



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Procurement Strategy 2015 – 2018

Details are set out:

Procurement Strategy

Officers undertaking the assessment:

Clare Winter Group Manager – Procurement, Karen Moss - Equality Officer

Assessment approved by:

Nigel Stevenson – Service Director Finance and Procurement

Date: 12.06.2015

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The Strategy sets out the direction and practice for the County Council's Procurement activities over a three year period 2015-18. It builds upon the first strategy that was introduced in 2010.

Those intended to benefit from this policy are the Corporate Procurement Team, all stakeholders, service departments and suppliers.

The strategy seeks to promote continued delivery of fair, open and transparent opportunities for the supply market to work with us ensuring that there is equal treatment for all suppliers in tendering.

The strategy seeks to promote equality amongst relevant sections of the community (e.g. suppliers) by seeking to remove obstacles to conducting business and ensuring that there is an equal opportunity for all suppliers who meet the stated criteria, to participate in bidding requirements

The strategy does not disadvantage any equality groups or sub-groups; in fact it promotes equality and diversity in a number of ways. For example:

- It encourages all contractors to consider what equality policies and practices they have in place and whether this is adequate.
- Where contractors deliver services on behalf of the Council through contract award and monitoring processes, that contractor will be expected to meet the Council's own standards and policies.
- Services are procured from external providers on the basis that they will be able to deliver those to all

our citizens irrespective of their protective characteristic

- All providers with whom the Department contracts for goods/services are required to have an Equal Opportunities Policy and Providers are required to review and revise their policies regularly.

To meet the aims of the Public Sector Equality Duty (PSED), the Council is responsible for making sure that public goods and services are accessible to, and meet the needs of, all users to ensure that no one group is disadvantaged in accessing public goods and services. To fulfil this requirement, all suppliers and contractors of Council services will be required to comply with the PSED. Depending on the type of goods and services being provided and their relevance to equality-related issues, requirements of what this will mean in practice will vary and will be proportionate and will be set out in the contract conditions

The strategy requires the procuring officers to fulfil the duty imposed on local authorities by the Public Services (Social Values) Act 2012 which comes into effect in January 2013. The inclusion of social value requirements will not disadvantage any group

The strategy is in line with the County Councils equality policy, our strategic plan and our key value 'treating people fairly'

This strategy will be presented for approval at Policy Committee 15th July 2015

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
N/A		

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Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

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Completed EqlAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website.