

Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

About the service or policy development

Name of service or policy	Social Value
Lead Officer	Tess Lanning
Contact Details	tess.lanning@lbbd.gov.uk

Why is this service or policy development/review needed?

This policy seeks to establish a consistent approach to securing additional community benefits (Social Value) when procuring goods and services. It will require all tenderers for contracts over £100K to submit substantial Social Value proposals in line with council priorities and goals.

The use of Social Value requirements on major council contractors provides a lever to support the corporate vision and plans to deliver 'inclusive growth' and support wider Council goals relating to Citizenship and Participation; Empowering People; and environmental sustainability.

It fulfils the Council's legal obligation under the Public Services (Social Value) Act 2012 for all public bodies to consider how they can deliver additional economic, social and environmental benefits for the community when procuring goods and services, and how they may act to secure that improvement.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know? What does your research tell you?

Consider:

- National and local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

The Social Value policy seeks to secure resources and outputs to help tackle key issues affecting the local community including:

- Poor educational outcomes and high rates of unemployment, inactivity and low pay compared to other London boroughs: by asking the Council's major contractors to pay the London Living Wage and create quality job and training opportunities for residents;
- Low job density: by asking contractors to support the local economy and source goods and services from organisations based in the borough;
- Low levels of community participation and engagement: by asking contractors to procure from organisations with a social purpose and help build the capacity of local

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

civil society partners such as through volunteering, mentoring and provision of facilities; and

- Poor health outcomes, including lower than average life expectancy, high obesity and the highest rate of domestic abuse offences in London: by asking contractors to support initiatives to tackle these and other local issues.

In evaluating Social Value proposals, additional consideration will be given to commitments that benefit groups who face disadvantage in the labour market – for example by giving higher scores to those that provide job and training opportunities for young people not in education, employment or training (NEET) and residents with learning disabilities and physical and mental health conditions, among others. This will be supported by wider strategies to secure more quality training pathways into good jobs for young people, and explore how to improve the support available to both individuals and employers to ensure more of employment opportunities are accessible for residents with complex needs including those with disabilities. The borough has the highest proportion of young people (under 16) in the country, and 16% of the adult (over 16) population are disabled.

In securing more resources for the local voluntary and community sector, the policy also has the potential to support local organisations that represent and work with disadvantaged groups, including those with protected characteristics.

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	X			Additional environmental, social and economic benefits for the local community.	A Social Value Coordinator is being recruited to support commissioners to maximise the positive benefits of the policy. The post-holder will also be responsible for monitoring the impact including any potential negative impacts such as changes to the cost or quality of the goods and services being procured.
Age	X	X		Better employment opportunities for young people and older unemployed residents; resources to support initiatives to improve health and wellbeing including issues disproportionately facing younger/older residents	The policy encourages contractors to develop commitments that tackle issues affecting young and older people in the borough. The nature of the community benefits secured and how these are allocated will be monitored and evaluated with commissioning teams and civil society partners, including those working with young and elderly residents.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Disability	X	X	Improved employment and health outcomes for disabled residents	The Inclusive Growth team will work with commissioners, relevant services and civil society partners to explore how to ensure more of the opportunities secured through this policy (and other means) are accessible for disadvantaged groups including those with disabilities.
Gender reassignment		X		The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, in consultation with civil society partners.
Marriage and civil partnership		X		The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, in consultation with civil society partners.
Pregnancy and maternity	X	X	Potential to generate resources for initiatives to tackle issues that disproportionately affect women and those with caring responsibilities	The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, in consultation with civil society partners.
Race (including Gypsies, Roma and Travellers)	X	X	Potential to generate resources for initiatives to tackle issues that disproportionately affect BME communities	The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, in consultation with civil society partners, including those that represent different BME communities.
Religion or belief		X		The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, in consultation with civil society partners, including those that represent different faith communities.
Sex	X	X	Potential to generate resources for initiatives to tackle high rates of domestic	The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, working in consultation with civil society partners.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT	
-------------------------------------------------	--

				<p>violence and other issues that disproportionately affect one or other sex</p>
Sexual orientation	X	X		<p>Potential to generate resources for initiatives to tackle issues that disproportionately affect LGBT+ communities</p> <p>The Social Value Coordinator will monitor the impact of the new policy on different groups to inform the policy and how resources are allocated, working in consultation with civil society partners including those working with the borough's LGBT+ community.</p>
Any community issues identified for this location?	X	X		<p>The policy applies to the council's overall policy approach and seeks to secure resources across the borough</p> <p>The Social Value Coordinator will monitor the impact of the new policy on different parts of the borough. Contractors will also be directed to the Borough Data Explorer to identify relevant issues and locations that they could support, as well as local civil society groups and initiatives via B&D Giving.</p>

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?

The activities major contractors will be encouraged to deliver as part of their Social Value plans are designed to support delivery of the Borough Manifesto vision and goals, which were formed through extensive consultation with the local community.

Community stakeholders including members of the Barking and Dagenham Delivery Partnership have been consulted on the priorities and approach to Social Value, alongside relevant Council policy and commissioning teams. A workshop was also held with local voluntary and community organisations to inform the policy and identify how the Council can work with local civil society partners and community representatives to maximise impact and ensure contractors build on and support existing initiatives in the borough.

The policy will be launched alongside an online public consultation and ongoing engagement with local voluntary and community partners to allow the Council to continuously improve the policy and approach. As part of this we will engage with groups that represent diverse communities including those with protected characteristics. The impact of the policy will also be monitored to inform a fair and transparent approach to resource allocation.

3. Monitoring and Review

<p>How will you review community and equality impact once the service or policy has been implemented? <i>These actions should be developed using the information gathered in Section 1 and 2 and should be picked up in your departmental/service business plans.</i></p>		
Action	By when?	By who?
Recruit a new Social Value Coordinator to the Commercial Services team with responsibility for monitoring overall progress on the community benefits secured through the introduction of the new Social Value policy.	June 2020	Hilary Morris, Commercial Director, and Tess Lanning, Head of Enterprise and Employment Strategy
Establish benchmarks and processes to monitor and assess progress on the resources and outputs the policy delivers (number of jobs, apprenticeships, volunteers etc) – as well as how these are allocated and who the beneficiaries are.	October 2020	Social Value Coordinator
Review the impact of the policy – including the benefits to the overall community and particular disadvantaged groups – with a view to improving the approach on an ongoing basis.	June 2021	Head of Enterprise and Employment Strategy

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Implications/ Customer Impact

The new policy will allow the Council to more consistently generate additional social, economic and environmental benefits for residents, over and above the core services and programmes being delivered by the council.

In doing so it seeks to improve the resources available to meet the social and economic needs of residents, deliver improved outcomes and support equality. This will benefit local communities general, but will also seek to generate resources for disadvantaged groups – for example by giving additional consideration to Social Value proposals that create new job and training opportunities for people facing disadvantage in the labour market (including young people and those with disabilities), and securing resources to support existing council/civil society initiatives relating to local issues and priorities, including those that disproportionately affect groups with protected characteristics, such as domestic violence.

The impact of the policy will be monitored on an ongoing basis, including the number and types of outputs secured, how these are allocated and who the beneficiaries are, with a view to reviewing the policy and approach on an ongoing basis, in consultation with civil society partners including those representing groups with protected characteristics.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Graeme Cooke	Director of Inclusive Growth (divisional director)	29/04/2020
Hilary Morris	Commercial Director (project sponsor)	30/04/2020
Tess Lanning	Head of Enterprise and Employment Strategy (project sponsor)	30/04/2020