

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA418138132

Submitted: 04 May 2022 17:15 PM

Executive summary

Title of policy / decision: ECC Procurement Strategy Update

Policy / decision type: Cabinet Decision

Overview of policy / decision: To refresh the Procurement Strategy for Essex County Council which brings it up to date with the Everyone's Essex strategic aims.

What outcome(s) are you hoping to achieve?: Alignment of the Procurement Strategy with the wider aims of the Council.

Executive Director responsible for policy / decision: Nicole Wood (Finance and Technology)

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: The Procurement Strategy will be measured in line with the performance metrics for the service. This includes delivery of Social Value benefits and reduction in carbon emissions in the supply chain. The communication, establishment and monitoring of the equality objectives will be managed through each procurement and existing contract management activity to ensure appropriate measures are in place to identify areas of concern and opportunity with associated actions taken to address the findings.

Will this policy / decision impact on:

Service users: No

Employees: No

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Economy?: Good jobs, Levelling up the economy

Which strategic priorities does this support? - Environment: Net zero, Levelling up the environment

Which strategic priorities does this support? - Health: Promoting independence, Levelling up health

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Low

Disability - learning disability

Nature of impact: Positive

Extent of impact: Low

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Low

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Low

Sex

Nature of impact: Positive

Extent of impact: Low

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The Procurement Strategy aligns the approach to procurement to wider organisational aims. There is a big focus on Social Value and supporting the employment of young people, those with Disabilities and sectors where females are under-represented so this will have a positive impact on those cohorts.

What actions have already been taken to mitigate any negative impacts: No negative impacts identified.

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Positive

Extent of impact: Low

Children on Free School Meals

Nature of impact: Positive

Extent of impact: Low

Working families

Nature of impact: Positive

Extent of impact: Low

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Low

Harlow

Nature of impact: Positive

Extent of impact: Low

Jaywick and Clacton

Nature of impact: Positive

Extent of impact: Low

Harwich

Nature of impact: Positive

Extent of impact: Low

Basildon (Town) housing estates

Nature of impact: Positive

Extent of impact: Low

Canvey Island

Nature of impact: Positive

Extent of impact: Low

Colchester (Town) - Housing Estates

Nature of impact: Positive

Extent of impact: Low

Rural North of the Braintree District

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: Currently the approach to Procurement already prioritises the employment of young people not currently in employment and those with Disabilities. The new Procurement Strategy looks to develop this further to align more closely with the levelling up locations and cohorts.

What actions have already been taken to mitigate any negative impacts: No negative impacts identified

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: Positive

Extent of impact: Low

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Low

People on low income

Nature of impact: None

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The Procurement Strategy supports the employment of those out of work and the employment of veterans through its Social Value approach. There is no specific targeted activity on those people on low income or on working families so this has been assessed as not being impacted by the refreshed Strategy.

What actions have already been taken to mitigate any negative impacts: No negative impacts identified

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: No direct link to the Procurement Strategy. Some elements may be picked up as a result of aligning to the Levelling Up locations and cohorts but no specific focused activity on these areas.

What actions have already been taken to mitigate any negative impacts: No negative impacts identified

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: No direct impact from the Procurement Strategy as our approach to Social Value is predominately linked to employment opportunities and climate impacts.

What actions have already been taken to mitigate any negative impacts: No negative impacts identified

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 04/05/2022

Name of person completing the ECIA: Melanie Evans2

Email address of person completing the ECIA: Melanie.Evans2@essex.gov.uk

Your function: Finance and Technology

Your service area: Procurement

Your team: Procurement

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: laura.lee@essex.gov.uk