

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council’s work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Implementation of the Procurement Act 2023; Procurement Strategy and Social Value Policy	
Director responsible for the project or service area	Joanne Goodfellow	
Officer completing the assessment	Emma Dyer	
Date conducted	18/12/2024	
Who are the main stakeholders?	Suppliers, Contract Managers, Community	
What is being assessed?	A decision to review or change a service.	
	A strategy, policy, report, or procedure	✓
	A function, service, or project	
What kind of assessment is it?	New – Social Value Policy	✓
	Review of existing – Procurement Strategy	✓

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?	✓	
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?		✓
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		✓

4	Will this policy or proposed change have any impact on potential suppliers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5	Does this policy or proposed change impact on any HR policy or practice within the council?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

Decision	Yes	No
Initial screening only	<input type="checkbox"/>	<input type="checkbox"/>
Proceed to Part Two, full assessment	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Initial screening completed by	Emma Dyer
Date	18/12/2024

Full screening completed by	Emma Dyer
Date	18/12/2024

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

**That the council adopt the social value policy to allow us to provide additional benefit to the community from our commissioning/procurement process over and above the direct purchasing of goods, services and outcomes.
That the council review and adopt the revised Procurement Strategy.**

Section 2

Evidence used and considered. Include analysis of any missing data.

**2012 Public Services (Social Value) Act
Transforming Public Procurement
Procurement Act 2023**

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

**A working group was set up to pull together the Social Value pledges and measurable outcomes for the Social Value Policy which included the Climate Change Officer, Procurement Team and the Assistant Director of Growth and Regeneration.
CMT have reviewed and approved the revised Procurement Strategy, Social Value Policy, and Pledges.**

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N)	Details of the impact	Action to address negative impact
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	Neutral (Ne)		
Protected Characteristic, as outlined in the Equality Act 2010			
Age	Ne		
Disability	Ne		
Gender reassignment	Ne		
Marriage and civil partnership	Ne		
Pregnancy and maternity	P	One of the Social Value pledges suppliers can opt for is to provide support and refresher sessions for women getting back into work after career breaks	N/A
Race	Ne		
Religion or Belief	Ne		
Sex	Ne		
Sexual Orientation	Ne		
Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion	P	Social Value pledges include supporting vulnerable people to build stronger networks (befriending schemes or meet up groups)	N/A
Digital exclusion	Ne		
Veterans and serving members of the armed forces and their families	Ne		
Young people leaving care	Ne		
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on	P	The council takes measures to enable a healthier, safer and	N/A

an individual's health, mental health and wellbeing?		more resilient community in Tamworth the social value policy incorporates pledges for delivering health and wellbeing interventions e.g. stop smoking support, provision of physical or creative activities for local people.	
Will the proposal directly impact on housing?	Ne		
Will there be a likely change in demand for or access to public services such as health and social care services?	Ne		
Will there be an impact on diet and nutrition?	Ne		
Will there be an impact on physical activity?	P	The council takes measures to enable a healthier, safer, and more resilient community in Tamworth the social value policy incorporates pledges for delivering health and wellbeing interventions e.g. stop smoking support, provision of physical or creative activities for local people.	N/A
Will there be an impact on transport, travel and connectivity?	P	The policy has pledges dedicated to reducing carbon emissions and unnecessary travel.	N/A
Will there be an impact on employment and income?	Ne		
Will there be an impact on	P	The social value pledges include the option for suppliers to	N/A

education and skills?		provide local volunteering opportunities that support the development of skills. The social value pledges include supporting youth group activities in the local community & collaborating with pupil referral units to provide mentorship and skill development.	
Will there be an impact on community safety?	Ne		
Will there be an impact on the environment, air quality, climate change?	P	The Social Value policy and pledges supports the council's climate change objectives.	N/A

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

N/A

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

N/A

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Contract Managers, Procurement Officer, Operations Accountant and Head of Finance
Frequency of monitoring	Quarterly
Where will the impact assessment be reported to?	CMT
Where this impact assessment will be stored and for how long	Finance Shared Drive. 6 years with the relevant report

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress

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