

KCC – Highways Transportation and Waste (HTW).

Equality Analysis / Impact Assessment (EqIA) template

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

Independent Cost Consultancy Services

Brief description of policy, procedure, project or service

The procurement of a single supplier framework contract for independent cost consultancy services to support the delivery of highway and transport schemes.

Aims and Objectives

The Major Capital Programme Team consider that it is imperative to have an independent cost consultant available to support the delivery of large-scale highway and transport projects. The independence from the design work gives us checks from a 3rd party which can be used to support business cases and give KCC confidence in project budgeting. It is therefore proposed to award a framework contract to a single supplier to ensure that costings provided by design consultants are realistic, that budgets are robust and to ensure that best value is achieved from construction contracts.

Options

A number of options for the professional service of cost consultancy including making use of existing frameworks. The framework will need to be in place from 01 April 2022 to ensure continuity of service from an existing contract for cost consultancy services.

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.

Following the completion of the Part 1 Screening Assessment, the judgement has been identified as:

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

This specific contract does not affect any protected groups. It allows HTW officers access to a services that will support project that will encourage and promote further consideration and promotion of **equal opportunities for all groups**

The subsequent projects commissioned through this contract shall have individual more specific EQIAs undertaken when required. Therefore 'No Major Change' is anticipated.

I have found the Adverse Equality Impact Rating to be Low / Medium / High There is no adverse rating of this contract.

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Revision History

Version	Date	Authors	Comment
V0.1	27/07/2021	Victoria Soames	Draft for Comment
V1	29/07/2021	Victoria Soames	For sign 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
Tim Read		Head of Service	30/07/2021
Simon Jones		Director	30/07/2021

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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 <i>MUST</i> 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	No Impact	No Impact	No Impact	The contract allows officers to access services which support the development of highways and transport projects. Individual projects will take into account protected groups.
Disability	No Impact	No Impact	No Impact	
Sex	No Impact	No Impact	No Impact	
Gender identity/ Transgender	No Impact	No Impact	No Impact	
Race	No Impact	No Impact	No Impact	

Religion and Belief	No Impact	No Impact	No Impact	
Sexual Orientation	No Impact	No Impact	No Impact	
Pregnancy and Maternity	No Impact	No Impact	No Impact	
Marriage and Civil Partnerships	No Impact	No Impact	No Impact	
Carer's Responsibilities	No Impact	No Impact	No Impact	

Part 3 - Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Resource implications
None						

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

Yes/No – not required

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