

Resources Scrutiny Commission

20th February 2017



Report of: Social Value Advisory Group

Title: Social Value Policy: One year on

Ward: Citywide

Officer Presenting Report: Netta Meadows, Service Director Strategic Commissioning & Commercial Relations

Contact Telephone Number: 0117 90 37744

Recommendation

Resources Scrutiny Commission are asked to receive and comment on the Social Value Policy: One year on report and proposed next steps.

Summary

1. It is a statutory requirement for the Council to implement a policy on Social Value. The Public Services (Social Value) Act 2012 requires public authorities to consider how what is proposed to be procured might improve the economic, social and environmental well-being of the relevant area.
2. Bristol City Council adopted a Social Value Policy 1st April 2016.
3. The implementation and impact of the Policy is monitored by a Cross Sector Advisory Group. The group have contributed toward the drafting of this report.
4. The potential for securing additional social value is considered within all of our commissioning and procurement activity.
5. The Social Value Policy supports a breadth of priorities within the Corporate Strategy beyond those traditionally planted within commissioning and procurement.

The significant issue in the report is:

1. The first 6 months reporting indicates we are on track to achieve the targets set within the Policy.
2. Case study examples are provided in areas as diverse as construction, care and support, and back-office services such as provision of agency staff.

EXECUTIVE SUMMARY

1. POLICY

1.1. The City Council adopted a Social Value Policy in April 2016, adopting the requirements of the Public Services (Social Value) Act 2012, and placing this in a Bristol context. This Policy had four aims and five objectives.

AIMS

1. To further our sustainable procurement objectives to protect and enhance the environment.
2. To promote the local economy by supporting micro, small and medium sized enterprises and the voluntary and community sector in Bristol to thrive
3. To tackle disadvantage and address inequalities of health, wealth and opportunity in the city
4. To involve local people and organisations in how we meet the needs of local communities through the commissioning cycle.

OBJECTIVES

1. Involve local people and organisations in determining social value outcomes by beginning engagement and/or consultation at the earliest possible opportunity in a commissioning process.
2. Agree proportionate and relevant social value outcomes with the marketplace at pre-procurement stage, and ensure that they are linked to the strategic priorities in the Corporate Plan.
3. Apply a methodology that ensures 10% of the quality element of the price/quality ratio will be allocated to social value, when it is identified in the commissioning process that additional social value outcomes are relevant and appropriate.
4. Spend at least 25% of the Council's total procurement budget with micro, small and medium size businesses, social enterprises and voluntary / community organisations in 2016/17 and be ambitious in our endeavour to improve on this figure.
5. Work with internal staff, the marketplace and communities to improve understanding of social value, our Policy and evaluation methods.

2. OUTCOMES TO DATE

2.1. These aims and objectives are being delivered:

1. The Social Value Policy has been used as a tool to improve engagement and consultation in commissioning. Discussion with stakeholders is on-going on how this becomes an embedded feature of practice, rather than something to be implemented as part of the Policy.
2. Social Value-related outcomes have been identified and captured in procurement processes undertaken since the Policy was implemented, for instance the creation of 87 apprentices. See section 26 for more detail.
3. Commissioning plans developed since April 2016 generally allocate 10% of the quality evaluation. The choice of the exact proportion is part of the Commissioning Plan.
4. The proportion of the City Council's total procurement spend with micro, small and medium sized enterprises has risen to 36.95%, of which 15.02% are local (BS1-16), based on interim figures for 6 months. Confidence in the data has also improved.
5. Awareness of Social Value has improved – 56% of suppliers reported in our annual survey that they were aware of the Policy. Training has taken place.

2.2. Bristol has developed a reputation for delivering Social Value, and has been identified, by external evaluation, as an ‘embracer’ of Social Value¹, along with 14% of local authorities in England.

3. NEXT STEPS

3.1. This report has drawn of information gained in the first six months since the adoption of the Policy. Further data is required to give a more definitive evaluation of the impact of Social Value, based on 12-18 months of delivery.

3.2. Resources Scrutiny Commission may wish to give guidance on development of the Policy.

3.3. Resources Scrutiny Commission may wish to request a further report in February 2018, where outcomes from the first year can contribute to a review of the Policy.

¹ [Social Enterprise UK, 2016](#)

BACKGROUND DETAIL

Policy

1. Commissioning and procurement activity is governed by the Council's Procurement and Financial Regulations, the UK Public Contracts Regulations 2015, EU Procurement Directives and in the context of the Bristol Compact and Procurement Concordat for Small and Medium-sized Enterprises. Various other duties also apply depending on the nature of the goods, services and or works to be procured.
2. The Social Value impact and outcomes sought are structured around the Corporate Strategy 2017 – 2022 and the Vision for the City.
 - 2.1. The Corporate Strategy sets how we will work together with the citizens of Bristol and our partners to make the best use of resources. To achieve this over the next year our Social Value Policy will continue to be embedded in our commissioning and we will continue to develop good practice. This will support both a thriving voluntary sector and local SMEs with a view to enable the growth of local initiatives and encourage social enterprise.
3. The Social Value Policy and Toolkit were developed by the Cross-Sector Social Value Advisory Group, with significant contribution from the Federation of Small Businesses, Social Enterprise Works and Voscur, representing the views of the 'priority organisations' (the main targets for policy implementation).

Consultation

4. Internal

This report, of the Cross Sector Social Value Advisory Group has been prepared by the Procurement & Commercial Relations Service and has been shared with Resources DLT. See also points below regarding the composition of the group (5.2.1) and engagement with internal officers (30 - 35).

5. External

- 5.1. The Procurement & Commercial Relations Service undertake an annual supplier satisfaction survey. One of the questions asked seeks to ascertain the level of awareness within our supply market of the [Social Value Policy](#).
 - 5.1.1. In July 2016 56% of respondents stated that they were aware of the policy and how it was incorporated into contract award criteria.
- 5.2. The Cross Sector Advisory Group, representing their sectors has participated in the implementation and in monitoring the impact of the Policy.
The Cross Sector Advisory Group
 - 5.2.1. The membership of the group comprises representation from: the Federation of Small Businesses; Social Enterprise Works; Voscur; West of England Centre for Inclusive Living (WECIL); Office for Civil Society (OCS), and Bristol City Council Officers: Procurement & Commercial Relations: Policy, Strategy & Communications: Equalities & Community Cohesion, Performance and Information and Employment, Skills & Learning.

Context

Practice

6. Social Value is about maximising the impact of public expenditure to secure the best possible outcomes: improving the economic, social and environmental well-being of the area, whilst

delivering value for money. The Social Value Policy supports this through commissioning and procurement.

7. Commissioners are required in advance to consider what additional social value can be sought in our contracts, this must be:
 - linked to the subject matter of the requirement;
 - included in the tender documentation; and
 - included as part of the tender evaluation.
8. Since the policy was implemented 27 tender processes have reported the inclusion of social value requirements (including the Arena construction), other projects are in progress.

NB: Social Value will only be secured where contracts are awarded, commence and performed. Between April and September 2016 there have been a total of 49 contracts awarded and commenced, that will run beyond the 2016/2017 financial year.
9. Where social value is to be evaluated as part of the quality element of the tender a methodology is applied that ensures this is set at 10% of the total quality award criteria, unless there is sound rationale for a lesser or higher weighting, for example a short term, low value, one off consultancy contract may include no social value requirement.
10. Feedback from suppliers and sector representative bodies, intelligence (lessons learnt) and experienced is used to continually review and refine our approach, tools, systems and resources to ensure best practice is optimised. For example following early tenders we revisited the social value question we ask which now provides further guidance enabling bidders to have some context upon which to structure their submission.

Furthering our sustainable procurement objectives to protect and enhance the environment

11. Reducing the impact of our activities on the environment and promoting action to protect and exploiting opportunities to enhance and ensure sustainability, is assessed in all relevant procurement.
12. In delivering value for money, for us, includes taking into account ethical and socially responsible whole life costs.

Promoting the local economy by supporting micro, small and medium businesses, social enterprises and the voluntary community sector in Bristol to thrive

13. We recognise that micro, small and medium size business; social enterprises and voluntary community sector organisations are often well placed to deliver the social benefits local communities identify, introducing innovative and flexible new ways of working and finding creative ways to support them. In addition to this we know they are the sectors of the market at greatest risk of being disadvantaged in our procurement processes as a consequence of change in policy, practice and/or procedure. We have therefore, identified them as our 'priority organisations'.
14. We have committed to 'positive action' in respect of organisations of and for equalities groups or groups of people with characteristics protected by legislation.
 - 14.1. This means we are proactive in targeting our communications, information and resource at these organisations. When re-designing procurement systems, process, policy and/or procedure we assess the impact on our priority organisations, directly consulting with them and/or the bodies representing them, ensuring changes do not inadvertently adversely affect these organisations.
15. An objective of our Policy is to increase our procurement spend with our 'priority organisations' to 25% of our expenditure through procurement.
 - 15.1. 2014/15 analysis indicated that 'direct' spend with prime contractors identified as

‘SMEs’ – small, micro and medium sized enterprises, was 16% of our overall spend through procurement.

- 15.2.** The spend through procurement for this period was £330 million.
- 16.** The figure (spend through procurement with ‘priority organisations’ for the first 6 months of the 2016/17 year is at 36.95% with our ‘priority organisations’, this compares to 27% for the Cabinet Office’s assessment of public sector procurement. We will continue to monitor this level.
- 16.1.** Of this 15.02% of these suppliers were ‘local’ being those with registered trading premises in the BS1 – BS16 postal code areas.
- 16.2.** The spend through procurement for this period (Q1 & Q2 2016/17 was £162 million.
- 16.3.** At present this figure only includes direct spend with main ‘first tier’ contractors and does not include ‘priority organisations’ who work as sub-contractors in the supply chain. However this is being monitored through contract monitoring where a commitment is made during the tender.
- 16.4.** Since the implementation of the policy and introduction of the new E-Procurement Solution (ProContract) the collection, recording and ability to analyse data has improved which may have impacted on the reportable ‘direct’ spend with our priority organisations.
- 17.** Prime contractors are being asked to indicate and commit to a percentage of contract spend to be through ‘local’ procurement and also with ‘priority organisations’ through the supply chain.
- 18.** As our monitoring and reporting functionality improves via use of the Contract Monitoring module in the ProContract e-procurement portal, we aim to be able to possess greater oversight of the supply chain.
- 19.** As part of our commissioning processes market engagement events are delivered, informing the market of upcoming opportunities. These are also used to understand from the supply market the barriers and challenges that may exist for them in engaging in the Council’s procurement exercises and to offer guidance about how to satisfy the social value requirement, levelling the playing field and, enabling competition with larger business and organisations.

Tackling disadvantage and addressing inequalities of health, wealth and opportunity in the City

- 20.** In implementing and embedding the policy we have drawn on the knowledge, expertise and relationships of our Advisory Group representative bodies who have supported our commitment to ‘positive action’ in respect of organisations of and for equalities groups or groups of people with characteristics protected by legislation.
- 20.1.** Awareness raising, information sharing, upskilling, enabling and representation has been embedded and delivered within business as usual for these organisations/bodies. However, the Council’s targeted activities in this regard have been constrained so far by internal service re-design and limited available resource.

Increasing Employment, Skills & Learning opportunities

- 21.** The Procurement & Commercial Relations and Employment, Learning & Skills Services have worked closely, throughout the development of implementation of the policy, drawing on the knowledge and experience that exists in each of these areas. In doing so, we have been able to demonstrate good progress in this area in terms of outcomes and in evidencing how social value can support the aspirations of the City – see points below (25 - 27).
- 22.** Where appropriate prime contractors are asked to consider specific areas where we want to secure additional social value, demonstrating within their tender submission how they would assist us in addressing the needs and objectives identified.
- 23.** These include:

- Apprenticeships and work placements to be offered
- Percentage of labour force to be sourced locally
- Interviews offered to our ‘priority groups’
- Other Employment, Skills or Learning initiatives such as workshops, careers advice, enterprise events, site visits etc.

24. The Learning City Partnership, Learning for Work Group receive bi-monthly reports setting out targeted social value activities that seek to ‘improve employment, skills and learning outcomes’ through commissioning and procurement. This group provide vital scrutiny and challenge function in addition to championing the work that is happening in this space.

Examples of Social Value Commitments made

25. Below are some examples of social value commitments made since the policy was implemented:

- Ashton Bridge – 5 Apprenticeships and 28% spend with SME’s/VCS organisations.
- Great Run - The provider will actively engage with the largest 150 employers in the South West to encourage them to enter teams into the Bristol events. This engagement will take place directly and through business forums such as South West Business.
- Election Print Services – 100% of spend through this contract will be with our ‘priority organisations’. With regard to seeking to build on the knowledge and understanding of the democratic process through schools and the Youth Parliament within the City of Bristol the preferred provider will fulfil these elections free of charge (depending upon quantities and cost) and have offered e-voting, if agreed, for non-statutory elections which would reduce carbon emission in administering these elections.

To support the initiative the provider will supply printing and stationery to the value of £500.00 each year of the contract.

Commitments to date

26. Actual achievements will be reported on as contract commitments are agreed and monitoring information received. Due to the timescale associated with commencing a contract and delivering a service, achievements typically take some months to implement and emerge.

Employment, Skills & Learning Skills Outcomes	Indicative tender commitments to October 2016
Number of Apprenticeships ¹	87*
Number of work placements ²	64
Spend with SMEs / VCS ³	7 (equates to >£50m across the lifetime of all current contracts)
Local procurement ⁴	1 (equates to £100,000)
Local labour ⁵	3 (committing between 50%-100% of provider workforce from the local area)
Number of interviews for BCC priority clients ⁶	14
Other Employment, Skills & Learning initiatives ⁷	19

¹ Total number of apprenticeships across all contracts

² Total number of work placements across all contracts

³ Total number of prime contractors committing to an agreed % of local procurement, through the supply chain – see further breakdown below

⁵ Total number of contracts committing to an agreed % of use of local labour within contract delivery

⁶ Total number of interviews for BCC Priority Clients across all contracts

⁷ Total number of ‘Other’ Employment, Skills & Learning

⁴Total number of prime contractors committing to an agreed % of contract spend with SMEs/VCS, through the supply chain initiatives across all contracts, includes education commitments (workshops, careers advice, site visits, enterprise events)

[The Benefits of Apprenticeships to businesses report](#) 2015, prepared for the Skills Funding Agency reported:

- Training is estimated to have resulted in a positive net gain to employers of on average £1,670 per apprentice - England 2013/14
- Each apprenticeship created is worth an estimated £38,000 to the economy in the long term
- Employers report that apprenticeships bring added gains to their business above and beyond the narrow benefits of productivity and economic output

*Please note that this table includes commitments made as part of the procurement of the Bristol Arena. It is envisaged that future contracts will include comparable social value commitments.

27. Case Study: Supply of agency staff

Guidant Group are the managed service provider working in partnership with BCC on all aspects of contingent workers. As part of Guidant's tender submission they made a range of social value commitments, which included:

- A workplacement each year supporting Business in the Community's Ready for Work Programme
- 20% of Contract Spend with 'priority organisations'
 - Q1 spend was 23% and Q2 26%
- 50% of labour (workforce) from Bristol area
 - 53% of the workforce are from the 'local' area
 - We are currently unable to identify those from neighbouring counties and/or beyond
- Additional employment, skills and learning activities

In achieving and in places, exceeding these commitments Guidant Group have offered, through their sister company Blue Arrow, four young people work placements.

- Two of these are our care leavers
- Two have been placed through 'Project Search'
 - One of these opportunities is in catering
 - Two in retail
 - One in logistics

27.1. Quote: Lynn Tonks, Executive Manager Blue Arrow

"We are delighted to be working with Kim Taylor [BCC Employment Support Care Leaver Project] to support young care leavers join the workforce of Bristol through our extensive variety of clients and skill sets available. By supporting with coaching skills in the workplace, offering bespoke training for key roles and working with our clients to help provide a positive experience for these individuals, we anticipate seeing a new confident workforce arising from this initiative."

"The true success of these projects has been the synergy, passion and desire of different businesses pooling together playing to each other's strengths. As we work with Guidant, the council, DWP, charities and training providers we have collectively been able to see the full journey through to the end, from people lost in society, being given support, funding, training and investment of time to coach them into employment."

In addition to Guidant Group being awarded ‘Investors in People Platinum status’, demonstrating their commitment to excellent people management (one of a handful of organisations in the South of England to achieve this level), they are thrilled to become the first ever recruitment organisation to be awarded Level Three Disability Confident Leader status by the Department for Work & Pensions (DWP) – the highest accolade achievable in the new Disability Confident scheme. Guidance Group are also holders of a Recruitment Industry Disability Initiative (RIDI) Award for Disability Confidence.

27.2. Project Search

Delivered in partnership with City of Bristol College and Sixteen Co-Operative Ltd, Project Search specifically supports young people, who have had additional support at school or college relating to a learning disability and/or autism that have an Education Health & Care Plan (EHCP). The Project supports this group of young people to develop the skills that will prepare them for employment.

Involving local people and organisations in how we meet the needs of local communities

- 28.** Commissioners routinely engage with the potential supply market early in the commissioning process, consulting them on the proposed social value outcomes to ensure these aspirations are relevant, proportionate and achievable and do not inadvertently disadvantage our ‘priority organisations’ in the tendering process.
- 29.** Service users, people and communities are consulted with about our proposed commissioning and procurement activities to ensure the services commissioned and outcomes sought are what they need and want.

Promoting Social Value, raising awareness and sharing good practice

Local

- 30.** We have a [policy](#), [toolkit](#), templates, guidance and an e-learning module embedding social value in our commissioning and procurement practice.
- 31.** Routine quality assurance checks ensure the policy is being applied as proportionately, relevant, as inclusive and innovatively as possible.
- 32.** The Procurement & Commercial Relations Service have run a series of internal workshops for commissioning and procurement officers and continue to offer information, advice and guidance about procurement and social value during regular monthly ‘lunchtime learn’ sessions.
- 33.** A further workshop for commissioning and procurement officers to ensure consistency of approach, share learning and best practice is planned for early 2017.
- 34.** Support to the wider council in developing, social value in procurement is embedded in practice, and procurement officers offer advice and guidance about social value in business as usual.
- 35.** The Procurement & Commercial Relations Service are working closely with colleagues in Learning & Organisational Development to ensure all opportunities to disseminate information, share learning and good practice with commissioning and procurement officers are maximised.
 - 35.1.** This includes participation within the Community of Practice Network.
- 36.** We exploit local networks such as the Partners In Procurement group to promote social value and share good practice.
- 37.** The Procurement & Commercial Relations Service in partnership with Social Enterprise Works delivered a presentation at the annual ‘Supplying the Public Sector Event’ showcasing our approach, practice and learning of social value.
 - 37.1.** Analysis of the event reported it was a *‘really successful event with some very encouraging feedback’*.

Regional

- 38.** We work closely with the South West Procurement Board to raise the profile of social value, understand the regional approach and share in good practice and resource.
- 39.** In collaboration with Cornwall County Council, the Office of Civil Society (Cabinet Office), Social Value Best Practice Task Force and Social Enterprise Works, a Social Value Workshop to Commissioning and Procurement leads was held in September 2016.
- 39.1.** Attendance included representation from local authorities across the region, Fire, Ambulance and Police Services, CCG and several Universities.
- 39.2.** This session was well received; feedback was positive and has since been promoted by the National Advisory Group.

The National Advisory Group (NAG)

- 39.3** The National Advisory Group for Local Government Procurement, convened by Local Government Association (LGA) is a group of senior local government procurement professionals brought together to:
- Influence, shape and lead national procurement policy;
 - Identify and share good practice to maximise the benefits of good procurement;
 - Highlight the role of procurement in supporting wider policies, improvements and efficiency savings for the sector;
 - Identify blockers to efficient and collaborative procurement and how these might be resolved;

National

- 40.** Following delivery of this event members of the Advisory Group were asked to join the National Best Practice Task Force.
- 40.1.** The task force was founded in order to establish a best-practice framework for the integration of the Act into public-sector commissioning and procurement. The Task Force aims to bridge the gap between public and private sectors recognising that it is only through collaboration and partnership that success will be achieved.
- 41.** Following the publication of an independent national report '[Procuring for Good](#)' by Social Enterprise UK, we were recognised as being among:
- 14% of 'embracer' Local Authorities, 'leading the way on Social Value';
 - 25% of councils to have a social value policy;
 - a third of all councils who routinely consider social value in commissioning and procurement.
- This was acknowledged in a Mayoral [press release](#).
- 42.** Though our work in developing Social Value in Bristol we have been in dialogue with Disability Rights UK exploring how we may work with them to improve employment, skills and learning opportunities for young people with disabilities and/or long term health conditions, through procurement and social value.
- 43.** The Social Value Advisory Group have participated in a number of research and policy development papers, namely with the University's of Shizuoka, Japan and Leicester.

Increasing social benefits in all Council activity and services

Planning Commitments & S.106 agreements

- 44.** Good practice and learning has been shared between the Employment, Skills & Learning Service (who support and monitor Employment, Skills & Learning commitments through planning) and the Procurement & Commercial Relations Service and Social Value Cross Sector Advisory Group in developing our approach to creating social value. Communication is ongoing to ensure we are joined up and fully exploiting all opportunities permissible within the Planning legislation.

Bristol Impact Fund

45. The Bristol Impact Fund, Grants Prospectus application process has included a question to be appraised as part of the award decision process, considering ‘additional value or benefits the organisation aims to achieve through the delivery of the proposal’ a (Social Value) question. Analysis of the breadth of proposals, outcomes, potential contribution and impact will be undertaken following formal award in spring/summer 2017. The social value/ additional benefit outcomes of grants awarded through this process will be monitored on an ongoing basis.

Proposal

46. We would ask that Business Change Scrutiny Commission continue to monitor and receive reports on implementation and consider policy revision February 2018.
47. This would include improved intelligence gathering, which would be used to further target priority organisations.

Expectations for Review of the Policy

48. We anticipate that we will exceed the percentage of spend with our ‘priority organisations’ through procurement, and would consider a future recommendation to increase this target, and to continue to be stretching.
49. We recommend that a review of the Policy takes place, involving discussion with the Advisory Group. This could include being explicit about priority groups to include people with characteristics protected by legislation, care leavers and those under-represented within specific skills forces i.e. women in construction.
50. We recommend aligning this workstream with that of the City Office and the development of a Corporate Social Responsibility Charter for Bristol.
51. The Cross Sector Advisory Group is developing proposals to improve the awareness of Social Value, including:
- 51.1. A Social Value Networking & Engagement Event to raise awareness and the profile of social value in the City, share learning and good practice, reflect on progress to date and consider the shape of our approach in moving forward. We propose this be run in September 2017 following the completion of a full year under policy and gathering of data for this period.
 - 51.2. In partnership with WECIL, this event is to be followed by bid writing’ workshop(s) focusing our ‘priority organisations’ preparing them to articulate their Social Value ‘offer’ within quotations or tenders.

Advisory Group Member Comments

52. Office of Civil Society (OCS)

We will continue to engage with national policy development and use these opportunities to showcase and develop our activity. The Office for Civil Society's Public Services Programme is currently working to support and improve the voluntary sector's ability to deliver and shape public services, this includes work to develop social value, we will continue to engage and explore opportunities this presents.

53. Social Enterprise Works (SEW)

SEW are enthused by BCC's adoption of a dedicated social value policy, the hard work and dedication of the BSVP team through such challenging times, as well as the initial business commitments made towards generating additional social value across the city.

Our main recommendation would be for BBC to be more explicit in making firm commitments towards increasing procurement spend specifically with social and community focused organizations, as we believe that the social value policy has the potential to be truly transformative for the sustainable development of Bristol's thriving social economy.

54. Federation of Small Business (FSB)

The FSB welcomes the development of a Social Value Policy, and wishes to highlight the risk that certain Social Value commitments could increase the cost of delivery to suppliers.

The FSB also welcomes the opportunity for small businesses to grow by doing business with the City Council and other commissioners. Increasing the proportion of services delivered by small businesses in the local area is an important step in this direction.

Other Options Considered

55. See points above regarding further review point (46) and alignment with the work of the City Office (50).

Risk Assessment

56. The current policy and practice has been allocated no additional budget and assumes additional social value is secured at nil cost, both to the Council and the supplier, in the form of cost savings or by achieving more outcomes for the same cost and/or finding innovative ways of reducing waste. Interpretation, application and market feedback is being monitored to track 'cost' implications of securing additional social value to ensure there is no negative impact of our policy on the market, particularly our 'priority organisations' or on the quality of the goods, services and/or works we procure.

Public Sector Equality Duties

57. a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:

- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
- ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected

characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);

- encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –

- tackle prejudice; and
- promote understanding.

57. b) Where social value is considered as part of the commissioning exercise, the Public Sector Equality duty will continue to apply. Equality is considered at every stage of the commissioning cycle, with a particular focus on pre-procurement consultation. Our social value complements the Equality Act.

A full Equality Impact Assessment (EQIA) undertaken in 2015, at the beginning of the project.

Legal and Resource Implications

Legal

Not applicable. Report for information not decision, legal issues to be considered in any future iterations of the Policy.

Financial

At present our social

(a) Revenue

Not applicable. Report for information not decision, revenue issues to be considered in any future iterations of the Policy.

(b) Capital

Not applicable. Report for information not decision, capital issues to be considered in any future iterations of the Policy.

Land

Not applicable

Personnel

Not applicable

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

EQIA