

## Equality Impact Assessment

Reference: EQIA367948342

Submitted: 07 October 2021 08:46 AM

### Executive summary

**Title of policy or decision:** Essex County Council Social Value Policy

**Describe the main aims, objectives and purpose of the policy (or decision):** The Purpose of the Policy is to ensure compliance with the Public Services (Social Value) Act 2012 and build on the progress made since the implementation of Essex County Council's Procurement Policy and Procedures in September 2020 and elevates social value to an organisation-wide policy, ensuring sufficient early consideration of social value opportunities by commissioning staff. The Policy also sets out the long-term framework for the reviewing the social value measures used in the procurement process, ensuring it is aligned to the Corporate Strategy and enables project teams to maximise the opportunities in Essex County Council's largest projects.

**What outcome(s) are you hoping to achieve?:** Enable inclusive economic growth, Help people get the best start and age well, Help create great places to grow up, live and work, Transform the council to achieve more with less

**Which strategic priorities does this support? - Enable inclusive economic growth:** Help people in Essex prosper by increasing their skills, Target economic development to areas of opportunity

**Which strategic priorities does this support? - Help people get the best start and age well:** Improve the health of people in Essex

**Which strategic priorities does this support? - Help create great places to grow up, live and work:** Help to secure stronger, safer and more neighbourly communities, Help secure sustainable development and protect the environment

**Which strategic priorities does this support? - Transform the council to achieve more with less:** Limit cost and drive growth in revenue, Develop the capability, performance and engagement of our people

**Is this a new policy (or decision) or a change to an existing policy, practice or project?:** a new policy (or decision)

**Please provide a link to the document / website / resource to which this EqIA relates:** to be inserted

**Please upload any documents which relate to this EqIA, for example decision documents:** to be inserted

### Assessing the equality impact

**Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision):** The proposed policy are only assessed as having a positive impact on communities by working with the supply chain to maximise social value opportunities that support the community.

**Does or will the policy or decision affect:**

**Service users:** No

**Employees:** No

**The wider community or groups of people, particularly where there are areas of known inequalities:** Yes

**Which geographical areas of Essex does or will the policy or decision affect?:** All Essex

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** No

**Is this policy or decision associated with any of the Council's other policies?:** Yes

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

## Description of impact

**Description of Impact.** If there is an impact on a specific protected group tick box, otherwise leave blank.  
**You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page:** Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment

**I confirm that I have considered the potential impact on all of the protected characteristics:** I confirm that I have considered the potential impact on all of the protected characteristics

**Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics:** It is not anticipated that there will be any negative impact on any of the protected characteristics. This policy anticipates only positive change and opportunity.

## Age

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** It is anticipated that there will be a positive impact on employment of younger cohorts as a number of measures within the Themes, Outcomes and Measures that is used as part of the quantitative part of the social value evaluation relate to young people and care leaver employment.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** it is anticipated that there will only be a positive impact as a result of these changes.

## Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** It is anticipated that maximising social value opportunities could result in more opportunities for people with learning disabilities as there is a specific measure for the employability of people with a disability, both learning and physical within the Themes, Outcomes and Measures that is used as part of the quantitative part of the social value evaluation.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** There is no anticipated negative impact. It is anticipated that more employment opportunities could be created as a result of this change.

## Disability - mental health issues

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** It is anticipated that maximising social value opportunities could result in more opportunities for people with mental health issues.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** There is no anticipated negative impact. It is anticipated that more employment opportunities could be created as a result of this change or that providers may offer more support to those with mental health issues.

## Disability - physical impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** It is anticipated that maximising social value opportunities could result in more opportunities for people with a physical impairment as there is a specific measure for the employability of people with a disability, both learning and physical within the Themes, Outcomes and Measures that is used as part of the quantitative part of the social value evaluation.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** There is no anticipated negative impact. It is anticipated that more employment opportunities could be created as a result of this change.

## Disability - sensory impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** It is anticipated that maximising social value opportunities could result in more opportunities for people with sensory impairment.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** There is no anticipated negative impact. It is anticipated that more employment opportunities could be created as a result of this change.

## Action plan to address and monitor adverse impacts

**Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?:** 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 EqIA completed:** 07/10/2021

**Name of person completing the EqIA:** Vivian Smith

**Email address of person completing the EqIA:** Vivian.Smith@essex.gov.uk

**Your function:** Place and Public Health

**Your service area:** Sustainable Growth, Place and Public Health

**Your team:** Anchor team - Wellbeing and Public Health: Healthy Places and People

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

**Name of person completing the EqlA:** Vivian Smith

**Function:** Finance and Technology

**Service area:** Procurement

**Team:** Procurement

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