

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: Grounds Maintenance Procurement

Division: Leisure and sustainability

Lead Officer: Rupert Browning

Date Assessment completed: March 2013

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

Re procure all the grounds maintenance work in the Mid Sussex and Horsham districts excluding tree works

Project Objectives

The overall objective is to deliver the following:

An external provider to manage the both Council's Ground maintenance function by 1st of January 2014.

Project Scope

The Project will address the following key issues:

Financial:

To achieve reductions to Council budgets. In HDC these have not been defined, in MSDC £10k savings have already been built into the budget with an expectation that more will be achieved.

To access additional resources to reinvest into and enhance the District Councils ground maintenance service

Management/operations:

To promote a management approach that improves the current level of service;

To create a culture of trust based on openness and transparency between client and provider;

To provide these services via proactive and flexible methods to accommodate customer requirements, and enable continuous service improvement throughout the duration of the contract;

Strategic:

To maintain the contribution these services make to the Council's wider community and economic ambitions;

Meet the community's current and future years needs for the maintenance of its grounds.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

External – Residents, service users and visitors to the district

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

There is only limited equality information relating to this service area – mainly from occasional public feedback on facilities provided. There have been no recent instances where in-equality has been experienced directly relating to maintenance of grounds

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

That there is very little issue regarding the proposed new grounds maintenance service in relation to inequality for protected groups

1.5 Are contractors or partnerships used to deliver the service? Yes

If No go to section 2.

If yes, please refer to the guidance notes, particularly Appendix One of the MSDC Guidance “Integrating Equality and Diversity into Procurement”, and complete the next three questions.

Identify the contractors/partnerships used to deliver the service.

Currently two contractors Grasstex Ltd and The Landscape group are providing this service however as a result of the procurement process there may be one or more different contractors appointed to fulfil this role as from 1st January 2014.

What is their contribution to equality in service delivery and the promotion of equality?

At the PQQ stage of the procurement process checks will be made to ensure that their policies and practices comply with their equality responsibilities as employers and providers of services.

How are equality issues addressed through contractual arrangements and service level agreements?

See above. There are regular reviews of contract performance and any issues relating to impact on equal rights will be assessed and dealt with

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

**** It is not believed there are any actions required beyond those stated above with regard to equalities**

Please refer to the separate EIA for parks and open spaces that address such issues as ensuring fair and reasonable access to land. This is outside the scope for this GM procurement exercise

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities				
Refer to ** above				
The needs of men and women. Including taking account of pregnancy and maternity.				
Refer to ** above				
The needs of disabled people				
Refer to ** above				
The needs of people with a religion or belief				
Refer to ** above				

Opportunity to promote equality and/or barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of gay men, lesbians, bisexuals and heterosexual people				
Refer to ** above				
Issues from marriage and civil partnership				
Refer to ** above				
The needs of different age groups, for example older and younger people				
Refer to ** above				
The needs of transgender communities				
Refer to ** above				
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
Refer to ** above				
The needs of people who live in a rural area				
Refer to ** above				

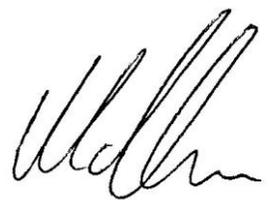
3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> The grounds maintenance contract is unlikely to have either a positive or negative effect on access or enjoyment of grounds in the District, but we will ensure through our procurement and monitoring processes that any contractors comply with their responsibilities as employers and in their interaction with residents. 	<ul style="list-style-type: none">

4. Signing off this assessment and action plan

Signature 
 Person undertaking the assessment

DateMarch 2013.....

Signature 
 Head of ServiceMark Fisher.....

DateMarch 2013.....