

## Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>			
<b>Financial Year and Quarter</b>	2011/12 4 <sup>th</sup> Quarter			
<b>Name of policy, strategy, function, project, activity, or programme</b>	<p><b>APPROVAL TO AWARD TERM CONTRACT FOR PUBLIC LIGHTING AND ANCILLARY WORKS 2012-2015 (NEW)</b></p> <p>This is a new report prepared by ESD to recommend to Cabinet the award of the above contract to the most economically advantageous tender as detailed in the Cabinet Report.</p>			
<b>Q1 What are you looking to achieve?</b>	The aim is to get approval to award the above contract to the Contractor as described in the report.			
<b>Q2 Who in the main will benefit?</b>	The main people to benefit from this new contract shall be residents.			
	Age	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Disability	The physical nature of the works required under this contract demands that all operatives be fully fit and not have any of their senses or movement impaired. Unfortunately this does preclude someone who is registered disabled from playing an active role within a street lighting team. This is the reasoning for a negative assessment Recruitment for office, managerial and non-physical positions are open to anybody suitably qualified for the task hand under the contractors requirements under the Equality Act 2010. This is the reasoning for a neutral assessment	M	Neutral & Negative
	Gender reassignment	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Marriage and Civil Partnership	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Pregnancy and maternity	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Race	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Religion/belief	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Sex	The Contractor shall comply with the Equality Act 2010.	L	Neutral
	Sexual Orientation	The Contractor shall comply with the Equality Act 2010.	L	Neutral

	<p><b>Human Rights and Children's Rights</b>  Will it affect Human Rights, as defined by the Human Rights Act 1998?  <b>NO</b></p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)?  <b>NO</b></p>
<p><b>Q3</b>  Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p><b>N/A</b></p>
<p><b>Q4</b>  Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</p>	<p><b>NO</b></p>