



Oxfordshire County Council
Equalities Impact Assessment
Highways Maintenance Contract

24/12/2024

Contents

Section 1: Summary details	3
Section 2: Detail of proposal	4
Section 3: Impact Assessment - Protected Characteristics	6
Section 3: Impact Assessment - Additional Community Impacts	7
Section 3: Impact Assessment - Additional Wider Impacts	8
Section 4: Review	10

Section 1: Summary details

Directorate and Service Area	Environment & Highways, Highways Maintenance
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	The governance in place and associated activities to enable the successful transition from the existing to new highways maintenance contract due to commence on 1st April 2025
Is this a new or existing function or policy?	Existing
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. Following a robust procurement exercise a preferred bidder has been selected and comprehensive Demobilisation and Mobilisation programmes have begun to manage the transition from the new contract to the old.</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	Conor O'Sullivan
Authorised By	Jamie Kavanagh
Date of Assessment	06/01/2025

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>Following Cabinet approval in October 2023, officers were instructed to prepare and commence the procurement of a new highway maintenance contract to start on 1st April 2025 (following a mobilisation period) for 8 years with options for two 3-year extensions (14-year potential contract length).</p> <p>Following a robust procurement exercise a preferred bidder has been selected and comprehensive Demobilisation and Mobilisation programmes have commenced to manage the transition from the new contract to the old.</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 governance structure is established to monitor the progress of the Demobilisation and Mobilisation programmes; the two key governance groups will meet on a bi-weekly basis. The governance structure will also include reporting from those two key groups up to the Council’s Highways Operations Board for escalation and decision-making purposes. Formal terms of references, set agendas and risk registers are in place for both steering groups. Each workstream has a lead from the Council and a lead from the preferred bidder.</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 procurement exercise bidders were required to provide a clear, comprehensive, and robust mobilisation plan that provided details of the key activities, processes, and services to be undertaken to deliver a successful and seamless mobilisation in accordance with the requirements of the Scope. Bi-weekly highlight reports produced by workstream leads will provide a Red Amber Green (RAG) grading on the status of each workstream for discussion during the meetings.</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>The alternative Demobilisation and Mobilisation proposals by other bidders have already been rejected through the procurement process. The preferred bidder fulfilled the scope Oxfordshire County Council outlined during the tender process.</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 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 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"/>	This procurement has looked 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	