




# Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or [www.somerset.gov.uk/impactassessment](http://www.somerset.gov.uk/impactassessment)

<b>Organisation prepared for (mark as appropriate)</b>	 <b>Somerset Council</b>	<p style="text-align: center;">x</p>	 <b>NHS Somerset</b>	 <b>NHS Somerset</b> NHS Foundation Trust	
<b>Version</b>	<b>1</b>		<b>Date Completed</b>	<b>08/09/2023</b>	
<b>Description of what is being impact assessed</b>					
<p>Decision to award a contract for the provision of Highway Maintenance services, which include but are not limited to the following: Grass cutting, Drainage, Footways/Cycleways, Bridges &amp; Walls (minor works), Gully emptying, Winter Maintenance salt purchase, Patching, Ditches &amp; Grips, Winter Maintenance, Signs &amp; Lines, Safety Defects, Emergency (out of hours), Pre-design testing, Rights of Way emergency, Jetting.</p>					
<b>Evidence</b>					
<p><b>What data/information have you used to assess how this policy/service might impact on protected groups?</b> Sources such as the <a href="#">Office of National Statistics</a>, <a href="#">Somerset Intelligence Partnership</a>, <a href="#">Somerset's Joint Strategic Needs Analysis (JSNA)</a>, Staff and/ or <a href="#">area profiles</a>,, should be detailed here</p>					
<p>There is not intended to be a change in policy or public facing services, and the specifications of the contract are very similar to the existing contract. The responsibility for policy and direction of services remains with the Council. The contractor will deliver works in accordance with the Dignity at Work Code of Practice.</p>					
<p><b>Who have you consulted with to assess possible impact on protected groups and what have they told you?</b> If you have not</p>					

consulted other people, please explain why?

The Council's Public Health Promotions Manager – Equalities has been consulted.

### Analysis of impact on protected groups

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
<b>Age</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	☒	□
<b>Disability</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, this contract will allow the Council to deliver its aspirations to improve access for those people with mobility issues (such as wheelchairs, walking frames etc), and those with visual impairments. This will apply to both permanent schemes and temporary works. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	□	☒
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	☒	□

<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative.</li> </ul>	□	⊗	□
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, this contract will allow the Council to deliver its aspirations to improve access for people using pushchairs and holding children by hand. This will apply to both permanent schemes and temporary works.</li> </ul>	□	□	⊗
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	⊗	□
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	⊗	□
<b>Sex</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	⊗	□
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative. We have incorporated the Dignity at Work Code of Practice into the contract.</li> </ul>	□	⊗	□

<b>Armed Forces (including serving personnel, families and veterans)</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, this contract incorporates the Somerset Armed Forces Covenant in the Social Value Calculator.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Other, e.g. carers, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, this contract will allow the Council to continue to provide accessibility for rural and isolated communities.</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**Negative outcomes action plan**

Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
Not applicable.	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

**If negative impacts remain, please provide an explanation below.**

Not applicable.	
<b>Completed by:</b>	<b>Sarah Stanistreet – Principal Officer</b>
<b>Date</b>	<b>08/09/23</b>
<b>Signed off by:</b>	<b>Mike O’Dowd-Jones - Strategic Manager Highways and Transport</b>
<b>Date</b>	<b>11/09/23</b>
<b>Equality Lead sign off name:</b>	
<b>Equality Lead sign off date:</b>	
<b>To be reviewed by:</b> (officer name)	
<b>Review date:</b>	<b>N/A</b>