

## Equality Impact Assessment - head of service review

Reference: EQIA232266065

Submitted: 27 July 2020 11:49 AM

### Executive summary

**Title of policy or decision:** Approve the approach to be taken regarding the Programme Management Office for property related Capital works

**Describe the main aims, objectives and purpose of the policy (or decision):** This decision will seek the extension of the Programme Management Office (PMO) arrangements in place with MITIE under the main Facilities Management Contract. It aims to ensure continuity in the delivery of Project and Programme Management of Capitalised Maintenance across the Core and Schools Estate as well as any other ad-hoc projects whilst also delivering value for money improvements.

**What outcome(s) are you hoping to achieve?:** Enable inclusive economic growth, Help people get the best start and age well, 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

**Which strategic priorities does this support? - Help people get the best start and age well:** Help keep vulnerable children safer and enable them to fulfil their potential

**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

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

**Please provide a link to the document / website / resource to which this EqIA relates:** Forward Plan reference number: FP/684/04/20

**Please upload any documents which relate to this EqIA, for example decision documents:** Forward Plan reference number: FP/684/04/20

### 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):** The selection of the delivery method for undertaking Project and Programme management will have no direct impact on communities. The proposal to engage Mitie to undertake this work, continuing existing arrangements at better value has no equality impacts.

**Does or will the policy or decision affect:**

**Service users:** No

**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?:** Yes

**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

**Is the new or revised policy linked to a digital service (website, system or application)?:** 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

## Action plan to address and monitor adverse impacts

**Does your EqIA 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 EqIA completed:** 27/07/2020

**Name of person completing the EqIA:** Ben Finlayson

**Email address of person completing the EqIA:** Ben.Finlayson@essex.gov.uk

**Your function:** Place and Public Health

**Your service area:** Infrastructure Delivery & Facilities Management

**Your team:** Infrastructure Delivery & Facilities Management

**Are you submitting this EqIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** ben.finlayson@essex.gov.uk