

APPENDIX A - EQUALITY IMPACT ASSESSMENT

Essential information

Items to be assessed: (please mark 'x')

| | | | | | | | | | |
|----------|--|--------|--|------|--|---------|---|-------------------|---|
| Strategy | | Policy | | Plan | | Project | X | Service/Procedure | X |
|----------|--|--------|--|------|--|---------|---|-------------------|---|

| | | | | | |
|---------------------|---------------|--------------|------------------------|-------------|-------|
| Responsible officer | Vikki Roberts | Service area | Neighbourhood Services | Directorate | Place |
|---------------------|---------------|--------------|------------------------|-------------|-------|

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|--|-----------------------------|--|--|
| Stage 1: EqlA Screening (mandatory) | Date created: 06/10/2022 | Stage 2 : Full assessment (if applicable) | |
|--|-----------------------------|--|--|

Approved by Head of Service / Overseeing group/body / Project Sponsor:

"I am satisfied that an equality impact has been undertaken adequately."

Signed by (print): Alysse Strachan



Dated: 07/10/2022

Guidance notes

What is an EqIA and why do we need to do it?

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advancing equality of opportunity between those with 'protected characteristics' and those without them.
- Fostering good relations between those with 'protected characteristics' and those without them.

EqIAs are a systematic way of taking equal opportunities into consideration when making a decision, and should be conducted when there is a new or reviewed strategy, policy, plan, project, service or procedure in order to determine whether there will likely be a detrimental and/or disproportionate impact on particular groups, including those within the workforce and customer/public groups. All completed EqIA Screenings are required to be publicly available on the council's website once they have been signed off by the relevant Head of Service or Strategic/Policy/Operational Group or Project Sponsor.

What are the “protected characteristics” under the law?

The following are protected characteristics under the Equality Act 2010: age; disability (including physical, learning and mental health conditions); gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

What's the process for conducting an EqIA?

The process for conducting an EqIA is set out at the end of this document. In brief, a Screening Assessment should be conducted for every new or reviewed strategy, policy, plan, project, service or procedure and the outcome of the Screening Assessment will indicate whether a Full Assessment should be undertaken.

Openness and transparency

RBWM has a 'Specific Duty' to publish information about people affected by our policies and practices. Your completed assessment should be sent to the Strategy & Performance Team for publication to the RBWM website once it has been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. If your proposals are being made to Cabinet or any other Committee, please append a copy of your completed Screening or Full Assessment to your report.

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

Stage 1: Screening (Mandatory)

1.1 What is the overall aim of your proposed strategy/policy/project etc and what are its key objectives?

The current Volker highways maintenance and management contract is due to expire in 2024 and the report is being presented to Cabinet with recommendations for the future of the service.

This report outlines options and recommendations for the future highway maintenance service delivery model, when the current VolkerHighways contract expires on 1 April 2024.

It recommends a change in the delivery model for highway services, which will bring highway inspections, programme management and quality monitoring back 'in house' alongside the re procurement of 3 separate contracts for:

- Highway maintenance
- Street cleansing (including public conveniences)
- Highways professional services

The proposals in this report support the vision of the Corporate Plan (2021-26) and the key objectives of:

Inspiring Places: Supporting the borough's future prosperity and sustainability.

A Council trusted to deliver its promises.

Quality infrastructure that connects neighbourhoods and businesses and allows them to prosper.

1.2 What evidence is available to suggest that your proposal could have an impact on people (including staff and customers) with protected characteristics? Consider each of the protected characteristics in turn and identify whether your proposal is Relevant or Not Relevant to that characteristic. If Relevant, please assess the level of impact as either High / Medium / Low and whether the impact is Positive (i.e. contributes to promoting equality or improving relations within an equality group) or Negative (i.e. could disadvantage them). Please document your evidence for each assessment you make, including a justification of why you may have identified the proposal as "Not Relevant".

| Protected characteristics | Relevance | Level | Positive/negative | Evidence |
|-----------------------------------|--------------|-------|-------------------|--|
| Age | Not relevant | | | <p>Key data: The estimated median age of the local population is 42.6yrs [Source: ONS mid-year estimates 2020].</p> <p>An estimated 20.2% of the local population are aged 0-15, and estimated 61% of the local population are aged 16-64yrs and an estimated 18.9% of the local population are aged 65+yrs. [Source: ONS mid-year estimates 2020, taken from Berkshire Observatory]</p> |
| Disability | Not relevant | | | |
| Gender re-assignment | Not relevant | | | |
| Marriage/civil partnership | Not relevant | | | |
| Pregnancy and maternity | Not relevant | | | |
| Race | Not relevant | | | <p>Key data: The 2011 Census indicates that 86.1% of the local population is White and 13.9% of the local population is BAME. The borough has a higher Asian/Asian British population (9.6%) than the South East (5.2%) and England (7.8%). The forthcoming 2021 Census data is expected to show a rise in the BAME population. [Source: 2011 Census, taken from Berkshire Observatory]</p> |
| Religion and belief | Not relevant | | | <p>Key data: The 2011 Census indicates that 62.3% of the local population is Christian, 21.7% no religion, 3.9% Muslim, 2% Sikh, 1.8% Hindu, 0.5% Buddhist, 0.4% other religion, and 0.3% Jewish. [Source: 2011 Census, taken from Berkshire Observatory]</p> |

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|---------------------------|--------------|--|--|---|
| Sex | Not relevant | | | <i>Key data: In 2020 an estimated 49.6% of the local population is male and 50.4% female. [Source: ONS mid-year estimates 2020, taken from Berkshire Observatory]</i> |
| Sexual orientation | Not relevant | | | |

Outcome, action and public reporting

| Screening Assessment Outcome | Yes / No / Not at this stage | Further Action Required / Action to be taken | Responsible Officer and / or Lead Strategic Group | Timescale for Resolution of negative impact / Delivery of positive impact |
|---|-------------------------------------|---|--|--|
| Was a significant level of negative impact identified? | No | | | |
| Does the strategy, policy, plan etc require amendment to have a positive impact? | No | | | |

If you answered **yes** to either / both of the questions above a Full Assessment is advisable and so please proceed to Stage 2. If you answered “No” or “Not at this Stage” to either / both of the questions above please consider any next steps that may be taken (e.g. monitor future impacts as part of implementation, re-screen the project at its next delivery milestone etc).