



## Equalities Analysis in Lambeth

Proposal Title \*

Farthest Gate Civil Enforcement Systems Contract Variation

Author

Grant Jones

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Neil Fenton

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

Increase to contract CPA (Financial)

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Jonathon Pook

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this change?

No one will be effected

What does your information tell you about the people who will affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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Q2b. How will they be impacted by the change?

N/A

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

N/A

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b How do you plan to address and mitigate any negative impacts of the proposal?

There are no negative impacts

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

The contract will continue to be monitored by the Parking & Enforcement Supplier Relationship Team

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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### Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

No adverse impact.

Submit for approval

Submit for approval

When you are ready for the assesment to be reviewed by your Director, please select 'Submit for Approval' from the drop down. (Or select Resubmit if requesting approval after a rejection)

Executive Approval

Approved

For Directors: Please use the drop down to Approve or Reject the Assessment. (You will need to click 'Edit Item' at the top of the form to do this)

Attachments

Close