

EQIA Submission – ID Number

Section A

EQIA Title

Procurement for the Local Highway Maintenance Support Contract Ref SC240044

Responsible Officer

Joanne Davies - GT TRA

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Andrew Loosemore - GT TRA

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

Commissioning/Procurement

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Growth Environment and Transport

Responsible Service

Highways and Transportation

Responsible Head of Service

Andrew Loosemore - GT TRA

Responsible Director

Haroona Chughtai - GT TRA

Aims and Objectives

Programmed pothole repairs and surface treatments are undertaken via the current contracts which are utilised to augment the HTMC. The current contracts that are utilised to augment the HTMC for pothole and patching works are nearing the end of their term and cannot be extended further. To ensure continuity of delivery and spend of capital grant funding in the future new contracts need to be commissioned.

The core services included in these contracts relates to pothole repairs, small to medium size patching repairs and small scale resurfacing and associated works. It also supports resources that can be utilised during emergency and severe weather events should it be necessary.

This EQIA aims to demonstrate that KCC has complied with The Public Sector Equality Duty (PSED).

This contract is centred on the implementation of a contract delivery model that enables the service areas within H&T to deliver the business' objectives, which are to provide the people living, working, and travelling through Kent with the best possible transport network as and when additional funding is made available from Central Government.

Potential Impact:

We recognise that this procurement would result in KCC having more control, for example we would decide which contractors are used. This could potentially be a positive impact for local businesses by bringing more work back into Kent, subject to the regulated public procurement regime with local SME's.

H&T 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 maintained to a safe standard and improved wherever possible.

As a result the findings are that there are no Protected Characteristics that will be impacted upon either positively or negatively, any decision on day to day management of works or policies is outside of the scope of these works, as the programme is only facilitating contractual mechanisms to commission work.

All individual work where appropriate will therefore be required to produce their own EQIA specific to these orders as and when required. These will be carried out by the responsible manager. Any policy changes that directly affect Kent residents and this contract will also have individual associated EQIAs carried out by the responsible manager.

The overall contract will not particularly affect any single sector of society or any specific protected group. Individual schemes will have bespoke EQIAs completed if they are not part of our usual reactive or planned works. Not undertaking the work in a timely or professional manner will negatively impact some protected groups more than others, for example delays in undertaking repairs to defects in the footway will create a hazard that could be more dangerous to those who are visually impaired, unsteady on their feet or utilise individual wheeled modes of transport (for example wheelchair, pushchair etc.).

The term 'disability' covers a broad range of impairments including physical, mental and sensory abilities. Even within groups there are differences, for example, people with walking difficulties who may require a walking frame far outnumber wheelchair users; visually impaired people may be blind or partially sighted; hearing can vary from severe to mild.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

No

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

There has been internal consultation within Highways and Transportation Division and there have been a number of officers involved in the following subjects:

- Specifications (including missing Sor's and removal of unwanted SOR's)
- Standard Drawings
- Best practice / Health and Safety Requirements

We have undertaken market engagement exercises with Contractors.

The contractors who attended the market engagement meetings were:

CW Surfacing Limited SME – 50 employees Previous contractor – Pothole Blitz 2018

Duke Contractors Ltd SME – 20 employees Previous contractor – Pothole Blitz 2018

Ferns Surfacing Ltd Large enterprise – 1000 employees Current supplier – Drainage Works Framework 2023

G&J Steele Plant Hire Ltd SME – 200 employees Current supplier – Drainage Works Framework 2023

Gray Plant Hire Ltd SME – 20 employees Have acted as subcontractors on KCC highways contracts

Initial Systems Limited SME – 5 employees Have acted as subcontractors on KCC highways contracts

JB Riney & Co Ltd SME – 200 employees Operate primarily within London Boroughs

Steadline Limited SME – 55 employees Current supplier – Drainage Works Framework 2023

T Body Jnr Plant Hire Ltd SME – 30 employees Previous contractor – Pothole Blitz

T Loughman & Co Ltd SME – 40 employees Previous contractor – Drainage Works Framework 2020

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

No

Residents/Communities/Citizens

No

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

No. Note: If Question 17 is "No", Question 18 should state "none identified" when submission goes for approval

Details of Positive Impacts

Keep the highway in a safe condition, which is of particular importance to those in certain protected groups where an uneven surface etc. would negatively impact on their ability to travel safely and independently around the County. The works undertake will enhance areas of the County, enabling residents to have an improved quality of life.

While works are being implemented there will be short-term negative impacts on the travelling public, including those in some protected groups to a greater extent than others, although this impact is mitigated via advance notification, signage, ramps, lighting, audible warnings etc.

In addition to these mitigations, the contract will require the contractor to minimise the impact on physical health that might be caused by pollution (noise and particulates). It is also important to encourage and assess any feedback from stakeholders on our procedures either prior, during or post works for continual improvement in carrying out highways works. This feedback can then be, where appropriate, included in our working practices.

The principles contained within this EQIA will be incorporated into any new contract documents. Any issues and suggestions raised by stakeholders during the contract period will be considered for future service delivery improvements. The following actions will be considered prior to the implementation of any works:

- Assess if an individual EQIA is required on specific schemes or projects that not covered by this EQIA.
- A Construction Design and Management assessment to be carried out on each specific area of work or scheme. This process will look at risk assessments and methods statements as well as specific safety issues raised at specific locations.
- Ensure advance warnings and notification are communicated to residents and any travelling public, taking into consideration any specific stakeholder personal requirements like the visually impaired or people with mobility problems.
- Outline the positive benefits of the works.
- Ensure there is communication information of the person (s) responsible for the works, available and clearly visible on site.

The positive effects of maintaining the Highway assets impact the whole population of Kent. Locally it may have a greater impact on age or disability, but this will only be identified at the time.

Positive impacts may also include:

1. Unrestricted access for protected characteristics of age and disability.
2. Increased Highway safety for all groups as a result of less trip hazards/obstructions on the highway, etc.
3. Increased resources/ resilience during weather events resulting in safer travelling on the highway which provides positive impacts for all groups.

Negative impacts and Mitigating Actions

19.Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Age

Not Completed

Mitigating Actions for Age

Not Completed

Responsible Officer for Mitigating Actions – Age

Not Completed

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval

Details of Negative Impacts for Disability

Not Completed

Mitigating actions for Disability

Not Completed

Responsible Officer for Disability

Not Completed

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex

No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval

approval
Details of negative impacts for Sex
Not Completed
Mitigating actions for Sex
Not Completed
Responsible Officer for Sex
Not Completed
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Gender identity/transgender
Not Completed
Mitigating actions for Gender identity/transgender
Not Completed
Responsible Officer for mitigating actions for Gender identity/transgender
Not Completed
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Race
Not Completed
Mitigating actions for Race
Not Completed
Responsible Officer for mitigating actions for Race
Not Completed
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Religion and belief
Not Completed
Mitigating actions for Religion and belief
Not Completed
Responsible Officer for mitigating actions for Religion and Belief
Not Completed
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Sexual Orientation
Not Completed
Mitigating actions for Sexual Orientation
Not Completed
Responsible Officer for mitigating actions for Sexual Orientation
Not Completed
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for

approval
Negative impacts for Pregnancy and Maternity
Not Completed
Mitigating actions for Pregnancy and Maternity
Not Completed
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Completed
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Marriage and Civil Partnerships
Not Completed
Mitigating actions for Marriage and Civil Partnerships
Not Completed
Responsible Officer for Marriage and Civil Partnerships
Not Completed
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Carer's responsibilities
Not Completed
Mitigating actions for Carer's responsibilities
Not Completed
Responsible Officer for Carer's responsibilities
Not Completed