



Oxfordshire County Council
Equalities Impact Assessment

Highways Maintenance Contract

05/07/22

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Section 1: Summary details

Directorate and Service Area	Environment & Place, Highways Maintenance
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Procurement of a new highways maintenance contract to replace the existing M-Group Infrastructure (Milestone) contract which expires on 31 st March 2025.
Is this a new or existing function or policy?	No
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>Oxfordshire County Council's existing highways maintenance contract with Milestone is set to expire on 31st March 2025 with no opportunity for extension. In order to meet its obligations as the 'Highway Authority' under the Highways Act 1980 Oxfordshire County Council is bound to maintain all publicly maintainable toads. Proposals on how to take this requirement forwards require Cabinet approval however it is anticipated that...</p> <ul style="list-style-type: none"> - No 'protected characteristics' groups will be impacted by any proposals - Armed Forces and Carers will not be impacted by any proposals however there is an opportunity to positively impact rural communities and areas of deprivation - Staff, other Council services and providers will not be impacted by any proposals however there is the opportunity to enhance social value through any procurements.
Completed By	Phil Whitfield
Authorised By	Paul Fermer
Date of Assessment	10/08/22

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>The existing M-Group Infrastructure (Milestone) highways maintenance contract is set to expire on 31st March 2025 with no option to extend the contract further. For Oxfordshire County Council to meet their obligations under the Highways Act 1980 a new contract needs to be tendered or service brought in house.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>It is proposed a new contract/s is tendered for with an exploratory stage starting in 2022 to enable a full options appraisal on best procurement approach to take to be completed to ensure the most appropriate and best value contract type for Oxfordshire is obtained.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that</p>	<p>As part of the proposed optioneering phase data and research findings will be used to inform the best procurement approach for any future contract/s.</p>

<p>supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>All options are currently being considered and a preferred approach will be taken to Cabinet in 2023. Oxfordshire County Council does not have a 'do nothing' option as the highway authority (in this case Oxfordshire County Council) is obliged to maintain the highway network under the Highways Act 1980.</p>

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on this protected characteristic.			

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This contract/s will look to ensure best value for money is achieved. This will mean where possible rural communities will benefit from improved highway maintenance schedules.			
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on the armed forces.			
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on carers.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This contract/s will look to ensure best value for money is achieved. This will mean where possible areas of deprivation will benefit from improved highway maintenance schedules.			

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Any impacts on staff will be dependent upon the preferred option approved by Cabinet in 2023.			
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on other council services.			
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This contract is not anticipated to impact on other providers.			
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Social value is integral to any large procurement, any procurement will look to ensure the Councils social values are demonstrated by providers.			

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	
Person Responsible for Review	
Authorised By	