

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA484706670

Submitted: 13 February 2023 09:20 AM

Executive summary

Title of policy / decision: Update to the Social Value Policy and Measures

Policy / decision type: Cabinet Decision

Overview of policy / decision: To amend the Social Value Policy to delegate authority, to the Director Procurement, to update ECCTOMs financial proxy values in line with the National Social Value Taskforce master list (e.g. when updated to account for inflation).

And to update the ECC TOMs Social Value Calculator used to calculate and score social value in commercial tenders to:

- Align the Themes and Outcomes in the ECC TOMs Calculator with the Everyone's Essex Commitments by adding 15 new, removing 7 and amending 17 ECC Measures;
- Simplify the evaluation process for bidders by removing the Priority Multiplier of 3 in the evaluation process;
- Adapt the Social Value Target in the evaluation stage to better reflect the commercial impact of Social value;
- Remove the multipliers from the social value scoring process.

What outcome(s) are you hoping to achieve?: Achieving increased Social Value for residents, businesses, and communities across outcome areas:

- Strong, Inclusive and Sustainable Economy,
- High Quality Environment, Health,
- Independence and Wellbeing for All Ages,
- A good place for Children and Families to Grow

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?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: The 'TOMs' approach to managing social value through procurement was introduced in September 2020. It is anticipated that there will be a positive impact as a result of these changes. We are monitoring results and managing the delivery of social value.

The impact of the decision will influence the implementation of the Social Value Policy and may influence the Social Value commitments made at tender stage, which are monitored through contract management and reported corporately using Power Bi software.

Will this policy / decision impact on:

Service users: Yes

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, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Good jobs, Future growth and investment, Green growth, Levelling up the economy

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

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

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

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: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: Positive

Extent of impact: Low

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The changes made to the ECCTOMs are made following a review of National Social Value Taskforce master list of social value measures and updated Proxy values (based on economic assessments of the impact of social value activities from the Unit Cost Database). The changes made to the evaluation methodology are made following a review and analysis of 18 months implementation of the National Social Value Taskforce 'TOMs' method by ECC.

The recommended changes to the ECCTOMs take steps to encourage increased:

- support for employee wellbeing through workplace screening and support for anxiety and depression
- specific initiatives or recruitment programmes for members of an ethnic minority group
- equality, diversity and inclusion training provided for contractors and subcontractor
- comprehensive training for digital skills development delivered to disadvantaged people (e.g. NEETs, under-represented gender and ethnic groups, sexual minorities, disabled, homeless, rehabilitating young offenders, LTU or elderly people)

Please find below a summary of the data presented in our social value report. NB: all data relating to 'delivered' is subject to due diligence checks and is therefore subject to change.

Social Value report highlights (20/12/2022):

- Total Social Value Committed: £61,837,275
- Total Social Value Delivered: £20,102,657
- Number of suppliers with a SV Commitment: 110
- Number of contract records with SV Commitment: 24

ECC TOMs highlights of SV Committed (20/12/2022):

- ECC16: 4,405 hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance (under 24 years old)
- ECC6: 168 jobs for people with disabilities
- ECC10: 5,952 weeks of apprenticeships (NB: apprenticeships vary but based on an average level 2 apprentice. Note: As reference an average apprenticeship is 52 weeks long, which equates to 114 apprenticeships committed.

What actions have already been taken to mitigate any negative impacts: There is no anticipated negative impact.

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: None

Working families

Nature of impact: None

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: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

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ECC TOMs highlights of SV Committed (20/12/2022):

- ECC4: 365 jobs for people taken on who are not in long term employment, education or training
- ECC6: 168 jobs for people with disabilities

What actions have already been taken to mitigate any negative impacts: There is no anticipated negative impact.

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: Positive

Extent of impact: Low

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: Low

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

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ECC TOMs highlights of SV Committed (20/12/2022):

- ECC3: 285 jobs for people that are long term unemployed
- ECC 3a: 10 jobs for people who are armed forces veterans hired on the contract as a result of a recruitment programme; who are long term unemployed (unemployed for a year or longer) and are facing specific barriers to transitioning to civilian employment that do not qualify them as disabled (e.g. long term service).
- ECC 3b: 10 suppliers committed to sign the the Armed Forces Covenant with written pledges.
- ECC5: 67 jobs for people who are rehabilitating young offenders (18-24 y.o.)
- ECC8: 6,583 hours committed to support unemployed people back into work (career mentoring, including mock interview, CV advice and careers guidance (>24 years old)
- ECC13: £35,704.7 invested including staff time for Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc).

What actions have already been taken to mitigate any negative impacts: There is no anticipated negative impact.

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: There is no anticipated direct positive impact of ECCTOMs on specific geographical groups.

What actions have already been taken to mitigate any negative impacts: There is no anticipated negative impact.

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: There is no anticipated direct positive impact of ECCTOMs on specific family-related topics.

What actions have already been taken to mitigate any negative impacts: There is no anticipated negative impact.

Climate

Does your decision / policy involve elements connected to the built environment / energy?: Yes

Do you know what products, materials, and qualified built environment professionals you will be using?

Are you maximising the opportunity to source materials locally and maximise use of sustainable materials such as wood?: N/A

Are you using a qualified architect / design team / consultant with the experience and capability to design and secure planning permission to deliver to the highest carbon zero building standards?: N/A

Are you clear that the builder, sub-contractor is qualified and capable of delivering climate resilient buildings (noting risks including subsidence, flooding, overheating), to the highest net zero carbon build quality?: N/A

Is your proposed development / building using the best practice guidance and advice on design quality, climate change and health?

Are you using the design quality and advice provided by the Essex Design Guide?: N/A

Are you using the Climate Change guidance and advice provide by the Essex Design Guide?: N/A

Are you providing a policy compliant development which accords with the District Local Plan policies?: N/A

Are using the Health and Wellbeing guidance provided by the Essex Design Guide?: N/A

Have you provided a costed net zero option for consideration?: N/A

Is your proposed development / building as efficient as possible?

Is the Energy performance Certificate (EPC) rating of the achieving and EPC A+ or net zero carbon standard?: N/A

Have opportunities to reduce energy use through the use of smart digital systems been considered?: N/A

Does your development by design avoid the need for air conditioning?: N/A

Does your new development have water efficiency measures in place?: N/A

Do you know where your energy is coming from and how much of it comes from renewable sources?

Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?: N/A

Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?: N/A

Is your new or extended development using a renewable heat source e.g. district heating or a form of heat pump?: N/A

Is your development resilient to climate risks including flooding, overheating and subsidence?

Is your site at risk of coastal erosion? Is there a plan in place to protect the coastline: if the coastline is being allowed to erode, this may impact the lifetime of your site.: N/A

Have you reviewed environment agency to ascertain your flood risk? Do you need to put in place mitigation such as sustainable drainage?: N/A

Water is scarce and needs to be absorbed into the land wherever possible. Are you prioritising nature based flood risk mitigations such as sustainable drainage, water butts, planting and ponds which protect against water scarcity?: N/A

Are you using external planting, green walls and green roofs to insulate the building and provide shading to cut risks of overheating?: N/A

Is your development supporting active travel and minimising pollution?

Does your site allow connection to key public transport and active travel routes?: N/A

Are you using Green Infrastructure to interrupt the pathway of carborne pollutants to the public e.g. use of hedges, shrubs and trees?: N/A

Have you provided space for secure cycle parking, showering, cycle and walking pathways on site etc?: N/A

Does the building have adequate space for recycling and waste separation?: N/A

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

Nature of impact

Built Environment / Energy: Positive

Extent of impact

Built Environment / Energy: Low

Rationale for assessment, including data used to assess the impact: The anticipated positive impact on Climate derives from the recommendation of a new ECCTOMs Social Value Calculator which increases measures, both in quantity and quality, related to environmental and climate issues. The new proposed measures include: ECC45 related to 'environmental protection and improvement', ECC46 related to 'circular economy solutions', ECC47 related to 'hard to recycle waste', ECC49 related to 'waste reduction though reuse of materials and products', ECC50 related to 'climate change and carbon reduction training for suppliers' staff', ECC51 related to 'fleet emissions monitoring programmes'. Besides that, there is a recommendation for a set of measures exclusive to built environment contracts aiming to maximize the capture of added value from construction industry. The Construction ECCTOMs Social Value Calculator includes measures related to 'energy use reduction and energy efficiency in building operations' (ECC52) and 'diversion of waste' (ECC53). These new ECCTOMs, subject to approval, will be monitored and measures reported using Power BI, informing social value committed and social value delivered related to Climate and environmental issues. Current ECCTOMs were also revised, and climate measures were amended, replaced or removed to reflect NTOMs 2022 wording aiming to increase vendors' understanding and significance to the topic (revised climate and environmental related measures: ECC21, ECC22, ECC23a, ECC24, ECC25, ECC26a).

What actions have already been taken to mitigate any negative impacts: There is no anticipated negative impact.

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: 13/02/2023

Name of person completing the ECIA: Vivian Smith

Email address of person completing the ECIA: vivian.smith@essex.gov.uk

Your function: Economy, Investment and Public Health

Your service area: Sustainable Growth

Your team: Business Growth

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: Corporate Services

Service area:

Team:

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