

## Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

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| <b>Proposal/Project/Policy Title</b>   | LBBD Development Framework 2024 - 2028   |  |
| <b>Service Area</b>  | Be first   |  |
| <b>Officer completing the EIA Screening Tool</b>   | Paul Hann, Head of PMO, Be First   |  |
| <b>Head of Service</b>   | Sarah Prescott, COO Be First   |  |
| <b>Date</b>  | 18/10/2023   |  |
| <b>Brief Summary of the Proposal/Project/Policy</b><br>Include main aims, proposed outcomes, recommendations/decisions sought. | Procurement of a Development Framework of main contractors (20 in total) to deliver a potential portfolio of up to £1.3bn of Construction works, over four years from 2024 – 28. |  |
| <b>Protected characteristic</b>  | <b>Impact</b>  | <b>Description</b>   |
| <b>Age</b>   | Positive impact (L)  | Contractors will be providing improved dwellings to the population of Barking and Dagenham and will be required to consider protected characteristics during construction activities. Contractors will also be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other. |

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| <b>Disability</b>                     | Positive impact (L) | Contractors will be providing improved dwellings to the population of Barking and Dagenham and will be required to consider protected characteristics during construction activities.<br>Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other. |
| <b>Gender re-assignment</b>           | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other.  |
| <b>Marriage and civil partnership</b> | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other.  |
| <b>Pregnancy and maternity</b>        | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other.  |
| <b>Race</b>                           | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other.  |
| <b>Religion</b>                       | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other.  |
| <b>Sex</b>                            | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to  |

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|  |                     | not treat one group of people less favourably than other.   |
| <b>Sexual orientation</b>  | Positive impact (L) | Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other.   |
| <b>Socio-Economic Disadvantage<sup>1</sup></b>   | Positive impact (L) | Contractors will be providing improved dwellings and job opportunities to the population of Barking and Dagenham and will be required to consider protected characteristics during construction activities. Contractors will be required to, if not already doing so adopt a policy that will comply with their obligations under the Equality Act and will be bound to not treat one group of people less favourably than other. |
| <b>How visible is this service/policy/project/proposal to the general public?</b>  |                     | <b>High visibility to the general public (H)</b>  |
| <b>What is the potential risk to the Council's reputation?</b><br>Consider the following impacts – legal, financial, political, media, public perception etc |                     | <b>Medium risk to reputation (M)</b>  |

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

Contractors will be required through the Selection Questionnaire and Invitation to Tender to demonstrate their compliance and ability to meet the requirements of the Equality Act. If successfully awarded a place on the Framework; Contractors will be required to demonstrate they have adopted a policy that will comply with their obligations under the equality act (this will be a clause under the Agreement). This will be monitored and assessed by Be First for the duration of the Framework Agreement. Specific Contracts awarded through the Framework agreement will be subject to separate EDI assessments as and when these are issued for tender when details are more defined.

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<sup>1</sup> Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.