

EQUALITY IMPACT ASSESSMENT

Hard Facilities Management Term Services Contracts



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

The 'Facilities Management (Hard Services) Term Services Contracts' project will see Plymouth City Council undertake a new procurement and tender process for Hard Facilities Management contracts. This will be achieved through term services contracts which will be delivered by outsourced multiple specialist term contractors. These contracts will commence in February 2023.

CONTRACTS:

1. General Building Repairs
2. Marine Works
3. Asbestos Removals
4. Asbestos Analysis, Sampling & Surveying
5. Roofing Repairs & Maintenance
6. Drainage Repairs & Maintenance
7. Specialist Doors Repairs & Maintenance
8. Electrical Compliance
9. Electrical Reactive
10. BMS & Controls
11. Mechanical Compliance
12. Mechanical Reactive
13. Security & Fire Systems / Equipment Maintenance
14. Lifts Repair & Maintenance
15. Water Hygiene Compliance

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| Responsible Officer | Kim Brown - Service Director, HR OD |
| Department and Service | Facilities Management, HR & OD |
| Date of Assessment | 04/05/2022 |

| STAGE 2: Evidence and Impact | | | | |
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| Protected Characteristics (Equality Act) | Evidence and information (e.g. data and feedback) | Any adverse impact? | Actions | Timescale and who is responsible? |
| Age | The 2011 Census data % of Population is: - 0-4 years – 6% 5-9 years - 5% 10-14 - 5% 15-19 - 7% 20-24 - 10% 25-29 - 7% 30-34 - 6% 35-39 - 6% 40-44 - 7% 45-49 - 7% 50-54 - 6% 55-59 - 5% 60-64 - 6% 65-69 - 5% 70-74 - 4% 75-79 - 3% 80-84 - 2% 85+ - 3% | No adverse impacts are anticipated. | Monitor and review as necessary and appropriate | Facilities Manager (Hard FM) For the duration of the Term Contracts from February 2023 |

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| Disability | <p>30,000 people in Plymouth will have some form of Mental Health issue.</p> <p>0.8% (2118) of those registered with a GP are listed on the mental health register.</p> <p>A total of 31,164 people declared themselves as having a long-term health problem or disability in the 2011 Census.</p> <p>1,224 adults currently registered with a GP in Plymouth have some form of a Learning Disability.</p> | No adverse impacts are anticipated. | Monitor and review as necessary and appropriate | <p>Facilities Manager (Hard FM)</p> <p>For the duration of the Term Contracts from February 2023</p> |
| Faith, Religion or Belief | <p>Data shows that 32.9% of the Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p> | No adverse impacts are anticipated. | Monitor and review as necessary and appropriate | <p>Facilities Manager (Hard FM)</p> <p>For the duration of the Term Contracts from February 2023</p> |
| Gender - including marriage, pregnancy and maternity | Citywide data shows that overall 50.6% of our population are women; this reflects the national figure of 50.8%. | No adverse impacts are anticipated. | Monitor and review as necessary and appropriate | <p>Facilities Manager (Hard FM)</p> <p>For the duration of the Term Contracts from February 2023</p> |

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| Gender Reassignment | National figures (ONS 2013) indicate that up to 10,000 people have gone through this process, with 23 known cases in Plymouth. | No adverse impacts are anticipated. | Monitor and review as necessary and appropriate | Facilities Manager (Hard FM) For the duration of the Term Contracts from February 2023 |
| Race | <p>92.9% of Plymouth's population is White British</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common.</p> <p>The Council has 4.1% BME employees across its workforce.</p> <p>We have a rapidly rising BME population which has doubled since the 2001 census</p> | No adverse impacts are anticipated. | Monitor and review as necessary and appropriate | Facilities Manager (Hard FM) For the duration of the Term Contracts from February 2023 |
| Sexual Orientation -including Civil Partnership | There is no precise local data on numbers of Lesbian, Gay and Bisexual (LGB) people in Plymouth, but it is nationally estimated at between 5 – 7%. This would mean that approx. 12,500 people aged over 16 in Plymouth are LGB. | No adverse impacts anticipated. | Monitor and review as necessary and appropriate | Facilities Manager (Hard FM) For the duration of the Term Contracts from February 2023 |

| STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken | | |
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| Local Priorities | Implications | Timescale and who is responsible? |
| Reduce the inequality gap, particularly in health between communities. | Not at this stage | N/A |
| Good relations between different communities (community cohesion). | Not at this stage | N/A |
| Human Rights | Not at this stage | N/A |

| STAGE 4: Publication | | | |
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| Director, Assistant Director/Head of Service approving EIA. | Kim Brown Service Director – HR & OD | Date | 20/05/22 |