

## Equality Impact Assessment : Sefton Social Value Policy August 2022

### Introduction

The Sefton Social Value Policy outlines how the Council will address the implementation of the Social Value Policy in relation to the procurement of goods and services and develop positive outcomes for our Places, People and Productivity. The Policy retains a focus on the Council's Core Purpose and sets out several areas to assist in meeting Sefton's priority of ensuring people have the opportunity for employment that allows them to live healthy and fulfilled lives. This will be achieved by working collaboratively with suppliers, contractors, partners and stakeholders with the intention of creating positive outcomes for our communities.

The National Social Value Measurement Framework (TOMs) will underpin and empower the objectives of this policy, by allowing the Council to unlock, measure and report the social value provided by our suppliers during the provision cycle.

The policy also includes reaffirmed commitment to the Caring Business Charter, including its incorporation into procurement and commissioning processes across the Council.

### Objectives of the Policy

1. Grow an inclusive and resilient Sefton economy, by engaging local suppliers and thereby encouraging re-spend within the Sefton economy, supporting micro and small businesses, social enterprises including charities and co-operatives.
2. Increase the number of jobs in Sefton and create a local employment opportunity programme for the long-term unemployed, economically inactive and other underrepresented groups in the Sefton labour market.
3. Improve living standards and enhance the wellbeing of our residents by promoting socially responsible criteria for suppliers.
4. Promote environmental sustainability by implementing environmental improvements, supporting reductions in waste and carbon emissions, supporting energy efficiency, and assisting the use of materials from renewable and sustainable sources within Sefton and our supply chain.
5. Support fair and ethical trading in the supply chain, including full compliance to Human Rights legislation and Modern Slavery Act, whilst expecting our suppliers and contractors to demonstrate the same standards of commitment.
6. Maximise the opportunities for young people presented by the Caring Business Charter and its signatory organisations.

### Are there any protected characteristics that will be disproportionately affected in comparison to others?

Age	According to the Sefton People and Place Introductory Profile Nov 2021, 72% of Sefton residents aged
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between 16 and 64 were in employment between July 2020 and June 2021 (65% were employees and 7% were self-employed).

The same data source also states that between January and December 2020 there were approximately 12,600 workless households, which equates to 16% of all households (containing adult members aged 16 years and over who are either unemployed or inactive) within Sefton, this is higher than the Northwest and England.

The Welfare Reform Annual Report 2022 states that in 2019/20, the latest figures for the proportion of children aged under 16 living in relative low-income households was 8202, an increase of 18% over five years.

Education and skills are vital for people to make the most of economic opportunities, but children from low-income backgrounds achieve worse results at every stage of their education compared to those from better off homes. This deprives the region and employers of talent. It also reduces people's earning potential, reduces the tax take and increases the risk that poverty will be passed from one generation to the next.<sup>1</sup>

#### ***Positive impact***

The national social value measurement framework TOMS (Themes, Outcomes and Measurements), that the Council is implementing as part of its Procurement Framework includes the theme – **Promoting Local Skills and Employment**, which includes outcomes relating to more local people in employment, more opportunities for care experienced young people, improved employability of young people and improved skills.

The TOMs framework includes the theme **Promoting Social Innovation**, which includes an outcome associated with social innovation to create local skills and employment.

There are several measurements in place to monitor these outcomes as part of contract management.

	<p>The Caring Business Charter will also improve connectivity for young people in Sefton, particularly those with care experience, with training, employment, apprenticeships, work experience, mentoring and other opportunities with a wide range of organisations across the public and private sector.</p>
<p>Disability (physical, visual, hearing, learning disabilities and mental health)</p>	<p>The latest data shows the Liverpool City Region has higher levels of economic inactivity than nationally (23% vs 21% in England overall), and much of this is driven by a high proportion of residents with long-term health problems. Indeed, almost a third of economic inactivity in LCR is because of long-term sickness (31%), the fifth highest proportion of any LEP area.<sup>ii</sup></p> <p>The Welfare Reform Annual Report 2022 states that the pandemic gives rise to direct and indirect health impacts that play out in both the short and long-term.</p> <p>These have fallen hardest upon people and communities in Sefton with greater vulnerability linked to poverty.</p> <p>The report goes on to explain that people experiencing ongoing financial stress continue to report high levels of mental distress.</p> <p>Mental distress also creates a bigger psychological hurdle for people to overcome in order to access help and support, adding to barriers of cost, availability, and accessibility. Ongoing high prevalence of depression and anxiety at a community level could have implications for community cohesion, social support, and the impact of services on offer in these areas.</p> <p>Air pollution is associated with several adverse health impacts. It is recognised as a contributing factor in the onset of heart disease and cancer. Additionally, air pollution particularly affects the most vulnerable in society: children, the elderly, and those with existing heart and lung conditions.<sup>iii</sup></p> <p>People with disabilities or long-term conditions can be furthest away from the labour market. Specific initiatives and people with neurodiversity or learning disabilities</p>

may require additional support to understand what is available and the opportunities.

***Positive impact***

The national social value measurement framework TOMS (Themes, Outcomes and Measurements), that the Council is implementing as part of its Procurement Framework includes the theme – **Promoting Local Skills and Employment**, which includes an outcome associated with more opportunities for disabled/disadvantaged people.

The TOMs Framework also includes the theme – **Supporting Growth of Responsible Regional Business**, which includes an outcome for improving staff wellbeing and mental health.

The Framework also includes the theme – **Healthier, Safer and more Resilient Communities**, which includes an outcome for creating a healthier community.

The Framework also includes the theme – **Decarbonising and Safeguarding our World**, which includes the following outcomes for reducing carbon emissions and air pollution and safeguarding the natural environment

The theme **Promoting Social Innovation** includes outcomes associated with social innovation to enable healthier, safer, and more resilient communities and safeguarding the environment and responding to the climate emergency.

There are several measurements in place to monitor these outcomes as part of contract management.

Having information in accessible formats will help to ensure people with disabilities have the equality of accessing the opportunities. Involving the support of Advocacy Groups can also help with engagement and promotion of opportunities that may be created through contracts and commissioning.

During COVID and the lockdown the Carers Centre reported that it was extremely difficult for some carers to leave the people they care for. This may continue as we recover, as the people who they care for may require more care and support, leaving carers with reduced time to access training and employment

Carers

	<p>opportunities and return to work/workforce. Working with the Sefton Carers Centre will help to understand further the needs of carers and share the support available.</p>
Gender Reassignment	<p>The objectives of the Social Value Policy and the TOMs Social Value Framework are likely to have a positive impact on individuals and communities with regards to the protected characteristic of gender reassignment.</p> <p>Sefton Council is a large employer in Sefton, with over 3,700 employees as of July 2022<sup>iv</sup>. The current HR system does not report on gender identity, but this is being addressed with the new system.</p> <p>A potential barrier may be access to and availability of relevant information on national and local information on gender-reassignment, both within the Council and other organisations (employers). Therefore, additional monitoring of this protected characteristic may be required and reviewed during contract monitoring.</p> <p style="text-align: center;"><b>Positive action</b></p> <p>The national social value measurement framework TOMS (Themes, Outcomes and Measurements), that the Council is implementing as part of its Procurement Framework includes the theme – <b>Supporting Growth of Responsible Regional Business</b> includes an outcome associated with reducing inequalities.</p> <p>There are several measurements in place to monitor these outcomes as part of contract management</p>
Marriage and Civil Partnership	<p>The objectives of the Social Value Policy and the TOMs Social Value Framework will provide positive impacts for all members of the community and fully includes individuals within the protected characteristic of marriage and civil partnership.</p>
Race Migrant workers	<p>A potential negative impact may occur for individuals/communities where English is not their first or second language and therefore inadvertently lack engagement with the employment and training opportunities and may need support to understand and access local opportunities. Therefore, additional</p>

<p>Asylum Seekers</p> <p>Gypsy &amp; Romany Travelers</p>	<p>monitoring of this protected characteristic may be required and reviewed during contract monitoring.</p> <p>The Venus Centre in Sefton reports that refugees and asylum seekers find accessing the job market difficult because all the information is in English and due to their qualifications not matching the UK and are therefore required to take different jobs and lower paid employment.</p> <p>Largely mobile population and population with lower literacy levels who are more likely to miss information about the training and employment opportunities employers and businesses advertise.</p> <p style="text-align: center;"><b>Positive impact</b></p> <p>The objectives of the Social Value Policy and the TOMs Social Value Framework are likely to have a positive impact on individuals and communities with regards to the protected characteristic of race and additional monitoring through contract review meetings may be required.</p> <p>There are several measurements in place to monitor these outcomes as part of contract management.</p> <p>Where appropriate information in appropriate languages and in accessible formats can be available to mitigate and barriers. Working closely with trusted organisations and individuals, in a culturally appropriate and sensitive way to ensure opportunities are promoted will help to ensure that the training and employment opportunities employers and businesses advertise are accessible to all.</p>
<p>Religion and Belief (includes no belief)</p>	<p>The objectives of the Social Value Policy and the TOMs Social Value Framework are likely to have a positive impact for all members of the community and fully includes individuals within the protected characteristic of religion and belief.</p>
<p>Sex</p>	<p>In Sefton, we have some striking health inequalities. For example, life expectancy for men living in the least well-off parts of Sefton is estimated to be fourteen years lower compared to life expectancy of men living in the most affluent areas (70.5 years vs 84.1 years) For women, the gap is 12 years (76.2 vs 88.2 years). The</p>

	<p>life expectancy gap in Sefton is growing at faster rate than the national average, this is because life expectancy is stable or rising in affluent parts of the population, but stable or falling in our least affluent communities.<sup>v</sup></p> <p>Effective action on health inequalities and inequalities in the social determinants also requires a strong link to quality employment and concerted action between the NHS, local authorities, businesses, public services, the voluntary sector, the faith (VCF) sector and communities.<sup>vi</sup></p> <p style="text-align: center;"><b>Positive action</b></p> <p>The objectives of the Social Value Policy and the TOMs Social Value Framework are likely to have a positive impact on individuals and communities with regards to the protected characteristic of sex. The measures and outcomes will apply regardless of sex however additional monitoring may be needed through contract management and consideration of flexible working patterns may be needed.</p> <p>The national social value measurement framework TOMS (Themes, Outcomes and Measurements), that the Council is implementing as part of its Procurement Framework includes the theme – <b>Supporting Growth of Responsible Regional Business</b> includes an outcome associated with reducing inequalities.</p> <p>There are several measurements in place to monitor these outcomes as part of contract management.</p>
Sexual Orientation	<p>The objectives of the Social Value Policy and the TOMs Social Value Framework are likely to have a positive impact on individuals and communities with regards to the protected characteristic of sexual orientation.</p> <p>A potential barrier may be access to and availability of relevant information on national and local information on sexual orientation, both within the Council and other organisations (employers). Therefore, additional monitoring of this protected characteristic may be required and reviewed during contract monitoring.</p>
Pregnancy and Maternity	<p>The objectives of the Social Value Policy and the TOMs Social Value Framework are likely to have a positive impact for all members of the community and fully</p>

	includes individuals within the protected characteristic of pregnancy and maternity.
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**Consultation:**

The Sefton Social Value Policy complies with Local Government legislation and is being processed for approval with the support of Cabinet members.

**Is there evidence that the Public Sector Equality Duties will be met?**

*The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:*

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.*
- 3. Foster good relations between people who share a protected characteristic and those who do not.*

*The Act explains that having due regard for advancing equality involves:*

- Removing or minimising disadvantages suffered by people due to their protected characteristics.*
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.*
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.*

The objectives of the Sefton Social Values Policy will help to provide positive impacts for individuals and communities through our network of suppliers and contractors. The focus and objective deliveries will be related to the types of goods and/or services provided but particularly where we are able to utilise local suppliers and contractors.

The implementation of the Social Value Policy and associated processes will raise awareness of social value with suppliers and service providers through further dialogue and contracted commitment throughout the life of each contract. At each contract review a statement of progress by the supplier will be required to log progress and measure the impact of social value contributions to the original tender commitment. This methodology



ensures social value is an integral part of the procurement and contract management process, where the commitment of the supplier is tracked for the life of the whole contract.

Partnership working is essential to develop strong, well-established partner relationships in Sefton and to further develop local initiatives for wider social good. The VCF sector in Sefton is strong and well established and the sector has led and been involved in projects and initiatives to ensure that everyone can maximise their potential to have a happy and healthy life. There are over 33,000 volunteers in the borough, providing over 99,000 of volunteering per week.

During 2020/21 the VCF sector organisations in Sefton provided 268,229 supportive interventions to 55,449 people. They contributed 65,114 hours of volunteer support, equating to an economic and social value contribution to Sefton of £892,061. It is anticipated the success of Sefton Crowd will be enhanced with creative initiatives working with our suppliers and contractors as an integral part of the Social Value Policy.

These strong relationships will help foster good relations between local businesses, individuals and communities, helping to create awareness of the Social Value Policy and specific initiatives so that they are accessible to as much of the community as possible.

The Caring Business Charter will also support the continued development and maintenance of these positive relationships.

**Commented [JV1]:** What about fostering good relationships between the sector and businesses to support the social value (CSR)?

**Commented [DS2R1]:** Local businesses included

#### **What actions would follow if this proposal accepted by Cabinet & Council?**

Where Social Value has been contractually committed by suppliers or contractors, the Social Value contribution to Sefton will be measured at quarterly contract reviews, similar to, and in conjunction with, the KPIs associated with the main contracts. It is this methodology which will ensure the performance of the supplier or contractor is in line with the original commitment made by them when the contract was implemented. It will be the responsibility of the Service Teams and Procurement to ensure the timely delivery of these commitments which will no doubt have a positive impact on our communities.

<sup>i</sup> The case for adopting the socio-economic duty and proposed next steps – LCR CEO Group Meeting – July 2022

<sup>ii</sup> The case for adopting the socio-economic duty and proposed next steps – LCR CEO Group Meeting – July 2022

<sup>iii</sup> 2021 Air Quality Annual Status Report

<sup>iv</sup> Workforce Profile July 2022

<sup>v</sup> Welfare Reform Annual Report 2022

<sup>vi</sup> The case for adopting the socio-economic duty and proposed next steps – LCR CEO Group Meeting – July 2022