

APPENDIX 1

Procurement strategy for the tree services - Equality and health analysis

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	The procurement strategy for the tree services
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Equality analysis author	Tara Quinn				
Strategic Director:	Caroline Bruce				
Department	Environment & Leisure	Division	Leisure		
Period analysis undertaken	August 2021 - ongoing				
Date of review (if applicable)	Spring 2022				
Sign-off		Position		Date	

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

Background

1. Southwark manages approximately 82,500 trees spanning over 400 species in places such as parks and open spaces, housing estates and highways. In addition, there are approximately 30,000 trees in Southwark which are located on private land and not managed by the council directly.
2. The trees in and around our urban areas are collectively known as the 'urban forest' and are generally recognised and appreciated for their amenity and presence in the cityscape whilst at the same time improving air quality, protecting watercourses, saving energy, improving economic sustainability as well as having many health and wellbeing benefits.
3. In recent years the council has faced challenges around the resources available to manage the tree stock. This, coupled with the council's commitment to planting more trees, led to a review of the overall tree services with the aim of ensuring the council was meeting its statutory duty of care whilst also being responsible custodians of a valued asset in a challenging urban setting.
4. In March 2021 a Gateway 0 report was presented to Cabinet that explored the options available to the council for reshaping the council's tree services.
5. The current tree service is split between two in-house teams and external contractors.
6. The Tree Client Team (Parks and Leisure) six posts including the service manager responsible for;
 - Strategic, policy and risk management
 - Tree governance
 - Tree inspections and specification of works
 - Contracting out tree planting to external contractors
 - Dealing with insurance claims
 - Procurement of external contractor support for additional tree works.
7. The Tree Works Maintenance Team (Waste and Cleansing) 16 posts including the team manager responsible for;
 - Tree surgery
 - Pollarding
 - Felling
 - Waste storage/disposal
 - Stump grinding
 - Emergency response service.
8. The coordination of tree planting is undertaken by the client team and is currently capital funded and uses external specialised contractors via annually let contract arrangements including three year maintenance and aftercare.
9. The council continues to require significant levels of support from external suppliers to deliver the historic and ongoing backlog of tree works due to the limited capacity of the current in house team and the large volume of trees the council is required to maintain. Whilst this work is procured in line with Contract Standing Orders, the nature and length of the contracts means that this approach is not the most cost effective for the council.
10. The outcome of the GW0 report was to outsource the core tree works. The cabinet report recommended the approval of the option to externalise the tree maintenance works whilst retaining a small number of staff within a new tree planting team and the client team.

11. This analysis relates to a competitive tender process to establish tree maintenance and emergency contract(s) with up to three providers for a period of four years with an option to extend for an additional period of up to two years, at an annual estimated total value of £2m, with an estimated total contract cost of £12m for the full term of the contract from July 2022.
12. In addition to the above this analysis also relates to the proposal to establish a framework agreement for tree maintenance for a period of four years that will be open for use by all London boroughs from July 2022.
13. The proposed procurement exercise is not changing the policies that govern how the council manages its tree stock. It is changing how the work that is generated by the operation of those policies is carried out.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	The tree service does not have users specifically. The proposed procurement is the maintenance works on the trees that can be found across the borough. It is not a service that residents access, book, directly receive etc.
Key stakeholders were/are involved in this policy/decision/business plan	<ul style="list-style-type: none"> • Internal business units <ul style="list-style-type: none"> ○ Parks and Leisure ○ Waste and Cleansing ○ HR ○ Procurement ○ Legal ○ Finance • Cabinet Members

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based
Mitigating actions to be taken;
No mitigating actions are currently required

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based

Mitigating actions to be taken
No mitigating actions are currently required

Gender reassignment - The process of transitioning from one gender to another.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based.
Mitigating actions to be taken
No mitigating actions are currently required

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised relating to marriage and civil partnerships
Equality information on which above analysis is based

Mitigating actions to be taken

No mitigating actions are currently required

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Potential impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based**Mitigating actions to be taken**

No mitigating actions are currently required

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

Potential impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based

Mitigating actions to be taken
No mitigating actions are currently required

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based
Mitigating actions to be taken
No mitigating actions are currently required

Sex - A man or a woman.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based
Mitigating actions to be taken

No mitigating actions are currently required.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Potential impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based

Mitigating actions to be taken

No mitigating actions are currently required.

Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough.
Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Potential impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based

Mitigating actions to be taken

No mitigating actions are currently required

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom

of assembly, Marriage and family, Freedom from discrimination and the First Protocol
Potential impacts (positive and negative) of proposed policy/decision/business plan
The procurement of external tree works contract(s) will have no impact on the Articles that are set out in the Human Rights Act.
Information on which above analysis is based
Mitigating actions to be taken
No mitigating actions are currently required

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	EQIA update	Review and update the EQIA document at GW2 stage should the GW1 proposal be approved.	Spring 2022
2			
3			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

5. Health objectives (for business plans)				
Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

