



Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed:

Mark Averill- Interim Service Director Transport & Highways

Directorate: Economy & Environment

Individual(s) completing this assessment:

- Alex Deans- Interim Major Contract Improvement Specialist
- Bruce Evans- Engineering Manager
- Spencer Grogan- Parks & Leisure Centre Commissioning Manager
- Mark Darlow-Joy- Contract Director
- Anthony Agate- BBLP Network and Engagement Manager
- Paul Raynor- BBLP Contracts Operations Manager

Date assessment completed: 12/12/22

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Midpoint review of the delivery of the Public Realm Services in partnership between the council and its Term Service Contractor Balfour Beatty Living Places, that commenced under a contract between the two parties in 2013, that could be extended to 2033.
The public realm contract deliver services including public open space, litter and bins, street cleansing, highway maintenance, drainage, street lighting and minor schemes.

What is the aim, purpose and/or intended outcomes of this activity?

To deliver effective and efficient public realms services for the residents of Herefordshire.

Name of lead for activity

Alex Deans- Interim Major Contract Improvement Specialist

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

Audits of the Public Realm Services and the resulting Major Contract Improvement Plan 2020-2022
 Contract performance indicators
 Connected Communities Scrutiny Committee Report and Minutes dated 14 October 2022

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Member groups
 Council Service Managers
 Balfour Beatty Living Places

Summary of relevant findings

The midpoint review of the Public Realm Services has identified that although the Council desires to deliver more of the services in-house, this will not impact adversely on the delivery of services for any of the equality groups listed below.

Should the Council and Balfour Beatty Living Places propose to change an aspect of service delivery that could potentially impact the residents of Herefordshire, including any of the equality groups listed below, then this specific service change including a change in policy, then this will be subject to an independent EIA for assess the proposed change.

Likewise should a capital project propose to change or improve part of the highway network, then this proposal is subject to an independent EIA, which looks at the impact during construction and the end product of the projects and considered business as usual for the Public Realm services.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age		✓		Part of the services being transferred from Balfour Beatty Living Places into the Council, delivering services in the same form will not have a negative impact on this equality group.
Disability		✓		As above
Gender Reassignment		✓		As above
Marriage & Civil Partnerships		✓		As above
Pregnancy & Maternity		✓		As above

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Race (including Travelling Communities and people of other nationalities)		✓		As above
Religion & Belief		✓		As above
Sex (including issues of safety and sexual violence)		✓		As above
Sexual Orientation		✓		As above
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)		✓		As above
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)		✓		As above

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/ eliminate negative impact	Who will lead on action?	Timeframe
No negative impacts identified			

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

None to review

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

Should there be any proposed service/policy changes during the re-design of the Public Realm Services working in partnership with BBLP, then these changes would be subject to further EIAs specific to any changes being proposed and designed, prior to their implementation.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

Date signed

20/12/2022