

## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	SCC First Policy
<b>Brief Service Profile (including number of customers)</b>	
<p>The council’s Procurement Service is delivered through the Strategic Services Partnership and manages all third party council spend above £1,000.</p> <p>The SCC First policy is being developed to provide a framework for considering and appointing in-house services to deliver council requirements before commencing a procurement process.</p>	
<b>Summary of Impact and Issues</b>	
<p>The SCC First policy is an internal policy which will govern the utilisation of in-house services across the council where SCC Best Value can be demonstrated and the in-house resource can meet council requirements.</p> <p>There is currently an inconsistent approach to engaging with in-house services and as a result, in-house services often miss out on opportunities or are informed of them too late to enable them to properly plan, mobilise, respond and deliver.</p> <p>The policy has been developed to support the effectively planning, resourcing and delivery of council requirements by in-house teams whilst ensuring that SCC Best Value can be demonstrated.</p> <p>This policy should not adversely affect any protected groups as identified by the Equality Act 2010.</p>	
<b>Potential Positive Impacts</b>	

The implementation of the SCC First policy will demonstrate the council's commitment to a consistent and transparent procurement approach. The impact will be positive to council services and staff, ensuring that services are delivered in-house where appropriate but also allowing for needs to meet through third parties when in-house services are unable to meet council needs or demonstrate best value to the council. It will also bring benefits to residents by ensuring best value for the city.

<b>Responsible Service Manager</b>	Katie Renouard – Service Manager (Supplier Performance)
<b>Date</b>	19 <sup>th</sup> December 2017
<b>Approved by Senior Manager</b>	Paul Paskins – Service Lead (Supplier Management)
<b>Date</b>	19 <sup>th</sup> December 2017

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	No identified negative impacts.	N/A
<b>Disability</b>	No identified negative impacts.	N/A
<b>Gender Reassignment</b>	No identified negative impacts.	N/A
<b>Marriage and Civil Partnership</b>	No identified negative impacts.	N/A
<b>Pregnancy and Maternity</b>	No identified negative impacts.	N/A
<b>Race</b>	No identified negative impacts.	N/A
<b>Religion or Belief</b>	No identified negative impacts.	N/A
<b>Sex</b>	No identified negative impacts.	N/A
<b>Sexual Orientation</b>	No identified negative impacts.	N/A
<b>Community Safety</b>	No identified negative impacts.	N/A
<b>Poverty</b>	No identified negative impacts.	N/A
<b>Health &amp; Wellbeing</b>	No identified negative impacts.	N/A
<b>Other Significant Impacts</b>	No identified negative impacts.	N/A

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