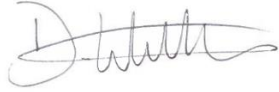


EQUALITY IMPACT ASSESSMENT – FM TERM CONTRACTS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Dan Williams	Department and service:	Customer and Corporate - FM	Date of assessment:	21/06/2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Dan Williams Interim Facilities Manager (Hard Services)	Signature:		Approval date:	21/06/2023
Overview:	<p>A competitive procurement was carried out using the Restricted Procedure for the above EU Threshold procurements for Works contracts, as outlined in the Council's Contracts Standing Orders. This is a two-stage process comprising of a Pre-Selection stage and a Tender stage. This was for contracts relating to repair and maintenance of the Councils corporate estate.</p> <p>Contracts provide the outsourced repair and maintenance function within Facilities Management to maintain the Councils corporate and land estate.</p>				
Decision required:	<p>To award the following Lots under the Hand Facilities Management Services Contract as follows:</p> <p>Lot 1: General Building Repairs – £ 15,410,000 - JNE Construction Ltd</p> <p>Lot 2: Marine Works – £7,450,000 - JNE Construction Ltd</p> <p>Lot 3: Asbestos Analysis, Sampling & Surveying – £310,000 - Tersus Consultancy Ltd</p> <p>Lot 4: Electrical Compliance – £775,000 - Dodd Group (Midlands) Ltd</p> <p>Lot 5: Electrical Reactive – £8,500,000 - KK Controls & Equipment Ltd</p> <p>Lot 6: Mechanical Compliance – £590,000 - Dodd Group (Midlands) Ltd</p> <p>Lot 7: Mechanical Reactive – £9,100,000 - Dodd Group (Midlands) Ltd</p> <p>Lot 8: Security & Fire Systems / Equipment Maintenance – £2,365,000 - Scutum South West Ltd</p> <p>Lot 9: Water Hygiene Compliance – £660,000 - Churchill Contract Services Ltd</p>				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	Full EIAs should be undertaken per individual project as they are required. This decision awards the call off contracts.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	Plymouth <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. 			

	<p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
Disability	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>			
Gender reassignment	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p>			
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same</p>			

	sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).			
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.			
Race	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).			
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).			
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).			
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06			

	per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.			
Pay equality for women, and staff with disabilities in our workforce.			
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024			
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.			
Plymouth is a city where people from different backgrounds get along well.			