

# Diversity impact assessment

## Appendix 2

<b>TITLE</b> The Brook Theatre Refurbishment – Main Contractor Award
<b>DATE</b> 11 October 2024
<b>LEAD OFFICER.</b> Paul Cowell, Head of Culture & Libraries

### 1. Summary description of the proposed change

To approve the main contractor to deliver the full and comprehensive refurbishment of The Brook Theatre including structural upgrade to create a contemporary future proofed city centre arts venue.

### 2. Summary of evidence used to support this assessment

An open procurement process has been undertaken via the Kent Business Portal.

106 suppliers expressed an interest, and three tenders received.

A 25/70/5 Price/Quality/Social Value split has been used allowing officers to set a number of quality questions around the skills, experience, knowledge and delivery process of this specialist heritage & theatre scheme and eliminating contractors not suitable in this type of works without a track record of success.

### 3. What is the likely impact of the proposed change?

The outcomes are likely to:

- Positively impact on one or more of the protected characteristic groups
- Advance equality of opportunity for one or more of the protected characteristic groups
- Foster good relations between people who share a protected characteristic and those who don't

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	Yes
Disability	No	Yes	Yes
Gender reassignment	No	Yes	Yes
Marriage/civil partnership	No	Yes	Yes
Pregnancy/maternity	No	Yes	Yes
Race	No	Yes	Yes

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<b>Religion/belief</b>	No	Yes	Yes
<b>Sex</b>	No	Yes	Yes
<b>Sexual orientation</b>	No	Yes	Yes
<b>Other (eg low income groups)</b>	No	Yes	Yes

#### 4. Summary of the likely impacts

The new Brook Theatre will create an inclusive and accessible city centre destination offering a public programme of performances and workshops inside and out, bringing together new residential riverside living; alongside animated public space filled with markets, events and public art and exciting food and social experiences.

The Brook Theatre has the ability to fuel the renaissance of Chatham's daytime and evening economy with clubs, classes, and professional programme, encouraging residents and visitors to spend more time in the city centre, supporting business and jobs across the hospitality sector and positively impacting on the retail sector.

#### 5. What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

The lead officer and projects team will be working closely with the Main Contractor and Design Team to monitor ensure the refurbishment programme is delivered on time, in budget to the expected high quality.

#### 6. Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Time/Adherence to programme	Project Team	Weekly/ Monthly
Financial Cost	Project Team	Weekly/ Monthly
Quality	Project Team	Continuous throughout project life cycle

#### 7. Recommendation

The report recommends that Medway Council awards the contract as set out in the GW3.

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**8. Authorisation**

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

**Assistant Director**

**Mark Breathwick, Assistant Director Culture & Community**

**Date of authorisation**