

EQUALITY IMPACT ASSESSMENT

Highways Maintenance and Management Contingency
Contract Arrangements Cabinet Report

Reference: EIA000418

Date: 15/04/2024

Submitted by: judy.johnson@birmingham.gov.uk



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000418
Date Submitted	15/04/2024
Subject of the EIA	Highways Maintenance and Management Contingency Contract Arrangements Cabinet Report
Brief description of the policy, service or function covered by the EIA	The Highways Maintenance and Management PFI Contract delivers investment, maintenance and management services for the council's highway network to June 2035. Following a court judgement in 2019 the contract is in the process of being restructured. During this period the services are being delivered under the interim services contract. This contract is set to end 31st July 2024. The council has a statutory obligation to maintain the highway so not having a contract in place is not an option. The project is currently awaiting the outcome of a Judicial Review. As part of the council's contingency arrangements approval is being sought to undertake a procurement to cover arrangements for a period of 2 years from August 2024 to allow the council time to consider all of its options and implement contingency procurement plans.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-08-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Highways and Infrastructure
Service area	PFI Contract Management
Budget Saving	No

Officers

What is the responsible officer's name?	Judy Johnson
What is the responsible officer's email address?	judy.johnson@birmingham.gov.uk
What is the accountable officer's name?	Ravinder Sahota
What is the accountable officer's email address?	ravinder.sahota@birmingham.gov.uk



Data Sources

Data sources	["Relevant research"]
Data source details	<p>This is a proposed change to the arrangements under which highway maintenance and management services will be delivered.</p> <p>The means by which those services are delivered is so far as they might impact upon protected characteristics is unchanged from the previous EINA,</p> <p>The relevant data for this assessment is the commercial and financial information as identified with the report.</p>

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	
Please describe the impact to the age characteristic	
How will you mitigate against any negative impact to the age characteristic?	
Please describe how this proposal does not impact people due to their age	The services provided support those of all ages, by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	
How will you mitigate against any negative impact to the disability characteristic?	
Please describe how this proposal does not impact people due to their disability	The services provided support those with disabilities, by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic – Sex



Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male","Female","Non-binary"]
Please describe the impact to the sex characteristic	There is not negative impact with regards to sex
How will you mitigate against any negative impact to the sex characteristic?	n/a
Please describe how this proposal does not impact people due to their sex	

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	
How will you mitigate against any negative impact to the gender reassignment characteristic?	
Please describe how this proposal does not impact people due to gender reassignment	The services provided support those gender reassigned, by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the	



marriage and civil partnership characteristic?	
Please describe how this proposal does not impact people who are married or in a civil partnership	The services provided support those married or in a civil partnership, by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	
Please describe how this proposal does not impact people who are covered by the pregnancy and maternity characteristic	The services provided support those covered by pregnancy and maternity characteristic, by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	
Please describe the impact to the ethnicity and race characteristic	
How will you mitigate against any negative impact to the ethnicity and race characteristic?	
Please describe how this proposal does not impact people due to their race	The services provided support those covered by the race characteristic, by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic - Religion or Beliefs



Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	
Please describe the impact to the religion or beliefs characteristic	
How will you mitigate against any negative impact to the religion or beliefs characteristic?	
Please describe how this proposal does not impact people due to their religion or beliefs	The services provided support those covered by the religion or belief characteristic , by keeping the highway network safe and available in meeting the statutory obligation.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	
Please describe the impact to the sexual orientation characteristic	
How will you mitigate against any negative impact to the sexual orientation characteristic?	
Please describe how this proposal does not impact people due to their sexual orientation	The services provided support those covered by the sexual orientation characteristic, by keeping the highway network safe and available in meeting the statutory obligation.

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Any adverse impact and mitigation measures will be monitored through the current project governance structure at programme board and escalated to Sponsoring Board if necessary
Please enter the email address for the officer responsible for monitoring impact and mitigation	steve.walton@birmingham.gov.uk

