




# 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>31/10/2023</b>	
<b>Description of what is being impact assessed</b>					
<p>Decision to award a contract for the provision of Highway Lighting, Illuminated &amp; Electrical Assets services, the provision of which includes but is not limited to the following:          Routine services, electrical &amp; structural testing, emergency attendance, non-routine replacements, major asset replacement, LED conversions.</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 specification of the contract is 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 consulted other people, please explain why?</p>					

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
Age	<ul style="list-style-type: none"> <li>Having considered this characteristic, there are no disproportionate impacts either positive or negative.</li> </ul>	☐	☒	☐
Disability	<ul style="list-style-type: none"> <li>Having considered this characteristic, these contracts 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 schemes for both the improvement and maintenance of the highway asset.</li> </ul>	☐	☐	☒
Disability	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be temporary situations when it is not possible to provide access for those people with mobility issues (such as wheelchairs, walking frames etc) and those with visual impairments. This will apply to schemes for both the improvement and maintenance of the highway asset.</li> </ul>	☒	☐	☐

<b>Disability</b>	<ul style="list-style-type: none"> <li>Where work takes place disabled people who rely on level and clear access such as wheelchair users or those that work with aids may be disadvantaged if access is not maintained.</li> </ul>	☒	☐	☐
<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are undergoing or have undergone gender reassignment.</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, these contracts will allow the Council to deliver its aspirations to improve access for people using pushchairs and holding children by hand. This will apply to schemes for both the improvement and maintenance of the highway asset.</li> </ul>	☐	☐	☒
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be temporary situations when it is not possible to provide access for people using pushchairs and holding children by hand. This will apply to schemes for both the improvement and maintenance of the highway asset.</li> </ul>	☒	☐	☐
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different races or ethnicities.</li> </ul>	☒	☐	☐

<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different religions or hold different beliefs.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sex</b>	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different sexes.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different sexual orientation.</li> </ul>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Armed Forces (including serving personnel, families and veterans)</b>	<ul style="list-style-type: none"> <li>Having considered this characteristic, these contracts incorporate 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, these contracts will allow the Council to deliver its aspirations for 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.

<b>Action taken/to be taken</b>	<b>Date</b>	<b>Person responsible</b>	<b>How will it be monitored?</b>	<b>Action complete</b>
<p><b>Disability:</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be temporary situations when it is not possible to provide access for those people with mobility issues (such as wheelchairs, walking frames etc) and those with visual impairments. This will apply to schemes for both the improvement and maintenance of the highway asset.</p> <p>Where work takes place disabled people who rely on level and clear access such as wheelchair users or those that work with aids may be disadvantaged if access is not maintained.</p> <p>These potentially negative outcomes are mitigated by the requirement in the contracts that temporary measures must be implemented by the contractor in line with "Safey at Street Works and Road Works: a Code of Practice".</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the length of the contract.	<input type="checkbox"/>
<p><b>Gender reassignment</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the	<input type="checkbox"/>

<p>directed at people passing by the site who are undergoing or have undergone gender reassignment.</p> <p>These potentially negative outcomes are mitigated by the inclusion in the contracts of the Somerset Council "Dignity at Work Code of Practice" so that the contractors and their operatives are bound by the same requirements as Somerset Council and its employees.</p>			length of the contract.	
<p><b>Pregnancy and maternity:</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be temporary situations when it is not possible to provide access for people using pushchairs and holding children by hand. This will apply to schemes for both the improvement and maintenance of the highway asset.</p> <p>These potentially negative outcomes are mitigated by the requirement in the contracts that temporary measures must be implemented by the contractor in line with "Safety at Street Works and Road Works: a Code of Practice".</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the length of the contract.	□
<p><b>Race and ethnicity:</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are undergoing or have undergone gender reassignment.</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the length of the contract.	□

<p>These potentially negative outcomes are mitigated by the inclusion in the contracts of the Somerset Council "Dignity at Work Code of Practice" so that the contractors and their operatives are bound by the same requirements as Somerset Council and its employees.</p>				
<p><b>Religion and belief:</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different religions or hold different beliefs.</p> <p>These potentially negative outcomes are mitigated by the inclusion in the contracts of the Somerset Council "Dignity at Work Code of Practice" so that the contractors and their operatives are bound by the same requirements as Somerset Council and its employees.</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the length of the contract.	□
<p><b>Sex:</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different sexes.</p> <p>These potentially negative outcomes are mitigated by the inclusion in the contracts of the Somerset Council "Dignity at Work Code of Practice" so that the contractors and their</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the length of the contract.	□

operatives are bound by the same requirements as Somerset Council and its employees.				
<p><b>Sexual Orientation:</b></p> <p>During the construction phase of highway works, it is potentially possible that there may be situations when operatives of the contractors may use derogatory language directed at people passing by the site who are of different sexual orientation.</p> <p>These potentially negative outcomes are mitigated by the inclusion in the contracts of the Somerset Council "Dignity at Work Code of Practice" so that the contractors and their operatives are bound by the same requirements as Somerset Council and its employees.</p>	01/04/2024	Head of Operations	Regular contract checks and monitoring ensuring compliance throughout the length of the contract.	<input type="checkbox"/>

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

None remaining.

<b>Completed by:</b>	<b>David Peake, Service Manager - Highways</b>
<b>Date</b>	<b>31/10/2023</b>
<b>Signed off by:</b>	<b>Mike O'Dowd-Jones, Strategic Manager - Highways and Transport</b>
<b>Date</b>	<b>31/10/2023</b>
<b>Equality Lead sign off name:</b>	<b>Tom Rutland</b>



<b>Equality Lead sign off date:</b>	<b>16/11/23</b>
<b>To be reviewed by:</b> (officer name)	<b>David Peake</b>
<b>Review date:</b>	<b>November 2024</b>