

# EQUALITY IMPACT ASSESSMENT - CCC501682876

**Which service and directorate are you submitting this for (this may not be your service and directorate):**

Directorate	Service	Team
Highways & Transport - Trans, Strat & Dev	Park & Ride	Park & Ride Parking

**Your name:** Campbell Ross-Bain

**Your job title:** Bu operations and facilities manager

**Your directorate, service and team:**

Directorate	Service	Team
Highways & Transport - Trans, Strat & Dev	Park & Ride	Park & Ride Parking

**Your phone:** 07714063875

**Your email:** Campbell.Ross-Bain@cambridgeshire.gov.uk

**Proposal being assessed:** Renewal of grounds maintenance contract

**Business plan proposal number:** not applicable

**Key service delivery objectives and outcomes:** Creating a greener, fairer and more caring Cambridgeshire. Service delivery embeds an approach that considers and implements opportunities to support existing and new businesses, making it easier for them to grow and invest in Cambridgeshire. Actively work with VOI (Scooter hire), Outspoken Cycle delivery, Sherman & Waterman (Sunday market), 1Go Motorcycle training business, Young Drivers Events team, TESLA, BP Connect, Film Companies and others to encourage business opportunities and provide additional services to users of the sites. Awareness raised of the level of poverty and inequality across Cambridgeshire, and how services may support efforts to tackle this and increase employability in conjunction with partner organisations. Park & Ride sites have wherever possible implemented footpaths and cycle routes directly into the sites from neighbouring properties and housing estates. This allows lower income families and workers to directly access the bus services and facilities on site. Service delivery prioritises sustainable practices wherever possible. Park & Ride and Busway teams encourage and promote modal shift from cars to buses and other forms of green transport. Provide cycle parking facilities at all sites as well as electric cycles/scooters and electric vehicle charging. Actively engaged in the promotion of two solar canopy schemes covering two sites and generating green energy. Furthering understanding of climate change to support the Council's commitments towards Net Zero by embedding climate considerations in all the work we do. See above, also actively engaged in the replacement of the Park & Ride bus fleet to electric buses in 2023. Actively engaged in the replacement of the Universal Bus service fleet to electric in 2023. Implementing policies, projects and strategies that promote safe and healthy communities. See above, also ensuring the 25km long Busway maintenance track is safe for all users. Installation of solar studs along large areas of the maintenance track. Maintenance and

modification of lighting columns along the southern Busway maintenance track. Increase in grounds maintenance to ensure hedgerows and trees are maintained to ensure safe passage along the Busway.

**What is the proposal:** A simple re-tender of an existing 5 year grounds maintenance contract for the Park & Ride sites and Guided Busway.

**What information did you use to assess who would be affected by this proposal?:**

Observation and knowledge built up over 18 years working in a frontline environment with customers and bus operators. Introduction to Equality, Diversity and Inclusion e-learning module. Participation in the EDI conversation online meetings. Park & Ride demographic information: 70% female Majority within the 35 to 64 age group. Majority within the £15k to £25k income group 48% workers 27% shoppers 90% car drivers 25% concessionary bus pass holders Busway Demographic information: 60 % female 50% workers 35% retired

**Are there any gaps in the information you used to assess who would be affected by this proposal?:** No

**Does the proposal cover:** All service users/customers/service provision in specific areas/for specific categories of user

**Which particular employee groups/service user groups will be affected by this proposal?:**

Existing customers using or looking to use the Guided Busway and its maintenance track. Existing customers using or looking to use the Park & Ride sites.

**Does the proposal relate to the equality objectives set by the Council's Single Equality Strategy?:** Yes

**Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups:** About in line with the population

**Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?:** No

**Does the proposal relate to an area with known inequalities?:** No

**What is the significance of the impact on affected persons?:** No cuts to services, increase in grounds maintenance, leaf clearing and sweeping of the maintenance track.

**Category of the work being planned:** Procurement

**Is it foreseeable that people from any protected characteristic group(s) or people experiencing socio-economic inequalities will be impacted by the implementation of this proposal (including during the change management process)?:** No

**Age:** Straight re-tender of existing grounds maintenance contract with increases in budget to spend on increased hedge cutting, leaf clearance and sweeping.

**Disability:** As with Age

**Gender reassignment:**

As with Age

**Marriage and civil partnership:** As with age

**Pregnancy and maternity:** As with age

**Race:** As with age

**Religion or belief (including no belief):** As with age

**Sex:** As with age

**Sexual orientation:** As with age

**Socio-economic inequalities:** As with age

**Head of service:** David Allatt

**Head of service email:** david.allatt@cambridgeshire.gov.uk

**Confirmation:** I confirm that this HoS is correct