



## **ADVANCE PUBLICATION OF REPORTS**

This publication gives five clear working days' notice of the decisions listed below.

These decisions are due to be signed by individual Cabinet Members  
and operational key decision makers.

Once signed all decisions will be published on the Council's  
Publication of Decisions List.

- 1. APPROVAL TO AWARD CARRIAGEWAY RESURFACING AND  
RECYCLING CONTRACT. G MD 448 (Pages 1 - 28)**

This page is intentionally left blank



## London Borough of Enfield

<b>Report Title</b>	Approval to award Carriageway Resurfacing and Recycling Contract. G MD 448
<b>Report to</b>	Perry Scott - Executive Director of Environment and Communities
<b>Cabinet Member</b>	Cllr Rick Jewell, Cabinet Member for Environment
<b>Executive Director / Director</b>	Perry Scott - Executive Director of Environment and Communities Doug Wilkinson – Director of Environment and Street Scene
<b>Report Author</b>	Darren Bryant - Darren.bryant@enfield.gov.uk
<b>Ward(s) affected</b>	All
<b>Key Decision Number</b>	KD 5471
<b>Classification</b>	Part 1 & 2 (Paras 1-3)
<b>Reason for exemption</b>	By virtue of the following paragraphs of Part 1 of Schedule 12A of the Local Government Act 1972: 1 Information relating to any individual. 2 Information which is likely to reveal the identity of an individual. 3 Information relating to the financial or business affairs of any particular person (including the authority holding that information).

### Purpose of Report

1. Approval to award the Carriageway Resurfacing and Recycling Contract G MD 448, which was tendered through the London Tenders Portal.

## Recommendations

- I. To approve the award of the Carriageway Resurfacing and Recycling Contract G MD 448, to the contractor listed in Part 2 of this report to commence on 1<sup>st</sup> May 2024 for a five year term with the option to extend up to 60 months or part/s thereof
- II. To authorise the Director of Environment and Street Scene to approve the price fluctuation mechanism set out in Part 2 of this report to be incorporated into the contract.

## Background and Options

2. The current term contract was awarded on 17<sup>th</sup> May 2021 to provide carriageway resurfacing and recycling works and to offer resilience for project scheme delivery.
3. To ensure continuity of service at the end of the current contract a review was undertaken and a decision made to undertake a competitive tender for carriageway resurfacing and recycling works.
4. Market engagement was undertaken during the tender preparation stage to understand the current market with regard to the route taken to tender, Key Performance Indicators (KPI's) and Social Value proposals. This was taken into account where appropriate as part of the tender document preparation.
5. The scope of the contract includes carriageway resurfacing, carriageway recycling, surface dressing, surface treatments and minor civil engineering works.

## Procurement Process

6. Due to diverse market, the recommended route to market for this procurement was a Restricted Procedure to be conducted in accordance with The Public Contract Regulations 2015. The tender was published on London Tenders Portal. 10 submissions were received. Upon evaluation at the SQ stage (PAS91 - Selection Questionnaire), 10 companies met the requirements of which the 5 top scoring submissions were invited to tender.
7. Invitation to Tender was issued via the London Tenders Portal to the 5 selected companies on 20<sup>th</sup> November 2023, with a tender return date of 21<sup>st</sup> December 2023.
8. This contract has been tendered and evaluated on the basis of most economically advantageous to the Council based on the evaluation criteria of 70/30 Price/Quality including Social Value ratio set out in the Invitation to Tender issued to bidders.

9. The tender documentation consisted of two parts, namely the completed Method Statements (Quality Submission) and the Pricing Schedule (Financial Evaluation).
10. The criteria for award of the tender were stated under Schedule 4 (Evaluation Criteria) in the Instructions issued to bidders with the invitation to Tender.

### **Pricing Evaluation**

11. To evaluate the submitted Pricing Schedule for the Carriageway Resurfacing and Recycling Contract a financial model was developed including all rates within the pricing schedule, as well as a model programme of works containing 20 schemes that may be associated with a contract of this nature.
12. The model does not represent any capital or revenue budgetary requirements.
13. The marks available for the financial evaluation were 70% as stated under Schedule 4 (Evaluation Criteria) in the Instructions for Tendering.
14. The pricing evaluation scores are shown in Table 3 appended to the Part 2 Confidential Appendix at Appendix 1.
15. The financial assessment was opened after the quality assessment had been completed to eliminate bias from knowing tenderers prices.
16. The assessment was reviewed by Procurement, with additional financial checks with officers with the service.
17. A high low analysis was undertaken to look for anomalies across tenders. No other anomalies were identified.
18. A comparison was also undertaken of existing contract rates compared to tenderers rates. The new rates are around 30% higher than current contract rates. This is not unexpected due to increases in inflation and construction costs across the sector.

### **Quality Submission**

19. The overall assessment of the quality submissions was carried out as stated under Schedule 4 (Evaluation Criteria) of the ITT.
20. The quality submissions were evaluated against the questions that were asked in the tender documents within the following areas:

- Q1 Executive Summary
- Q2 Resources
- Q3 Waste Management (a)
- Q3 Waste Management (b)
- Q4 Management of Road Works
- Q5 Staff Training and Development
- Q6 Customer Care

Q7 Added Value / Collaborative working  
Q8 Social Value

21. The total percentage available for the quality submission was 30% as stated in Schedule 4 (Evaluation Criteria).
22. The quality scores are shown in Table 2 appended to the Part 2 Confidential Appendix at Appendix 1.
23. Three representatives from Highways, Traffic and Parking Services formed the Evaluation Panel and evaluated tender responses in accordance with the evaluation criteria and the scores were moderated by the Council's Procurement Services Team.
24. Details of the Overall Assessment are contained in the Part 2 Confidential Appendix.

### **Price Fluctuation Mechanism**

25. In order to cater for price fluctuations affecting labour, plant, materials and market conditions the contract will be subject to a price fluctuation mechanism.
26. The Contract Price Fluctuation will be calculated every six months from the Contract Commencement Date using the indices and the information in Schedule 3 Clause 80 - Contract Price Fluctuations.

### **Risks that may arise if the proposed decision and related work is not taken**

27. Should a decision not be taken with the current Recycling and Resurfacing Term Contract ending on 16<sup>th</sup> May, Enfield's Road network will continue to deteriorate resulting in a potential rise in insurance claims with the potential for roads either having to be closed or individual contracts let on a reactive basis to keep roads open which would be both a costly and time-consuming process.

### **Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks**

28. The contractor awarded these works could go bankrupt or into insolvency. Thorough background checks into all the tenderers has taken place by Enfield's Finance Team at SQ stage to ensure their financial stability. Where a tenderer didn't reach levels required it was agreed that in the event they should be successful they would provide a bond or PCG before an award was made. The Contractors' Financial resilience will be checked regularly throughout the contract term. In the unlikely event that an unforeseen issue should arise with the chosen provider Highway Services have other Term Contractors in place who could carry out works in the short term while another procurement process took place.

### **Preferred Option and Reasons for Preferred Option**

29. Other options considered include commissioning this work through existing term contracts, however, rates would need to be provided under variation orders outside of a competitive environment and would therefore be unlikely to provide such good value. Alternatively, the option to invite quotes for specific schemes, or for packages of schemes, would be more time consuming and less efficient than entering into a term contract.
30. The tender received from the contractor listed in Part 2 of this report is recommended for acceptance as the tender achieved the highest overall combined (financial and quality) evaluation score, in accordance with the evaluation criteria.

### **Relevance to Council Plans and Strategies**

31. Enfield's highway network is probably the largest and most visible community asset for which Enfield is responsible and fundamental to the economic, social and environmental well-being of the community.
32. The Contract will span across multiple services, including Highways and Journeys and Places. The Contract will support these services in delivering the Council's plan priorities.
33. Clean and green places  
Keep our streets and public spaces clean and welcoming. Enable active and low carbon travel.
34. Strong, healthy and safe communities  
Improve feelings of safety and tackle crime and antisocial behaviour  
Support communities to access healthy and sustainable food. Make our roads safer and more pleasant environments for walking or cycling, to encourage active travel and improve air quality.
35. Thriving children and young people  
Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities. Engage children and young people in positive activities.
36. More and better homes  
Create well-connected, digitally enabled and well-managed neighbourhoods.
37. An economy that works for everyone  
Enable local people to develop skills to access good quality work. Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people. Provide support and advice for residents on low incomes. Develop town centres that are vibrant, healthy and inclusive.

## **Financial Implications**

38. Please refer to the Part 2 Confidential Appendix for financial implications

## **Legal Implications**

39. The Highways Act 1980 places a duty on the Council as Highway Authority to maintain the highways for which it is responsible to an appropriate standard for their respective uses. In addition, the general power of competence in s.1 (1) of the Localism Act 2011 states that a local authority has the power to do anything that individuals generally may do provided it is not prohibited by legislation and subject to Public Law principles. By virtue of s.111 of the Local Government Act 1972, the Council has the power to do anything (whether involving the expenditure, borrowing or lending of money or the acquisition or disposal of any property or rights) which is calculated to facilitate, or is conducive or incidental to, the discharge of its functions. The recommendations in this report are in accordance with the Council powers and duties.
40. The total estimated contract value is above the threshold for public works contracts under the Public Contracts Regulations 2015 (PCR 2015). The procurement was carried out in accordance with the requirements of the PCR 2015 and the Council's Contract Procedure Rules (CPRs) for above threshold public works contracts. Legal Services was engaged to provide advice as required.
41. The Council must be mindful that the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) may apply to any service provision change and appropriate step should be taken to protect the Council's interests.
42. This report is a Key Decision under the Council's Constitution and, as such, must comply with the Key Decisions process.
43. The contract must be in a form approved by the Director of Law and Governance and must be executed under seal.
44. For contracts £1,000,000+ in value, the CPRs provide that contractors must be required to provide sufficient security in one of the forms outlined in CPR 7.3. If the contractor cannot provide such security, the Executive Director of Resources must approve such a decision, with reasons and risk mitigation measures set out in the relevant authority report, prior to the award of the contract.
45. The Council must ensure value for money in accordance with the overriding Best Value Principles under the Local Government Act 1999.



## Equalities Implications

46. An Equality Impact Assessment has been carried out. The mitigation actions of the EqIA are listed below.

Protected characteristic	Impact	Mitigation
Age	None	N/A
Disability	Access and orientation during any works commissioned through this contract can be more difficult for disabled people.	All works carried out on Enfield's Networks will have temporary measures that meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.
Gender reassignment	None	N/A
Marriage and Civil Partnership	None	N/A
Pregnancy and Maternity	Pregnant women and women in the early months after birth, who may also have other young children, as well as a new-born baby, to look after, as a family group may need to take extra care, both when walking on the footway and crossing a road. Access and orientation during any works commissioned through this contract can be more difficult for new parents with prams.	All works on site and temporary measures will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.
Race	None	N/A
Religion and belief	None	N/A
Sex	None	N/A
Sexual Orientation	None	N/A
Socio-economic deprivation	None	N/A

47. It should be noted that projects or work stream deriving from this may be subject to a separate Equalities Impact Assessment. Therefore, any projects or work stream will be assessed independently on its need to undertake an EQIA to ensure that the Council meets the Public Sector Duty of the Equality Act 2010.

48. Through the tender process the preferred bidder has signed up to the Equality Act 2010, Human Rights Act 1999 and the Employers Equal Opportunities policy all detailed in Schedule 3 Terms and conditions (Para 72.4.1) of the Contract.

### **HR and Workforce Implications**

49. There are no direct implications for Enfield Council, however, TUPE may apply.

### **Environmental and Climate Change Implications**

50. The Tender evaluation included a requirement for the tenderer to state how they would meet the minimum requirements for the council's Sustainable and Ethical Procurement policy including for they would reduce waste, reuse, and recycle within the contract. Demonstrating how this will provide best value for the council in economic and environmental terms.

51. The successful tenderer has put forward proposals which proactively support the council's climate action plan, and the council target of being carbon neutral by 2030.

### **Public Health Implications**

52. There is increasing evidence that the public realm has a profound effect on behaviour and lifestyle influencing how people travel, how much time they wish to spend in the public realm and how they feel about where they live. How these budgets are spent will therefore have a significant effect on the health of the borough.

### **Property Implications**

53. With regard to Corporate Property assets, there are no property implications that arise from the implementation of the contract as the land affected is not held in the GF.

54. With regard to Public Highway assets, the proposed work programmes are good asset management practice as they help prevent the progressive deterioration of these assets, which in turn helps to reduce potential corporate liabilities.

### **Safeguarding Implications**

55. The proposals within this report are for the maintenance and improvement of the Highway and Landscape areas and it is not considered that there are any specific safeguarding implications.

## **Crime and Disorder Implications**

56. The proposals within this report are for the maintenance and improvement of the Highway. Crime and safety will be considered at the design and implementation stage of undertaking works, although there are not any specific Crime and Disorder implications.

## **Procurement Implications**

57. The procurement was undertaken using the E-Tendering Portal (ref DN615968) in accordance with the Councils Contract Procedure Rules (CPR's), the Public Contracts Regulations 2015 and Council's Sustainable and Ethical Procurement Policy.

58. Gateway 2 Procurement Strategy report was presented and endorsed at the Procurement Assurance Group on the 21<sup>st</sup> June 2023.

59. Gateway 3 Contract Award report was presented and endorsed at Procurement Assurance Group on 20<sup>th</sup> March 2024. Please see attached to this report.

60. The award of the contract, including evidence of authority to award, promoting to the Councils Contract Register, and the uploading of executed contracts must be undertaken on the London Tenders Portal including arrangements for the future management of the contract. The award of contract must be published on Find at Tender and Contracts Finder to comply with the and the Public Contract Regulations 2015 and the Government's transparency requirements.

61. As this contract will be over £500,000, the CPR's state that the contract must have a nominated contract manager in the Council's e-Tendering portal. Contracts over £500,000 must show evidence of contract management of KPI's to ensure VFM throughout the lifetime of the contract. The contract will be managed in line with the Contract Management Framework and evidence of robust contract management, including, operations, commercial, financial checks (supplier resilience) and regular risk assessment shall be uploaded into the Council's e-Tendering portal.

62. As the contract estimated turnover is over £1,000,000, the service must ensure that sufficient security has been considered to manage risk. Evidence of the form of security required, or why no security was required, must be stored and retained on the E-Tendering Portal for audit purposes.

---

**Report Author:** Darren Bryant  
Principal Engineer – Highways, Traffic & Parking Services  
[darren.bryant@enfield.gov.uk](mailto:darren.bryant@enfield.gov.uk)  
0208 132 0736

**Appendices**

Part 2 Confidential Appendix  
EQIA

**Background Papers**

None

**Departmental reference number, if relevant:**

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>Award of the Carriageway Resurfacing and Recycling Contract</b>
<b>Team/ Department</b>	<b>Highways Traffic &amp; Parking Services</b>
<b>Executive Director</b>	<b>Perry Scott</b>
<b>Cabinet Member</b>	<b>Cllr Rick Jewell</b>
<b>Author(s) name(s) and contact details</b>	<b>Darren Bryant Darren.bryant@enfield.gov.uk</b>
<b>Committee name and date of decision</b>	
<b>Date of EqIA completion</b>	<b>22/03/24</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	
<b>Name of Director who has approved the EqIA</b>	

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?



What are the reasons for the decision or change?  
What outcomes are you hoping to achieve from this change?  
Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

The Proposal is the award of the Carriageway Resurfacing and Recycling Contract.

What are the reasons for the decision or change?

The reason for this decision is due to the expiry of the current contract.

What outcomes are you hoping to achieve from this change?

The outcome achieved from this decision will be the continuity of service for Highway Resurfacing and Recycling works in Enfield.

Who will be impacted by the project or change – staff, service users, or the wider community?

Residents/ Stakeholders including local businesses and bus operators through improvements to the condition and safety of Enfield's Road Network.

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider care experience and socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

### Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest that the protected characteristic of age is relevant to this contract award.

### Mitigating actions to be taken

### Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

At the 2021 Census, 59,318 Enfield residents (18% of the total) reported a long-term health problem or disability.

The delivery of the carriageway maintenance work makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. Persons with a disability may be more reliant on this infrastructure to be in good condition to access jobs and local facilities and to be independent travellers and can be more susceptible to trips and falls due to defects. Therefore, improvement of surfaces will make a positive contribution.

However, access and orientation during maintenance works conducted under this contract award may be more difficult for persons with a disability.

<b>Mitigating actions to be taken</b>
All works delivered through this contract award will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails to ensure safe passage through road/street works.

<b>Gender Reassignment</b>
This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.
Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on transgender people?
Please provide evidence to explain why this group may be particularly affected.
It is considered that this contract award is unlikely to have a disproportionate impact on the grounds of Gender Reassignment.
<b>Mitigating actions to be taken</b>
N/A

<b>Marriage and Civil Partnership</b>
Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.
Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people in a marriage or civil partnership?
Please provide evidence to explain why this group may be particularly affected.
It is considered that this contract award is unlikely to have a disproportionate impact of the grounds of Marriage and Civil partnership.

<b>Mitigating actions to be taken</b>
N/A

<b>Pregnancy and maternity</b>
<p>Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on pregnancy and maternity?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>The birth rate in Enfield was 12.3 births per 1000 people in 2020, lower than the 2016 figure of 15. The London averages were 12.3 for 2020 and 14.4 for 2016, with the England averages being 10.5 and 12 for the same periods. Therefore, there are statistically more likely to be pregnant and maternal people who reside in Enfield than the national average, however this is near equal to London.</p> <p>The delivery of the carriageway maintenance work makes a significant contribution to improving access to the highway and local transport.</p> <p>Pregnant women and women in the early months after birth, who may also have other young children, as well as a new-born baby, to look after, as a family group may need to take extra care, both when walking on the footway and crossing a road. They can be more susceptible to trips and falls and defects could impede their passage. Therefore, improvement of surfaces, in particular, will make a positive contribution.</p> <p>However, access and orientation during maintenance works can be more difficult for new parents with prams.</p>
<b>Mitigating actions to be taken</b>
All works delivered through this contract award will meet accessibility guidance, adopted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

<p><b>Race</b></p> <p>This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people of a certain race?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>There is no evidence to suggest that the protected characteristic of race is relevant to this contract award.</p>
<p><b>Mitigating actions to be taken</b></p> <p>N/A</p>

<p><b>Religion and belief</b></p> <p>Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people who follow a religion or belief, including lack of belief?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>There is no evidence to suggest that the protected characteristic of religion or belief are relevant to this contract award.</p>
<p><b>Mitigating actions to be taken</b></p> <p>N/A</p>

<p><b>Sex</b></p> <p>Sex refers to whether you are a female or male.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on females or males?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>There is no evidence to suggest that the protected characteristic of sex is relevant to this contract award.</p>
<p><b>Mitigating actions to be taken</b></p> <p>N/A</p>

<p><b>Sexual Orientation</b></p> <p>This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people with a particular sexual orientation?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of Sexual Orientation.</p>
<p><b>Mitigating actions to be taken</b></p> <p>N/A</p>

### Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest that the protected characteristic of Care Experience is relevant to this contract award.

### Mitigating actions to be taken

N/A

### Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

There is no evidence to suggest that the protected characteristic of socio-economic deprivation is relevant to this contract award.

### Mitigating actions to be taken.

N/A



## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

Monitoring throughout the contract period will take place monthly and quarterly and an annual strategic board review will take place.

Further Predictive Equalities Impact Assessments will be carried out for specific schemes to ensure compliance to the Equalities Act 2010.

This will be monitored by the Head of Service for the programme and Principal Engineers from the commissioning service teams.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Provision of barriers, ramps etc during works	Regular inspection during works and instructions to contractors	Project engineer for scheme and site supervision staff	During scheme delivery	-	