

Equality Impact Assessment

Reference: EQIA161618634

Submitted: 10 December 2019 15:48 PM

Executive summary

Title of policy or decision: Extension of the Essex Highways Partnership Contract with Ringway Jacobs

Describe the main aims, objectives and purpose of the policy (or decision): To seek to extend the current Highways contract with Ringway Jacobs for a further period of 5 years in accordance with the original procurement and OJEU notice

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help create great places to grow up, live and work, Transform the council to achieve more with less

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills, Enable Essex to attract and grow large firms in high growth industries, Target economic development to areas of opportunity

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help secure sustainable development and protect the environment, Facilitate growing communities and new homes

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue, Develop the capability, performance and engagement of our people, Re-imagine how residents' needs can be met in a digital world

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a change to an existing policy, practice or project

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): There should be no potential impact on communities . This is an extension of a current service

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: user friendliness of customer facing websites and issue logging

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 10/12/2019

Name of person completing the EqlA: Diane Crix

Email address of person completing the EqlA: Diane.Crix@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Procurement

Your team: Place procurement

Are you submitting this EqlA on behalf of another function, service area or team?: Yes

Name of person completing the EqlA: Diane Crix

Function: Infrastructure & Environment

Service area: Highways

Team: Highways

Email address of Head of Service: Andrew.Cook@essex.gov.uk