

# Cambridge City Council Equality Impact Assessment



Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.

The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk) or from any member of the Joint Equalities Group.

## 1. Title of strategy, policy, plan, project, contract or major change to your service:

Council Policy with regard to Blacklisting in Construction contracts

## 2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

To ensure so far as is possible that the Council does not contract with organisations that have been found guilty of compiling, supplying, selling or using a blacklist unless they have put effective arrangements in place to compensate affected workers and to ensure that blacklisting does not occur in the future (self-cleaning). The aim of the policy is to ensure that companies that wish to work for the Council are dissuaded from compiling or using blacklists and where such lists exist, to ensure that those trade unionists and others listed on them are fully protected.

## 3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

- Contractors wanting to carry out work for the Council

## 4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Revised
- Existing

## 5. Responsible directorate and service

Directorate: Business Transformation

Service: Legal Services

## 6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

No

Yes (please give details): Officers in all departments that procure construction services will need to be aware of and implement the policy when carrying out their procurements.

## 7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

**(a) Age** (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals of a particular age.

**(b) Disability** (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals with a disability.

**(c) Gender**

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals of a particular gender.

**(d) Pregnancy and maternity**

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals falling within this group.

**(e) Transgender** (including gender re-assignment)

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals of a particular gender or transgender

**(f) Marriage and Civil Partnership**

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals that are married or in a civil partnership

**(g) Race or Ethnicity**

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals of a particular race or ethnicity

**(h) Religion or Belief**

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals of a particular religion or belief

**(i) Sexual Orientation**

The implementation of the policy will involve the Council exercising a discretionary right to exclude or not potential construction contractors that have been found guilty of compiling, supplying, selling or using a blacklist, from tendering for a council construction contract. The exercise of that discretion will involve consideration of the actions of a contractor and not any group or individuals of a particular sexual orientation

**(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):**

None

**8. If you have any additional comments please add them here**

## 9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.  
Email [suzanne.goff@cambridge.gov.uk](mailto:suzanne.goff@cambridge.gov.uk)

## 10. Sign off

Name and job title of assessment lead officer: Debbie Quincey, Strategic Procurement Adviser

Names and job titles of other assessment team members and people consulted:  
Alka Kingham-Senior, Principal Solicitor, Simon Pugh Head of Legal Services

Date of completion: December 2014

Date of next review of the assessment: December 2019

## Action Plan

**Equality Impact Assessment title:**

**Date of completion:**

<b>Equality Group</b>	<b>Age</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Disability</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Gender</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Pregnancy and Maternity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Transgender</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Marriage and Civil Partnership</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Race or Ethnicity</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Religion or Belief</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Equality Group</b>	<b>Sexual Orientation</b>
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

<b>Other factors that may lead to inequality</b>	
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	