

KCC – Highways Transportation and Waste (HTW).

Equality Analysis / Impact Assessment (EqIA) template

Name of decision, policy, procedure, project or service:

Highway Civils Framework

Brief description of policy, procedure, project or service

The Highway Civils Framework will enable the procurement and delivery of significant highway infrastructure development, civil engineering works and associated major value construction works. The framework will be split into two lots to accommodate for the delivery of minor and major highway civils works. This will allow predominately two areas of the business (Highway Asset Management and Major Capital Programmes) to have access to a lot with appropriate contractors that are suited to their delivery.

This framework will cover the South East of England and, while predominately supporting the Highway and Transportation business, will be open to other government organisations. To ensure there is sufficient headroom for the Council and other government organisations, the value of the framework is set at £500m.

There is no workload guarantee in the framework agreement so it will be worth zero value. All schemes/projects awarded to contractors will incorporate their own contract (NEC 4 suite) and such projects will need to be taken through the appropriate governance process. This procurement will provide an efficient route to market for approved decisions.

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Aims and Objectives

HTW staff are committed to understanding our customers' needs, to help us commission services that build sustainable communities for tomorrow. Throughout the procurement of this framework, the team will be mindful of HTW outcomes:

1. Fewer people killed or seriously injured on Kent's roads.
2. Customer satisfaction by providing 'the right services in the right way for the right people'
3. Cost effective statutory and discretionary services by commissioning well and being commercially astute.
4. Growth and economic prosperity through an efficient highway and transport infrastructure.
5. People can travel safely, efficiently and pleasantly to employment, education, social and cultural opportunities.
6. Maximise inward investment into Kent.
7. Retaining a motivated workforce with high levels of job satisfaction.

HTW delivers services that are used by most, if not all, residents in Kent and those who travel through it. Our primary focus is to ensure everyone can travel as safely as possible on our highway network.

The intended beneficiaries are the travelling public in Kent such as residents, communities and businesses, now and in the future as the highway infrastructure is improved/maintained to a safe standard and improved wherever possible.

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JUDGEMENT

Our findings are that there are no Protected Characteristics that will be impacted upon either positively or negatively as a consequence of the proposed procurement.

There is **no major change** or type/volume to the services being delivered to the public, and therefore no interaction is needed at this stage.

This procurement will enable a route to market for individual schemes/projects. There is no workload guarantee, thus all schemes/projects procured through this framework will have their own separate contract, specification and pricing option which will be required to be taken through the appropriate governance procedures. All individual schemes/projects will therefore be required to produce their own EqlA specific to the work. These will be carried out by the responsible manager.

Any policy changes that directly affect Kent residents and this framework will also have individual associated EqlAs carried out by the responsible manager.

Option 1 – Screening Sufficient YES

Following this initial screening our judgement is that no further action is required.

Justification: By completing this EqlA we believe that no adverse impact has been identified that requires further analysis, consultation and action during the 'Analyse' and 'Plan' phase of the project.

Option 2 – Internal Action Required NO

Option 3 – Full Impact Assessment NO

I have found the Adverse Equality Impact Rating to be **Low**

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GET Document Control

Revision History

| Version | Date | Authors | Comment |
|---------|------------|--------------|---|
| V0.1 | 04/01/2021 | Milly Massy | This EqIA relates to the Highway Civils Framework |
| V0.2 | 07/01/2021 | Robert Clark | Reviewing the EqIA to approve before approval |
| V1 | 11/01/2021 | | Sent to Andrew Loosemore, Tim Read and Simon Jones for approval |

Document Sign-Off (this must be both the relevant Head of Service and the relevant Director)

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with the actions to mitigate any adverse impact(s) that has /have been identified.

| Name | Signature | Title | Date of Issue |
|------------------|-----------|---|---------------|
| Andrew Loosemore | | Head of Highway Asset Management | 11/01/2021 |
| Tim Read | | Head of Transportation | 11/01/2021 |
| Simon Jones | | Director of Highway, Transportation and Waste | 11/01/2021 |

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Part 1 - Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

No internal action required. Findings shows that no adverse impacts have been identified for customers at this stage of the project. Any decision on day to day management of schemes/project or policies is outside of the scope of this procurement, as the Highway Civils Framework is only facilitating contractual mechanisms to commission individual work.

| Protected Group | You <i>MUST</i> provide a brief commentary as to your findings, or this EqIA will be returned to you unsigned | | | High/Medium/Low Favourable Impact |
|---|--|------------------------|---------------------|-----------------------------------|
| | High Negative Impact | Medium Negative Impact | Low Negative Impact | |
| Age | | | None | None |
| Disability | | | None | None |
| Sex | | | None | None |
| Gender identity/ Transgender | | | None | None |
| Race | | | None | None |

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| | | | | |
|--|--|--|------|------|
| Religion and Belief | | | None | None |
| Sexual Orientation | | | None | None |
| Pregnancy and Maternity | | | None | None |
| Marriage and Civil Partnerships | | | None | None |
| Carer's Responsibilities | | | None | None |

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Part 2 - Full Equality Analysis /Impact Assessment

Not Applicable

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Part 3 - Action Plan

Not Applicable

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