

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM: Nottingham City Council Procurement Strategy 2018-23**

**Name of Author: Jo Pettifor**

**Department: Strategy and Resources**

**Director: Katy Ball**

**Service Area: Contracting and Procurement**

**Strategic Budget EIA No**

**Author (assigned to Covalent):**

**Brief description of proposal / policy / service being assessed:**

A refreshed Nottingham City Council Procurement Strategy for 2018-2023 has been developed setting out for the supplier market and other key stakeholders the strategic priorities of the Council to be taken forward through our procurement activity over the next five years. The Strategy outlines how procurement will use the Council's spending power to drive our key strategic objectives of: Citizens at the heart; Securing economic, social and environmental benefits and Commercial efficiency. The Strategy also highlights the central role of the procurement function and the approach to be taken in supporting the Council to achieve its strategic priorities within a constrained financial envelope.

**Information used to analyse the effects on equality:**

The Procurement Strategy has been developed with reference to how procurement will support the Council in meeting its obligations under the Equality Act 2010, including ensuring non-discrimination and compliance with the public sector equality duty. This includes activities delivered through contracts procured. Additionally a key driver for the Strategy is the Public Services (Social Value) Act 2012, which places duties to consider the economic, environmental and social benefits and to consult on these aspects. The Strategy uses the Social Value Act as a framework for considering how social, economic and environmental well-being can be improved when procuring goods, services and works. Consultation on the draft Procurement Strategy has been undertaken with a range of internal and external stakeholders including the Voluntary and Community Sector and the local business community. Feedback has been considered in finalising the Strategy, including from Voluntary Sector organisations and representatives of the local business community and small businesses. More consultation will be done specifically with BME groups during the development of Good Practice Guidelines.

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The refreshed Nottingham City Council Procurement Strategy will support the Council in meeting the requirements of the Equality Act 2010 including ensuring non-discrimination and compliance with the public sector equality duty in the delivery of contracts procured. The Strategy will be a key driver in promoting and meeting the requirements of the Public Services (Social Value) Act 2012, through the key objectives and themes of securing social, economic and environmental benefits for the City and its citizens. To maximise the economic, social and environmental benefits delivered, appropriate specific measures</p>	<ul style="list-style-type: none"> <li>The outcomes of procurement activity will be monitored and reported, in particular progress against the key economic, social and environmental objectives of the Procurement Strategy.</li> <li>The Procurement Team will work in a fair and inclusive way and will promote equality and diversity in accordance with the principles of the Procurement Strategy.</li> <li>The Strategy will support and promote the Council's Equality Objectives: 'Make sure that our workforce will reflect the citizens we serve; Create economic growth for</li> </ul>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Trans	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Older	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>will be taken where relevant to the contract procured, for example including requirements for employment and training opportunities and promoting the principles of the NCC Business Charter. Where a procured contracts has specific equality implications (for example a change of service provision) an EIA will be undertaken as part of the commissioning decision making process. The Strategy sets out a number of core principles for all procurement that will support equalities including:</p> <ul style="list-style-type: none"> <li>- 'ethical standards' including the well-being and protection of work forces, that people are treated with respect and their rights protected.</li> <li>- 'governance, fairness and transparency' in the procurement and governance process</li> <li>- Citizens at the heart': ensuring all services procured are accessible and appropriate to meet the diverse needs of the community</li> </ul>	<p>the benefit of all communities; Provide inclusive and accessible services for our citizens; Lead the City in tackling discrimination and promoting equality'</p> <ul style="list-style-type: none"> <li>• Procurement processes will be fair, open, transparent, proportionate and accessible to ensure a level playing field for all suppliers and no barriers to participation, particularly for small businesses and VCOs.</li> <li>• The Strategy aims will be taken forward through good practice guidance to be developed by July 2018 setting out detailed actions for implementation, including measures to support access to contracts for all diverse organisations. Consultation will be undertaken with BME groups in developing this guidance</li> <li>• Engagement will be made with local BME organisations to ensure these groups are not disadvantaged is accessing contract opportunities and that the views of these groups are considered in developing the Strategy implementation plans.</li> </ul>
<p>Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).</p> <p><b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

### Outcome(s) of equality impact assessment:

- No major change needed ☒    •Adjust the policy/proposal ☐    •Adverse impact but continue ☐  
 •Stop and remove the policy/proposal ☐

### Arrangements for future monitoring of equality impact of this proposal / policy / service:

Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

### Approved by (manager signature):

The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.

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### Date sent to equality team for publishing:

Send document or link to:  
 equalityanddiversityteam@nottinghamcity.gov.uk  
 25<sup>th</sup> January 2018