

KCC - Growth, Environment and Transport Directorate (GET).

Equality Analysis / Impact Assessment (EqIA) template

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

SC21008 - Highway Rural Swathe Contract – Increasing Maintenance Frequencies and Biodiversity

Brief description of policy, procedure, project or service

The current Highways Rural Swathe , Visibility and Hedge Cutting Contract is due to end on the 31 March 2022. The Council has implemented Plan Bee as part of its environmental strategy to improve the biodiversity across its assets. There is an opportunity at this point to revise the specifications to address this strategy and improve the biodiversity of these assets.

The current one swathe cut regime although appropriate for safety does not deliver on biodiversity. Two swathe cuts present a more sustainable approach to delivering Plan Bee aspirations and will be more beneficial to the environment.

Aims and Objectives

Increasing the biodiversity content of the Highway Rural Swathe, Visibility and Hedge Cutting Maintenance Contracts is required to meet the Council's commitments on its Pollinator Strategy. This needs to be achieved whilst also meeting its 'Duty of Care' to highway users and complying with the Highways Act 1980.

It contributes to KCC's strategic objectives through:

- Delivering the Kent Environment Strategy and develop effective climate mitigation strategies and plans.
- Customer satisfaction by providing 'the right services in the right way for the right people'
- Growth and economic prosperity through efficient highway and transport infrastructure.
- Everyone can choose to travel safely, efficiently and pleasantly to employment, education, social and cultural opportunities

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- Maximising lifespan and minimising lifecycle costs of the highway and its assets and improving maintainability by embedding asset management principles into everything we do
- Cost effective statutory and discretionary services by commissioning well and being commercially astute.
- Zero waste to landfill by maximising the use of waste as a resource
- Maximise inward investment into Kent.
- Retaining a safe, healthy and motivated workforce with high levels of job satisfaction (creating 'more good days at work').
- Working towards net zero carbon emissions by 2050.

JUDGEMENT

Set out below the implications you have found from your assessment for the relevant Protected Groups. If any negative impacts can be justified, please clearly explain why.

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

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

GET Document Control

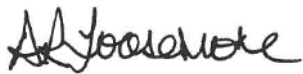
Revision History

Version	Date	Authors	Comment
V0.1	08/12/2022	Paul Woodhatch & Robin Hadley	
V1 (this should be assigned to the version the Director signs off)			

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 Service	15/12/2021

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Philip Lightowler		Interim Director	21/12/2021
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Part 1 - Screening

Regarding the decision, policy, procedure, project or service under consideration,

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?

Please note that there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements

Protected Group	You MUST provide a brief commentary as to your findings, or this EqlA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
Disability			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
Gender			It is not envisaged that there will be any additional negative impact for this characteristic compared to	Maintaining the asset will have a positive impact on the whole of the population

			the rest of the population.	in the same way as this characteristic. There is no additional impact
Gender identity/ Transgender			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact.
Race			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
Religion and Belief			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
Sexual Orientation			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
Pregnancy and Maternity			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact
Marriage and Civil Partnerships			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this

				characteristic. There is no additional impact
Carer's Responsibilities			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population.	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no additional impact

Part 2 - Full Equality Analysis /Impact Assessment

From the screening grid, identify the Protected Groups impacted

There are no changes envisaged by the letting Option 3 of this contract. It supports the soft landscaping policy. Age and disability can be affected by lack of maintenance, and these will be assessed based upon local knowledge and demand during each year.

Information and Data used to carry out your assessment

This is a county wide contract and affects the whole population. The maintenance of the asset is highly variable as they are spread around the county. Depending on their position will determine if there is a need to make local adjustments.

The Customer Service Module provides data on requests to deal with overgrown verges. If the customer identifies as being disabled or other characteristic then this will be assessed as to the action that is needed.

Who have you involved consulted and engaged with?

As this contract supports the landscaping policy no additional consultation was undertaken.

Analysis

As this contract supports the landscaping policy no additional analysis was undertaken. More detailed analysis would not add to the approach taken due to the variability of the asset

Adverse Impact,

The adverse effects are the lack of maintenance of the asset and this will affect the whole population. Overgrown vegetation can adversely impact age and disability more through access issues or visibility problems. These will be taken into account on a needs basis

Positive Impact:

The positive effects of maintaining the asset for greater biodiversity impact the whole population. Locally it may have a greater impact on age or disability, but this will only be identified at the time. There is strong evidence that increased biodiversity supports greater well being.

JUDGEMENT

No major change: this contract supports the soft landscaping policy. It has the flexibility to make local changes to suit improving the lives of the characteristics of age and disability. No discrimination has been identified for any other groups.

Part 3 - Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
age	Overgrown vegetation posing an inhibition to mobility	Local assessment undertaken as needed	Improved access	Local inspector	As identified	none
disability	Overgrown vegetation posing an inhibition to mobility	Local assessment undertaken as required	Improved access	Local inspector	As identified	none

Have the actions been included in your business/ service plan?

Yes/No