Bath & North East Somerset Council

Improving People's Lives

Equality Impact Assessment / Equality Analysis

Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Highway Term Maintenance Contract Specialist Procurement & Mobilisation Resource			
Growth or Savings/Income?	Growth	**FTE Reduction/Increase**		
Brief Description and Aim *(no more than 100 words)*	Temporary growth in the Highway Maintenance budget is required to provide £50,000 in 2027/28 and 2028/29, and £25,000 in 2029/30 for specialist services to assist with the procurement and mobilisation of a new highway maintenance contract. The current contract Highway Term Maintenance Contract and Street Lighting contract expires in March 2029. These are significant contracts which have a major influence on how the Council's highway assets are maintained for the following 5-10 years. There is insufficient resource within the team to undertake this and external resource is required to provide support for the successful procurement and mobilisation of the new contract/s.			
Budget Reduction / Growth Value	**Year**	**2027/28**	**2028/29**	**2029/30**

(note year 2 value is the increase/decrease on year 1)	**Value (£000)**	£50	0	0
Directorate/Service area and Cabinet Portfolio	Place Directorate/Highways Delivery Sustainable Transport Delivery			
Impacts to Service Delivery *(no more than 100 words)*	**Positive impact:** The additional budget will provide specialist resource to support the procurement and mobilisation of the new highway maintenance contract, helping to ensure a robust contract that meets the Council's needs and delivers value for money. It will provide capacity and expertise that cannot be accommodated within existing resources without affecting day-to-day service delivery. Effective mobilisation will also help minimise the risk of disruption to highway maintenance services during the transition to the new contract.			
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Low delivery risk if approved. If the growth is not approved, the risk is High, because there is insufficient resource in the team to undertake the necessary actions to procure a new contract, get the best value for money for the Council and to ensure successful mobilisation.			
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	This is effectively an invest to save initiative, because temporarily adding more resource will help enable us to procure the best possible contract and ensure maximum value for money, meeting the Council's needs for efficient services that meet the needs of our communities.			
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	**Positive impact:** A well-procured and successfully mobilised highway maintenance contract will support other Council services by helping to maintain a safe, reliable and accessible highway network. This supports services that rely on the network, including public transport, waste collection, social care, school transport and emergency response, and should help minimise disruption arising from highway defects and maintenance activities.			

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	**How this proposal might advance equality**	**Potential negative or adverse impacts - and what steps can be taken to mitigate this**	**Potential knock-on impacts for other service areas/other proposals**
1	**Sex**	The provision of good quality street lighting has been identified nationally as important in reducing the risk of harm on girls and women.	No adverse impacts identified.	None expected.
2	**Pregnancy & maternity**	Being able to improve and maintain pedestrian facilities assists pregnant people who may have reduced mobility or sight of the ground and parents using prams & pushchairs or slings.	No adverse impacts identified.	None expected.
3	**Gender reassignment**	The provision of good quality street lighting supports vulnerable protected groups or people to feel safer at night.	No adverse impacts identified.	None expected.

4	**Disability**	Being able to improve and maintain pedestrian facilities assists mobility and accessibility disabled people.	No adverse impacts identified.	Supports public health and safety.
5	**Race**	The provision of good quality street lighting supports vulnerable people at risk of hate crime to feel safer.	No adverse impacts identified.	None expected.
6	**Sexual orientation**	The provision of good quality street lighting supports vulnerable protected groups or people to feel safer at night.	No adverse impacts identified.	None expected.
7	**Marriage and civil partnership**	None identified.	No adverse impacts identified.	None expected.
8	**Religion/belief**	The provision of good quality street lighting will support people at risk of hate crime to feel safer. Being able to improve and maintain pedestrian facilities may assist with access to places of worship.	No adverse impacts identified.	None expected.
9	**Age**	Being able to improve and maintain pedestrian facilities will reduce the risk of trips and falls to young, elderly and vulnerable pedestrians.	No adverse impacts identified.	Supports public health and safety.
	B&NES Local Priority			

10	**Socio-economically disadvantaged**	Keeping roads, footways, footpaths and cycleways in and usable condition supports access to local facilities and employment for all modes of transport.	No adverse impacts identified.	None expected.
11	**Rural communities**	Keeping roads, footways, footpaths and cycleways in and usable condition supports access to local facilities and employment for all modes of transport.	No adverse impacts identified.	None expected.
12	**Armed Forces Community**	Keeping roads, footways, footpaths and cycleways in and usable condition supports access to local facilities and employment for all modes of transport.	No adverse impacts identified.	None expected.
13	**Care Experienced**	Keeping roads, footways, footpaths and cycleways in and usable condition supports access to local facilities and employment for all modes of transport.	No adverse impacts identified.	None expected.

Once completed, this equality analysis template needs to be approved by your director/ their nominated senior officer.

Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk)

Name of officer(s) conducting equality analysis: Paul Garrod

Signed off by: (Director or nominated senior officer)

Date:

For assistance in completing this template and/or to discuss the findings please email Equality@Bathnes.gov.uk to arrange a time to do this.