	<p>Poppi: https://www.poppi.org.uk/</p> <p>People aged 18-64 predicted to have a learning disability Pansi: https://www.pansi.org.uk/</p> <p>Learning Disability Profile, Public Health England: https://fingertips.phe.org.uk/profile/learning-disabilities</p> <p>Gloucestershire GPs registered patients with learning disability National General Practice Profiles, Public Health England: https://fingertips.phe.org.uk/profile/general-practice/data#page/4/gid/2000004/pat/46/par/E39000043/ati/165/are/E38000062/iid/93443/age/164/sex/4</p> <p>Vision and hearing impairments National General Practice Profiles (data from GP Patient Survey), Public Health England: https://fingertips.phe.org.uk/profile/general-practice/data#page/4/gid/2000004/pat/46/par/E39000043/ati/165/are/E38000062/iid/355/age/164/sex/4</p> <p>Public Health Outcomes Framework, Public Health England: https://fingertips.phe.org.uk/search/mortality#page/0/gid/1/pat/6/par/E12000009/ati/102/are/E10000013/cid/4/page-options/ovw-do-0</p>
<p>Race percentage/profile of service users who are from black and minority ethnic backgrounds</p>	<p>Not impacted.</p> <p>ONS Census: https://www.nomisweb.co.uk https://www.ons.gov.uk/census/2011census</p>

<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Not impacted</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>Not impacted.</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>Not impacted.</p> <p>GIRES (Gender Identity Research & Education Society): https://www.gires.org.uk/what-we-do/individual-help/ GIRES (2009) Gender Variance in the UK- Update 2011. http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>Not impacted.</p> <p>ONS, live births in England and Wales down to local authority local area: https://www.nomisweb.co.uk https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables</p>
<p>Sexual orientation</p>	<p>Not impacted</p>

<p><i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>ONS Sexual Orientation: https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2019</p> <p>Stonewall: https://www.stonewall.org.uk/help-advice/faqs-and-glossary/student-frequently-asked-questions-faqs</p>
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Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity:

Protected Characteristic	Total number of GCC staff affected: 10
<p>Age, Disability, Sex, Race, Marriage and Civil Partnership, Pregnancy and Maternity</p>	<p>Workforce data is available but due to the low number of staff involved it is not possible to provide a breakdown of staff with the specific protected characteristics without inadvertently identifying staff members. However, the assessment does take into account the impact of the proposed changes to the service on anyone with the protected characteristics.</p>
<p>Gender Reassignment, Religion and/or Belief and Sexual Orientation</p>	<p>This information is not held</p>