

# EQUALITY IMPACT ASSESSMENT

Cabinet Report - Negotiation without competition - DLA  
Piper - PFI Legal Support

Reference: EIA000433

Date: 09/05/2024

Submitted by: Judy Johnson



### EIA Form – About your EIA

Reference number	EIA000433
Date Submitted	09/05/2024
Subject of the EIA	Cabinet Report - Negotiation without competition - DLA Piper - PFI Legal Support
Brief description of the policy, service or function covered by the EIA	DLA Piper LLP, provide specialist legal support in respect of the Highways PFI Contract which support the Authority meeting its statutory obligations as Highway Authority under the Highways Act 1980. It is needed to ensure that Authority meeting its contractual obligations of the 2019 Settlement Agreement and the subsequent restructuring of the PFI contract
Equality Assessment is in support of...	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-05-12

### Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Highways and Infrastructure
Service area	Highways PFI Contract Management Team
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?	Steve Walton
What is the accountable officer's email address?	stephen.walton@birmingham.gov.uk

### Data Sources

Data sources	["With Corporate procurement, legal and finance"]
Data source details	This is an report for the continuation of existing services. Consultation has taken place with Corporate procurement, legal and finance.

### Protected Characteristics



**Protected Characteristic – Age**

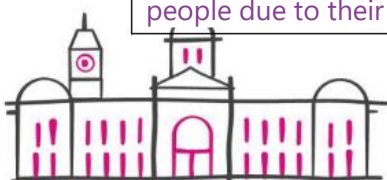
Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	
Please describe any potential impact to the age characteristic	
How could you mitigate against any negative impact to the age characteristic?	
Please describe how this proposal does not impact people due to their age	The proposal does not negatively impact due to age as these services support a city wide service delivery that enables all citizens to move around the city safely.

**Protected Characteristic – Disability**

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe any potential impact to the disability characteristic	
How could you mitigate against any negative impact to the disability characteristic?	
Please describe how this proposal does not impact people due to their disability	The proposal does not negatively impact due to disability as these services support a city wide service delivery that enables all citizens to move around the city safely.

**Protected Characteristic – Sex**

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	
Please describe any potential impact to the sex characteristic	
How could you mitigate against any negative impact to the sex characteristic?	
Please describe how this proposal does not impact people due to their sex	The proposal does not negatively impact due to sex as these services support a city wide service delivery that enables all citizens to move around the city safely.



**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 any potential impact to the gender reassignment characteristic	
How could 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 proposal does not negatively impact due to gender as these services support a city wide service delivery that enables all citizens to move around the city safely. .

**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 any potential impact to the marriage and civil partnership characteristic	
How could 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 proposal does not negatively impact due to a civil partnership as these services support a city wide service delivery that enables all citizens to move around the city safely. .

**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
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Please describe any potential impact to the pregnancy and maternity characteristic	
How could 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 proposal does not negatively impact due to pregnancy and maternity as these services support a city wide service delivery that enables all citizens to move around the city safely..

### 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 any potential impact to the ethnicity and race characteristic	
How could 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 proposal does not negatively impact due to Ethnicity or Race as these services support a city wide service delivery that enables all citizens to move around the city safely.

### 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 any potential impact to the religion or beliefs characteristic	
How could 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 proposal does not negatively impact due to religion or belief as these services support a city wide service delivery that enables all citizens to move around the city safely..



### 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 any potential impact to the sexual orientation characteristic	
How could 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 proposal does not negatively impact due to sexual orientation as these services support a city wide service delivery that enables all citizens to move around the city safely.

### Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	The will be done at the month contract review meetings with the contractor.
Please enter the email address for the officer responsible for monitoring impact and mitigation	stephen.walton@birmingham.gov.uk

