

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

Equality Analysis / Impact Assessment (EqIA) template

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

Re-tender of Highways Arboriculture Term Works Contract (2019-2024): Ref SC18035.

Brief description of policy, procedure, project or service

The current Highways Arboriculture Term Works Contract is due to end on 31 August 2019. The council is required to re-tender the contract under OJEU regulations due to the total value of works over the contract period. This contract deals with ensuring Kent County Council tree asset is kept safe.

Aims and Objectives

Continuity of term tree works provision for the highway tree asset. Professional tree works are required to meet 'Duty of Care' to highway users and comply with the Highways Act 1980. It contributes to KCC's strategic objectives through:

- Fewer people killed or seriously injured on Kent's roads
- Everyone can choose to travel safely, efficiently and pleasantly to employment, education, social and cultural opportunities
- Customer satisfaction by providing 'the right services in the right way for the right people'
- 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.

Date Document Updated 19/09/2018

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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**

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GET Document Control

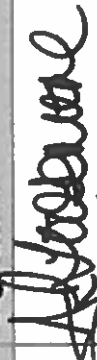
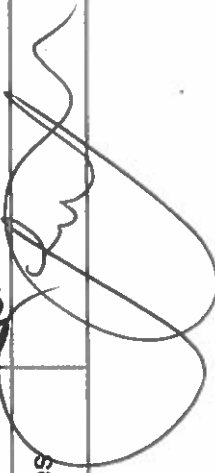
Revision History

Version	Date	Authors	Comment
V0.1	12/09/2018	Barry McKenna & Robin Hadley	
V1 (this should be assigned to the version the Director signs off)	19/09/2018	Barry McKenna & Robin Hadley	Approved at DivMT 19 th September 2018

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	18/12/18
Simon Jones		Director	18/12/18

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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 EqIA will be returned to you unsigned			High/Medium/Low Favourable Impact
	High Negative Impact	Medium Negative Impact	Low Negative Impact	
Age			Elderly patrons may feel vulnerable and therefore uncomfortable, dealing directly with tree contractors working on or close to their property. Local impacts will be assessed depending upon conditions as there are instances when lack of maintenance could have a negative impact	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			Patrons with disabilities may have difficulty liaising/dealing with contractor or client officer during tree inspections or	Maintaining our asset will have a positive impact on the whole of the population in the same way as this characteristic. There is no

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			operational works. Local impacts will be assessed depending upon conditions as there are instances when lack of maintenance could have a negative impact	additional impact
Gender			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population. There is limited information available to enable an assessment of the impact on this Characteristic. However, it is recognised that the Council's tree service must be fully accessible to all equality groups.	Maintaining the 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 identity/ Transgender			It is not envisaged that there will be any additional negative impact for this characteristic compared to the rest of the population. There is limited information available to enable an assessment of the impact on this Characteristic. However, it is recognised that the Council's tree service must be fully accessible to all equality groups.	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. There is limited information available to enable an assessment of the impact on this Characteristic. However, it is recognised that the Council's tree service must be fully accessible to all equality groups.	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.

				additional impact
Religion and Belief			available to enable an assessment of the impact on this Characteristic. However, it is recognised that the Council's tree service must be fully accessible to all equality groups. 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. It is not envisaged that there will not 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	Maintaining our asset will have a positive impact on the whole of the population

			characteristic compared to the rest of the population.	in the same way as this characteristic. There is no additional impact
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Part 2 - Full Equality Analysis /Impact Assessment

From the screening grid, identify the Protected Groups impacted

There are no changes envisaged by the letting 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 inconsistently 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 trees. 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. Individual trees can adversely impact age and disability more in the impacts on access or uneven footpaths. These will be taken into account on a needs basis

Positive Impact:

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

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.

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Part 3 - Action Plan

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

