
Cabinet

31 August 2021

Name of Cabinet Member:

Cabinet Member for Strategic Finance and Resources – Councillor R Brown

Director Approving Submission of the report:

Director of Law and Governance

Ward(s) affected:

All

Title:

Social Value and Sustainability Policy

Is this a key decision?

Yes - The proposals are likely to have a significant impact on residents or businesses in two or more electoral wards in the City.

Executive Summary:

Coventry City Council recognise the potential and impact of embedding Social Value in our procurement processes and contracts with third parties, as well as in our work with partner organisations and communities. Our vision is to ensure that Coventry as a city embeds the social value ethos, to consider activities holistically, taking account of the wider economic, social and environmental effects, which will enable us to challenge inequalities and promote diversity & inclusion, deliver sustainability, support the local economy and work with the local community.

This paper recommends that cabinet approves an updated Social Value policy for Coventry. The policy commits the Council to take action through its procurement and contract management activities to ensure that social value and sustainability outcomes are maximised through the supply of goods, services and works to the Council. Furthermore, social value is embedded throughout the City Council's other policies and within the planning application process.

This policy is an evolution and replacement of the current Social Value Policy which was adopted by Cabinet on the 11th February 2014. Following a recommendation of the Finance and Corporate Services Scrutiny Board (1), the Cabinet Member for Strategic Finance and Resources requested that Officers draft a revised Social Value Policy.

The key elements of the policy are to:

- Build social value into council contracts and major planning applications to maximise the impact gained from all money spent from the Councils budgets and from major developments within the City.

- Increase the proportion of the council's expenditure which goes to local businesses and providers rather than those outside of the area.
- Raise the living standards of Coventry residents and commit to working towards the Joseph Rowntree Living Wage
- Introduce systems for assessing and measuring social value.
- Commit to working with partner agencies (in a One Coventry way) to develop further how to achieve social value.
- Create links between Social Value delivery and the United Nations 17 sustainable development goals.

Coventry City Councils Contract Procedure Rules already take steps to ensure that at least 2 out of 3 quotes for contracts up to £100,000 are from local companies and that social value considerations in line with the existing Social Value toolkit are considered as part of tender exercises, but this policy looks to build on successes to date, enhance our commitment to sustainability and to formalise and measure Social Value and Sustainability outcomes more clearly.

Social value returns will be monitored and reported on an annual basis to Cabinet Member for Strategic Finance & Resources and to Procurement Board. The first year of the policy will be a baseline year with targets set subsequently to increase the amount of social value secured.

Recommendations:

The Cabinet is requested to:

- 1) Approve the Social Value and Sustainability Policy attached as Appendix 1 to this report, which will supersede the current Social Value Policy.
- 2) Subject to the approval of recommendation 1) above, delegate authority to the Director of Law and Governance to implement the Policy.

List of Appendices included:

Appendix One – Social Value and Sustainability Policy
 Appendix Two – Equalities Impact Assessment

Background papers:

None

Other useful documents

Existing Social Value Policy - https://www.coventry.gov.uk/downloads/file/13781/coventry_social_value_policy

Coventry City Council Social Value case studies:

Case Study Title	Link
Coventry Transport Museum Extension	https://www.coventry.gov.uk/downloads/file/16782/case_study_-_coventry_transport_museum_extension
Linking employment and skills plans with education providers	https://www.coventry.gov.uk/downloads/file/26483/case_study_-_linking_employment_and_skills_plans_with_education_providers
City Wharf Development	https://www.coventry.gov.uk/downloads/file/16784/case_study_-_city_wharf_development

Coventry Fuel Poverty Project	https://www.coventry.gov.uk/downloads/file/16785/case_study_-_coventry_fuel_poverty_project
Costain	https://www.coventry.gov.uk/downloads/file/16786/case_study_-_costain
Construction Shared Apprenticeship Scheme	https://www.coventry.gov.uk/downloads/file/26482/case_study_-_construction_shared_apprenticeships_scheme
Fargo	https://www.coventry.gov.uk/downloads/file/16788/case_study_-_fargo
Stoke House	https://www.coventry.gov.uk/downloads/file/18880/case_study_-_stoke_house
The Langleys Care Home	https://www.coventry.gov.uk/downloads/file/18881/case_study_-_the_langleys_care_home
Stopping Smoking Services	https://www.coventry.gov.uk/downloads/file/20538/case_study_-_stopping_smoking_services
Cook and Eat Well	https://www.coventry.gov.uk/downloads/file/20539/case_study_-_cook_and_eat_well
Health Checks	https://www.coventry.gov.uk/downloads/file/20540/case_study_-_health_checks
Belgrade Plaza	https://www.coventry.gov.uk/downloads/file/26484/case_study_-_belgrade_plaza
Health and Well-being	https://www.coventry.gov.uk/downloads/file/26485/case_study_-_health_and_well-being
One Friargate	https://www.coventry.gov.uk/downloads/file/26486/case_study_-_one_friargate

WMCA social value policy - <https://www.wmca.org.uk/media/1921/social-value-policy.pdf>

Has it been or will it be considered by Scrutiny?

Yes – The Social Value principles have been considered by the Finance and Corporate Services Scrutiny Board (1) and a Working Sub-Group of the Chairs of the Finance and Corporate Services Scrutiny Board (1) in 2019/20. Following a recommendation of Scrutiny Board, the Cabinet Member for Strategic Finance and Resources requested that Officers review and draft a revised Social Value Policy.

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Social Value and Sustainability Policy

1. Context (or background)

1.1 Background

- 1.1.1 The Public Services (Social Value) Act 2012 came into force on 31 January 2013. It requires organisations which who commission public services to think about how they can also secure wider social, economic and environmental benefits.
- 1.1.2 The Act is a tool to help commissioners get wider value for money from procurement. It also encourages commissioners to talk to their local provider market or community to design better services, often finding new and innovative solutions to difficult problems. However, Social Value goes wider than just our Procurement activity and is being embedded in planning and other areas of activity.
- 1.1.3 Coventry City Council procures a significant level of goods, works and services annually. Expenditure with suppliers in 2019/2020 was circa. £450m which accounted for c.£250m of revenue spending and a further c.£200m of capital monies. In procuring these works, goods and services, the Council has the duty to obtain best value, which is delivered through the award of contracts to the Most Economically Advantageous Tender (MEAT).
- 1.1.4 However, the potential for creating Social Value in the city goes far beyond procurement activity and the Council's approach aims to generate benefits for the community by consider a much wider range of activities. The new policy considers community, environmental and economic themes and how activities within each of these themes can be used to create Social Value for the city and its residents.
- 1.1.5 The commitment to addressing sustainability in procurement is in line with the Government's Sustainable Development Strategy (2005) and follows the principles laid down in 'Procuring the Future'- the Sustainable Procurement National Action Plan.

1.2 Current Position on Social Value

- 1.2.1 The Council's current Social Value Policy was adopted by Full Cabinet on the 11th February 2014 and incorporates the Public Service (Social Value) Act 2012 that came into force on 31st January 2013. In July 2019 a progress report was taken to the Finance and Corporate Services Scrutiny Board (1). Following a recommendation of Scrutiny Board, the Cabinet Member for Strategic Finance and Resources requested that Officers review and draft a revised Social Value Policy.

The Social Value Working Group have reviewed the Policy and are proposing a new and extended policy, considering Social Value & Sustainability has in a much wider content than procurement and subsequent third contracts. For example, the Council has been very successful in delivering Social Value & Sustainability by working with organisations who have received planning permission for Major Developments ensuring that local people benefit from the employment opportunities created. This policy was originally timetabled for Cabinet in Summer 2020 but was delayed due to the Covid 19 health pandemic. The Social Value consultation was subsequently reopened to incorporate the impact of Covid 19 and increased focus on structural inequalities and environmental impact.

- 1.2.2 There are examples of successful social value activity in some contracts and service provision, although it was identified that there were no formal processes in place to coordinate this activity or any agreed methods of measurement or benefit capture. Some examples of Social Value achieved whilst the previous policy was in place are included in the case studies linked to at the start of this report.
- 1.2.3 The measurement of Social Value to date has predominantly been done subjectively, with the 15 case studies published. Whilst these case studies are informative and bring alive Social Value delivery, they do not place a value or measurement on it. The Council has now adopted a set of national benchmarks for Social Value which allow these benefits to be captured much more objectively and expressed as a monetary value.
- 1.2.4 The current policy format uses three key themes, namely Economic, Environmental and Social criteria, this is consistent and widely adopted within National frameworks and other Local Authority Social Value Policies.
- 1.2.5 The current policy is informed by the United Nation's Sustainable Development Goals (SDGs), particularly the elements of them relating to intragenerational equity, particularly where it relates to equalities. The new policy aims to adopt more proactive positive action measures to address poverty and inequality issues.

2. Options considered and recommended proposal

- 2.1 **Option One** - The Council may chose not to adopt a Social Value Strategy and comply only with the minimum standards required by legislation only, however in doing so it will lose the opportunity to take a leading role in Social Value activities carried out within the City. By establishing its priorities, the Council can direct Social Value in a manner that compliments the work it already undertakes, meets the needs of the local economy and delivers for its citizens. This option is not recommended.
- 2.2 **Option Two** – retain the existing Social Value Policy as implemented in 2014. The Current policies do not reflect the Councils developing and emerging approach to wealth building, social value and sustainability. This option is not recommended.
- 2.3 **Option Three** - The Council agrees the renaming of the Social Value Policy to Social Value and Sustainability Policy and agrees the content of the revised policy as listed below. This is the option recommended in this report.

2.3.1 Policy Name Change

- 2.3.1.1 The Policy name has changed from 'Social Value Policy' to 'Social & Sustainability Policy', further to an increased focus on Sustainability to the policy

2.3.2 New Policy definition

- 2.3.2.1 The new policy definition has been updated as below to support the increased focus on Sustainability.

The umbrella of 'Economic', 'Social' and 'Environmental' themes, whereby the Council meets its needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only for the Council, but also to its local society and economy, whilst protecting, sustaining and enhancing the environment for the long term.

2.3.3 Delivery of Social Value & Sustainability via three channels

2.3.3.1 The focus of the policy has been widened to be cross-cutting and not just procurement focussed. Social Value & Sustainability can be delivered via the three channels below:

1. Commissioning & Procurement and subsequent third-party contracts
2. Major Development Project Planning Applications
3. City Council Partners

2.3.3.2 Commissioning & Procurement and subsequent third-party contracts

- The current Social Value Policy focuses most on procurement activity with regards to monitoring of social value. However, the new Policy confirms that the Council will look to strengthen its procurement processes, by introducing objective measurement/monitoring tools as well as or instead of use of subjective analysis within its procurement processes, where relevant and proportionate. An objective assessment allows tenderers' Social Value commitments to be quantified as a financial value.
- It is recognised that social value must be proportionate to the size and nature of the individual contract and that the benefit must also be tangible, measurable and enduring.
- It is the intention to ensure that there are formal contractual obligations in relation to social value offered and that these are not just aspirations. The clear identification and measurement of individual KPI's will enable the achievement of the Councils corporate objectives and make Coventry a better place to live, work, do business and learn.

2.3.3.3 Major Development Project Planning Applications

- Progress has been made in the last 12 months to implement changes to the Councils planning policies to ensure Social Value is captured and delivered as part of the planning application process.
- All Major Development Project Applications are requested to develop a Social Value and Sustainability action plan incorporating jobs, apprenticeships, skills, supply chain, community & school engagement and sustainability.
- All major development projects must engage with the Council's Economic Development Service team to develop a Social Value and Sustainability action plan or the planning consultation will not be discharged against the planning application.

2.3.3.4 City Council Partners

- The Council's relationships with local residents, communities and partners (public, private and voluntary sectors, schools, colleges and universities) has never been more critical. The council is committed to collaborating with partners to improve the quality of the lives of local residents, to build community capacity and make the most effective use of collective resource.
- Partnership working arrangements exist across a number of forums that enables the council to make a greater positive impact on the lives of local people across areas such as health and wellbeing and local employment as well as sustainability and local procurement, creating alignment with the ambitions of the city council's Social Value and Sustainability Policy.

2.3.4 Living Wage

2.3.4.1 The new Policy confirms that the Council has committed to pay its' staff directly employed, the Living Wage Foundation 'Real' Living Wage and that we will be encouraging our sub-contractors and partners to also follow our lead to promote this objective.

2.3.5 Focus on sustainability and 17 United Nation's Sustainable Development Goals

2.3.5.1 The new policy will link to all 17 of the United Nation's Sustainable Development Goals (SDGs). The 17 Goals include 'No Poverty', 'Good Health & Wellbeing' and 'Affordable clean energy'. Creating Social Value & Sustainability is essential for meeting these Goals by ensuring employment opportunities, improving air quality, promoting a circular economy and addressing climate change.

2.3.6 Equalities

2.3.6.1 The new Policy confirms that Equality Impact Assessments are carried out regularly as part of the commissioning process. These assessments allow the impact on key groups to be analysed and also consider the impact on vulnerable residents and those living in deprived areas.

2.3.7 Marmot City and Marmot Group

2.3.7.1 The new policy confirms that in 2013, Coventry committed to a city-wide approach to tackle health inequalities as set out in Sir Michael Marmot's 2010 report, 'Fair Society, Healthy Lives'. In doing this, Coventry became one of seven so-called 'Marmot Cities'. Of the original seven cities that committed to tackling health inequalities through this approach, Coventry is the only one that has continued this approach.

2.3.7.2 Further to Coventry becoming a Marmot City, the Marmot Group was formed which is a multi-agency partnership group, with representation from the Council, Public Health England NHS, Police and other agencies. The Marmot Group aims to ensure opportunities arising through Social Value work are targeted appropriately and result in a reduction in health inequalities.

2.3.8 Monitoring and Measurement

2.3.9 Social Value and Sustainability outcomes will be reported on an annual basis to the Councils procurement board and Cabinet member for Strategic Finance and Resources. It is proposed that the first years' data is used to set a baseline for future measurement.

2.4 Benefits to having a Social Value & Sustainability Policy

2.4.1 There are many benefits to having a Social Value & Sustainability Policy and to adapting the policy, so it includes the points listed above such as more focus on sustainability and inclusion of the 17 United Nation's Sustainable Development Goals:

2.4.1.1 The Council is committed to developing a positive sense of place and good quality of life for all its citizens as well as being a place that people want to work and do business. As a significant employer and commissioner of services, the Council wants to ensure it achieves maximum value from its expenditure and that it is supporting the local economy.

2.4.1.2 Having a clear direction will encourage investment into the Coventry economy.

2.4.1.3 Encourages the distribution of wealth around the City.

2.4.1.4 Is streamlined and formalised the Councils approach to social value and sustainability.

2.4.1.5 Utilises the Councils position as a leading buyer of goods, services and works in order to influence positive behavioural change within the supply chain in terms of social value and sustainable and ethical practices.

2.4.1.6 Sets out the Councils position and direction on social value and sustainability issues when working with partner organisations.

2.5 **Next Steps**

2.5.1 Implementation work will be progressed for the Social Value and Sustainability policy, with particular regard towards updating procurement and planning documents, working with partners, updating the social value toolkit to take account of the wider sustainability aims, familiarising and training staff on the updated policy and implementing changes into practice

2.5.2 Procurement and Commissioning Team will create a methodology to capture all social value measures offered by contractors as part of procurement activity to enable monitoring and reporting.

2.5.3 It is the intention that the Social Value and Sustainability approach evolves, so that it can respond accordingly as and when corporate priorities shift, or the performance monitoring arrangements tell us that we need to make changes.

3. **Results of consultation undertaken**

3.1 Consultation on the new Social Value and Sustainability policy has been undertaken with a wide range of organisations and groups, both internal and external to the Council. These include various partner organisations/groups, Trade Unions, internal staff groups, supplier workshops, peer review with other Councils, Members, and the wider public as part of an open consultation exercise.

3.2 Further to consulting with the above stakeholders, numerous updates have been made to enhance the policy. The amendments include reference to the One Coventry Approach and the key role the One Coventry Partnership plays with regards to driving the One Coventry Approach and ensuring a joined-up public sector approach to the development and delivery of strategic City-wide priorities.

4. **Timetable for implementing this decision**

- The implementation of the policy will be overseen by the Director of Law Governance.
- *Key milestones include:*

<i>Social Value and Sustainability Policy Approved By Cabinet</i>	<i>August 2021</i>
<i>Social Value toolkit updated</i>	<i>September 2021</i>
<i>Communications and dissemination of policy</i>	<i>September 2021</i>
<i>Establish Social Value baseline position</i>	<i>By July 2022</i>
<i>Annual Report on Social Value</i>	<i>September 2022</i>

5. Comments from the Director of Finance and the Director of Law and Governance

5.1 Financial implications

5.1.1 There are no direct identifiable financial implications associated with implementing the policy. Whilst there, may be some costs involved in the delivery and monitoring processes, it is envisaged that these cost pressures will be contained within existing budgets of the relevant services.

5.1.2 Where Social Value is specified within the requirement, it is likely that suppliers will build the financial implications of delivering such social value into the prices that they submit. On this basis the Council will need to bear the cost of social value although it is impossible to give a robust financial estimate of this. The Council's assessment is that the secondary financial benefits (e.g. better paid Coventry citizens) plus the non-financial benefits of social value will in all probability outweigh any such cost. However, where we allow suppliers to bid and offer Social Value as added value, it is highly likely that the Council will not see a direct cost impact but will see the financial benefits of the additional value added.

5.2 Legal implications

5.2.1 The aim of the Public Services (Social Value) Act 2012 is not to alter the commissioning and procurement processes, but to ensure that as part of these processes, Coventry Council gives consideration to the wider impact of the services delivery. It allows the Council for example, to choose a supplier under a tendering process who not only provides the most economically advantageous offer e.g. providing consideration for quality and cost, but one which goes beyond the basic contract terms and secures wider benefits for the community.

5.2.2 The Act applies to services contracts and contracts which combine service with the purchase or hire of goods. However, the Council has for many years considered social, economic and environmental issues when procuring goods, services and works. Therefore, the Council will continue to encourage consideration of Social Value outcomes in all contracts above the Public Contract Regulations 2015 threshold, where it can be evidenced that it is relevant to the subject matter of the contract. For those contracts that fall below the Public Contract Regulation 2015 threshold, the approach should be to maximise these outcomes where possible and practical to do so.

5.2.3 All procurement is undertaken in accordance with both the Public Contract Regulations 2015 and the Councils Contract Procedure Rules as set out in the Constitution Part 3G: Contract Procedure Rules

5.2.4 Some matters are not considered to be relevant considerations and therefore cannot be taken account of in a procurement process. That applies to matters which are defined as 'non-commercial'; regard may not be had to these in a procurement process (Local Government Act 1988). However, the Council can make use of public

procurement in support of common societal goals (such as those referred to in the proposed policy), provided that these are relevant and proportionate to the subject matter of the contract. A procurement process can ask for evidence of delivery of these so long as they are linked to the subject matter of the contract and that this is done in a transparent, non-discriminatory and proportionate way (Public Contract Regulations 2015 – Regulation 70).

5.2.5 The Council has a duty to obtain best value in the procurement of goods / services and works and to secure continuous improvement in the way functions are carried out having regard to a combination of economy, efficiency and effectiveness (Local Government Act 1999). This means that where procurement is concerned, the Council must weigh up the costs of the contract against the benefits of the particular relevant issue (here, social value issues) on a case by case basis.

5.2.6 There is a statutory requirement to consider ‘Social Value’ i.e. how the economic, social and environmental well-being of the area might be improved, for contracts worth over the Public Contract Regulations 2015 thresholds. Within the constraints set out above, this approach can be applied to all contracts.

6. Other implications

6.1 How will this contribute to the Council Plan (www.coventry.gov.uk/councilplan/)?

With reference to the new Social Value & Sustainability Policy, the Council has developed a set of representative and example outcomes that allows it to consider the economic, social and environmental well-being of Coventry City and its residents, as per Appendix 1 in the policy. These outcomes are supported by the vision, values and priorities contained in the One Coventry (Council Plan 2016-24) . Suppliers, Contractors and Developers are encouraged to align their values with the Council’s Plan, as well as the Social Value and sustainability requirements of the individual contract or planning permission they are applying for and how they can align their bid submission/planning application to meet the required outcomes.

6.2 How is risk being managed?

Risk	Mitigation
There is a risk that Social Value commitments will be made but not delivered upon.	To mitigate this, it is important that the Council effectively monitors contracts and uses all tools available to secure Social Value.
Risk that Contractors will simply inflate their prices to cover the cost of delivering social value.	In reality it is far more likely that contractors will use their existing Corporate Social Responsibility budgets or volunteering days to support social value delivery as they are keen to benefit from the wellbeing experienced by their staff when they are participating in such activity. In addition, they are aware that successful social value delivery gives them a competitive advantage in the public sector.

6.3 What is the impact on the organisation?

There is no direct change on the composition of the Council's workforce, ICT structure etc. further to the updates made to the new Social Value & Sustainability policy. However, as outlined in various sections of this report, the Council and its employees can benefit from the policy revisions, for example payment of the Real Living Wage. The Council's employees that are a Coventry resident will also see benefits, further to policy aims such as improvement in air quality.

6.4 Equality Impact Assessment (EIA)

6.4.1 Section 149 of the Equality Act 2010, known as the Public Sector Equality Duty, requires the Council to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people.

6.4.2 When making policy, delivering services or otherwise exercising its functions the Council must comply with the Public Sector Equality Duty, and have regard to the age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation of the citizens concerned.

6.4.3 An Equalities Impact Assessment (EIA) has been carried out on the new Social Value & Sustainability policy, attached as Appendix 2 to the report. All Protected Groups have been considered as part of this EIA and there are numerous Protected Groups that will be impacted as a result of the changes to the current Social Value policy as per the following examples:

- 'Deprivation' Protected Group – The new policy aims to reduce health inequalities through the Council, partners and contractors implementing processes and policies which will benefit residents through approaches such as recruitment of local people, use of apprenticeship places and payment of the Real Living Wage where possible.
- 'Disability', 'Gender Reassignment', 'Race', 'Religion and belief', 'Sex', 'Sexual Orientation' and 'Sexual Orientation' Protected Groups - The Council will consider equality and diversity in the provision and operation of services, including a workforce that is representative of the communities we serve, where relevant and proportionate. There are various actions being taken by the Council such as a recruitment pilot with leading Equality, Diversity and Inclusion specialists Diversity by Design, which aims to increase the diversity of applicants. There is also the introduction of anonymised recruitment and re-launching of Employee Networks.

6.4.4 The new Social Value & Sustainability Policy is designed to support the Council in commissioning contracts which also secure wider social, economic and environmental benefits. It also encourages commissioners to talk to their local provider market or community to design better services. Both of these principles support better outcomes for residents, and will drive activity in education, employment, health and environment. It will be necessary to consider the specific impacts of the social value activities within their contracts on a case by case basis.

6.5 Implications for (or impact on) climate change and the environment

This policy will have a significant positive impact on helping to reduce the ecological footprint of the City Council and its partners on the environment. The highest impact of the City Council's Carbon footprint assessment comes from its indirect affects referred to as Scope 3 activities. With an incomplete assessment of Scope 3 the indirect impacts from the goods we purchase and the services we contract, already far exceeds Scope 1 and 2 combined (i.e. the fuels we consume for heating and lighting our buildings and mobilising our vehicle fleet and the electricity we purchase that is from non-renewable or carbon free sources). Social Value & Sustainability are intrinsically linked so this Policy will provide a valuable framework to assist the City Council and hopefully its partners in reducing the carbon footprint, addressing the environmental, social and economic equalities and promoting a circular sustainable economy.

6.6 Implications for partner organisations?

The Council is keen to develop a collaborative approach to Social Value with partners in the City, particularly other anchor institutions. The effectiveness of Social Value is amplified when all public sector partners act together adopting similar Social Value Principles.

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Councillor R Brown	Cabinet Member for Strategic Finance and Resources	-	23/07/21	29/07/21

This report is published on the council's website: www.coventry.gov.uk/councilmeetings

Appendix One

Social Value and Sustainability Policy



**Social Value and
Sustainability Policy**

Coventry City Council

Social Value and Sustainability Policy

1. Our Vision

Coventry City Council recognise the potential and impact of embedding Social Value in our procurement processes and contracts with third parties, as well as in our work with partner organisations and communities. Our vision is to ensure that Coventry as a city embeds the social value ethos, to consider activities holistically, taking account of the wider economic, social and environmental effects, which will enable us to challenge inequalities and promote inclusion, deliver sustainability, support the local economy and work with the local community.

2. Purpose and Introduction of the Policy

This policy outlines Coventry Council's definition of Social Value and Sustainability and explains how Social Value and Sustainability are considered and addressed through its day to day activities. Coventry Council has embedded the Public Services (Social Value) Act 2012 within procurement processes and subsequent third-party contracts where proportionate and relevant.

Coventry City Council sees Social Value and Sustainability as having a much wider context than simply procurement and subsequent third-party contracts within its organisation, such as within Major Development Project Planning. Long term sustainable solutions, and additional value and benefits can also be driven and delivered to our communities by engaging and working closely with partners and key anchor institutions within the City.

This view is also in line with the Council's One Coventry approach and our One Coventry Values. One Coventry is the organisational approach that helps shapes the way the Council works with its partners to improve the City and improve people's lives. It includes the Council's vision, values and priorities, new ways of working, and core areas of activity to deliver the One Coventry Plan objectives, key strategies and approaches. One Coventry will enable better use of resources to deliver better outcomes for people, and help the Council meet the challenges of increasing demand and reduction in funding. The One Coventry Partnership is the key partnership forum to drive the One Coventry approach for the City. Adopting the One Coventry Approach enables the Council to work together with other Partners in the City as a Partnership. The One Coventry Partnership consists of senior officers from broad 'public sector' agencies from across the City e.g. Coventry University. The One Coventry Partnership's aim to enable a consistent, joined-up public sector approach to the development and delivery of strategic City-wide priorities. The One Coventry Partnership also promotes and works to develop a One Coventry approach culture for how the public sector behaves and relates to communities and the voluntary and its community sectors.

So many decisions we make have wider implications for society and the environment at a local and global level whether it is:

- the goods we are purchasing; or
- the services we commission from others to address local needs; or

- shaping future planning for development across the City; or
- influencing the way, we and our partners work.

With a clear policy framework in place the Council can make a big difference to people's lives and help to address those environmental, economic and social issues impacting upon inequalities and sustainability. Social value addresses two forms of equity:

1. **Intergenerational equity** - where the actions of the existing generation are not carried out at the expense of future generations, we aim to leave the next generation with the same or a better environment and quality of life as that which we have today;

and that of

2. **Intragenerational equity** - where there is fairness and justice in today's society whether that be addressing inequalities within our City or inequalities between our society and that in other parts of the world e.g. Fair Trade.

The Council's commitment to delivering the 17 United Nation's Sustainable Development Goals (SDGs) listed below will be supported by this policy framework.



Social value as with the United Nation's Sustainable Development Goals '*...recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.*'

Source: <https://sdgs.un.org/goals>

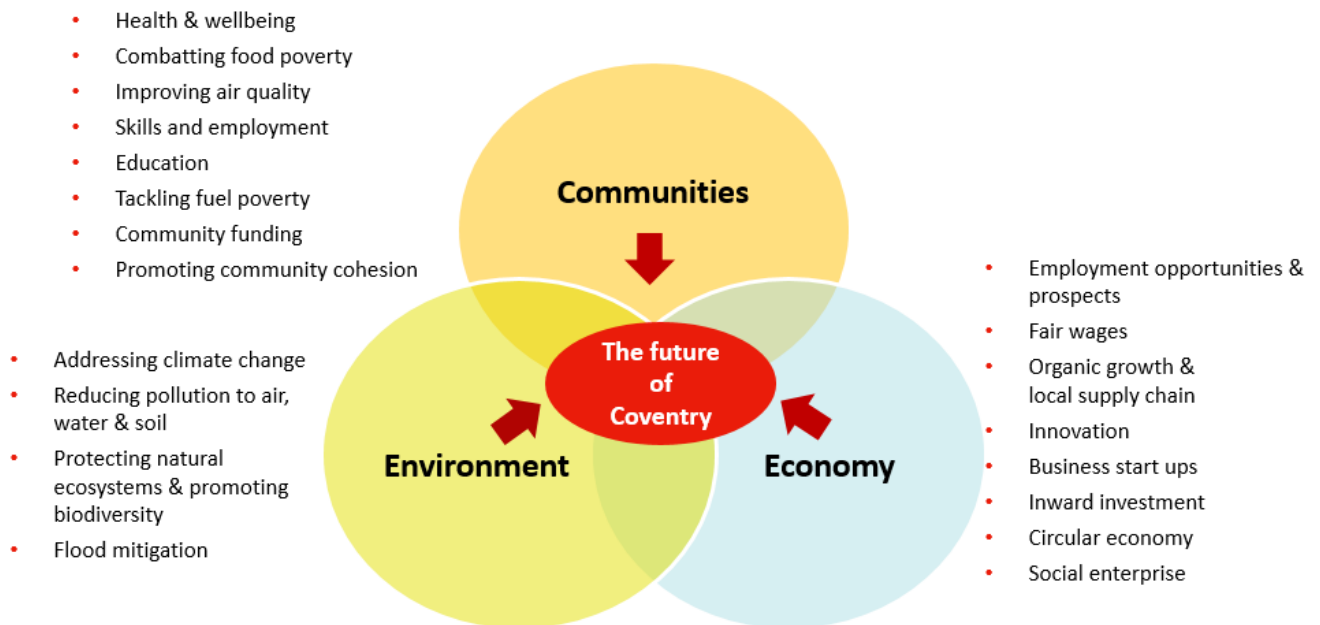
Arguably, all the SDGs are relevant to this policy and promote social value across the city. Below are some examples that can be linked to measurable outcomes of the Social Value & Sustainability Policy:

- Goal 1: No Poverty
- Goal 2: Zero Hunger

- Goal 3: Good Health & Wellbeing
- Goal 7: Affordable clean energy
- Goal 8: Decent work and economic growth
- Goal 10: Reduced inequalities
- Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable.
- Goal 12: Ensure sustainable consumption and production patterns.
- Goal 16: Promote peaceful and inclusive societies for sustainable development.

3. Creating Social Value

Creating Social Value is essential for meeting these goals and these can be illustrated by the following types of activity:



Declining resources, increasing pollution, growing pressures on our ecosystem services and increasing inequalities impacting upon social welfare and health are new challenges and we need to explore opportunities to operate in different ways in order to maximise our effectiveness at meeting them. This means working together within the Council and with other organisations, groups and residents around Coventry to benefit our communities and those who live, work and study in the City.

Coventry City Council is seeking to lead by example on the low carbon agenda and aims to be a Zero Carbon sustainable City. The target date for achieving zero carbon status will be set by the partners working across the City once the commitments are declared by the Council and its private, public and voluntary sector partners.

The West Midlands Combined Authority (WMCA) has set a series of target dates for the region for achieving a percentage reduction to 1990 levels of carbon emissions.

By 2022	By 2027	By 2041
36%	69%	100%

Coventry City Council has also endorsed and supported Eurocities call to revise the EU 2030 climate targets to at least 55% by 2030 and up to 65% with the right support, compared to 1990 levels. Coventry City Council has joined 58 cities from across Europe who want to see this more ambitious target, ensuring a green and just recovery across these cities. The Council intends to develop a new Climate Change Strategy and Action Plan, which will involve engagement across a broad section of public, private, voluntary and community agencies with commitments to local and citywide individual and collaborative actions for carbon reduction and delivering sustainable development. The next Strategy and Action Plan therefore will be a Citywide commitment with the stakeholders making their own and collaborative commitments and measurable targets for carbon reduction measures across the City.

An important part of this goal is to reduce the significant health inequalities which exist within the City population. Life expectancies can vary by as much as 10.5 years between the richest and poorest neighbourhoods. Ensuring the health of all Coventry residents is improved by using the Social Value & Sustainability policy to drive policies and practices within the Council, its partners and contractors which result in more equitable outcomes, taking a proportionate universalism approach, and universal services are provided proportionate to the level of need.

Coventry City Council will encourage other organisations and businesses to follow its example. We will continue to drive competition and innovation across the City and amongst a range of suppliers, including small and medium sized enterprises (SMEs), maximising every opportunity to become energy and resource efficient, as well as promoting supplier diversity through ethical and sustainable procurement practices. We will deliver savings and promote inclusive economic growth which reduces socio-economic inequality such as providing good quality, secure jobs and supporting the real living wage for their staff.

We will promote supplier diversity through our ethical and sustainable procurement practices; particularly focusing on increasing the number of Voluntary Community Social Enterprise's (VCSE's) and Small Medium Enterprises (SMEs), within the Council's supply chain. This will be achieved by improving the visibility and accessibility of the Council's business opportunities, facilitated through direct engagement, supplier workshops and timely promotion of opportunities.

Better Value for Money delivering more for the public pound by requiring your suppliers to do more than 'just' deliver the core services

- Increases local spend by rewarding organisations that are local or have a local supply chain, especially SMEs and VCSEs
- Increases opportunities for disadvantaged people and promotes social mobility
- Promotes a responsible supply chain by requiring businesses to compete
- Leads to a cleaner, greener city
- Builds stronger more resilient communities
- Leads to greater innovation and long-term thinking

4. Background to the Policy

Coventry City Council implemented its first Social Value Policy in 2014, following Publication of the Public Services (Social Value) Act 2012. This policy is the second revision and has been updated to fall in line with the latest practices of evaluating, embedding and measuring Social Value and Sustainability.

This policy replaces the Council's Energy and Water Management Policy and covers a much broader definition of sustainability. This new policy will ensure that the way we operate as a Council will be as sustainable as possible and help the city to achieve its climate change targets. Underpinning this policy sits a number of specific sustainability policies such as 'Energy & Carbon' and 'Single Use Plastics', which support the Council's Social Value and Sustainability outcomes as detailed in Appendix 1.

Coventry City Council plays an important role in the provision of services to the people of Coventry as well as our influence over economic growth and development. Our property estate, operations, and the actions of our staff and suppliers have environmental impacts and we are seeking to reduce our impacts including carbon emissions within the Council and the city. The specific sustainability policies aim to set out the context in which we will work both internally and with our stakeholders to manage our environmental responsibilities and to ensure we lead by example and work towards a clean, green, sustainable Coventry.

The impacts of Climate Change disproportionately impact on those living in the more deprived areas, therefore mitigating against Climate Change will contribute towards reducing health inequalities.

Since 2013, Coventry has been a Marmot City, demonstrating a strong unified commitment to addressing the health inequalities in the city which ultimately result in those in the most deprived areas of the city living fewer years in good health and dying at a younger age than their more affluent peers. These health inequalities are driven by a range of wider determinants: social economic and environmental factors which impact on people's lives, which are affected by policies and practices implemented by the council and other organisations and businesses across the city. Embedding social value can lead to improved service delivery, greater economic growth, greater engagement with the voluntary, community and social enterprise sector, improved wellbeing and quality of life and an increase in the resilience of communities. Acting to increase social value also has the potential, in the longer term, to reduce demand on health and other services by improving the health and wellbeing of the population ["Using the Social Value Act to reduce health inequalities in England through action on the social determinants of health" Public Health England & UCL Institute of Health Equity Sept 2015].

However, we know that we cannot do this alone and the One Coventry approach will help us to challenge ourselves to ensure that our focus is on those things that people value most. It will help the Council to do the right thing and be clear about why we do things and why we can't, but it will also help us to bring in new ideas and involve the right people. We must enable our residents to do more for themselves and change traditional relationships.

5. Defining Social Value and Sustainability

The Public Services (Social Value) Act 2012 does not define what is meant by 'Social Value'. Therefore, Coventry City Council has adopted and developed the definition of Social Value as originally set out by the Sustainable Procurement Taskforce. Social Value and Sustainability are defined as:

The umbrella of 'Economic', 'Social' and 'Environmental' themes, whereby the Council meets its needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only for the Council, but also to its local society and economy, whilst protecting, sustaining and enhancing the environment for the long term.

6. Our Social Value and Sustainability Outcomes

Coventry City Council has developed a set of representative and example outcomes that allows it to consider the economic, social and environmental well-being of Coventry City and its residents, as per Appendix 1. These outcomes are supported by the vision, values and priorities contained in the One Coventry Plan. Suppliers, Contractors and Developers are encouraged to align their values with the Council's Plan, as well as the Social Value and sustainability requirements of the individual contract or planning permission they are applying for and how they can align their bid submission/planning application to meet the required outcomes.

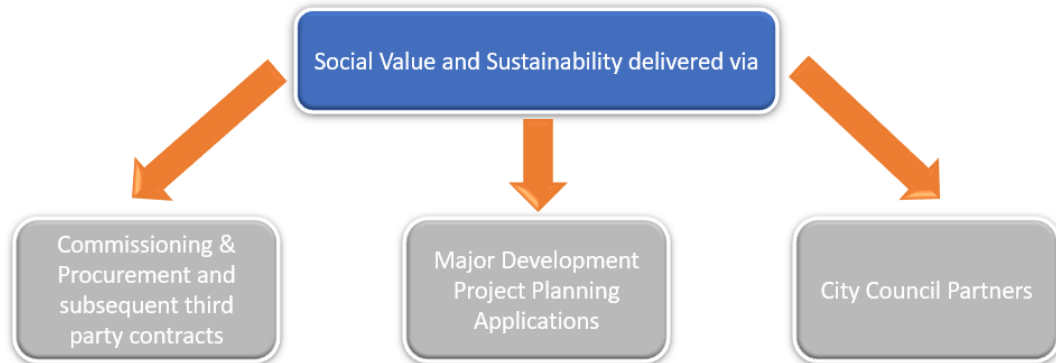
The Council has committed to pay its' directly employed staff, the Living Wage Foundation 'Real' Living Wage. We will be encouraging our sub-contractors and commissioned providers to work towards this objective. In addition, we will be encouraging our partners to follow our lead to promote this objective.

The Council's commitment to equality, diversity and inclusion is at the heart of achieving our Social Value and Sustainability Outcomes. The Council is committed to meeting all parts of the Public Sector Equality Duty through incorporating equality and diversity into all stages of its commissioning and procurement activity and this is demonstrated by key actions within the Diversity and Inclusion Strategy. This will enable the Council to help deliver resource-efficient services to the people of Coventry, as well as encourage our partners / providers to deliver good equalities practice within their own organisations.

The Council will also ensure that Equality Impact Assessments are carried out regularly as part of the commissioning process. These assessments will allow the impact on key groups to be analysed and also consider the impact on vulnerable residents and those living in deprived areas.

7. Delivery of Social Value and Sustainability

Coventry City Council delivers Social Value and Sustainability through various channels as listed below:



7.1 Commissioning & Procurement and Subsequent Third-Party Contracts

7.1.1 Consideration

Before commencing a procurement process, the Council considers how the economic, social and environmental well-being of the City may be improved through the procurement of its services and subsequent third-party contracts.

The aim of the Public Services (Social Value) Act 2012 is not to alter the commissioning and procurement processes, but to ensure that as part of these processes, Coventry City Council gives consideration to the wider impact of the services delivery. It allows the Council for example, to choose a supplier under a tendering process who not only provides the most economically advantageous offer e.g. providing consideration for quality and cost, but one which goes beyond the basic contract terms and secures wider benefits for the community.

The Act applies to services contracts and contracts which combine service with the purchase or hire of goods. However, the Council has for many years considered social, economic and environmental issues when procuring goods, services and works. Therefore, the Council will continue to encourage consideration of Social Value outcomes in all contracts above the Public Contract Regulations thresholds, where it can be evidenced that it is relevant to the subject matter of the contract. For those contracts that fall below the Public Contract Regulations thresholds, the approach should be to maximise these outcomes where possible and practical to do so.

7.1.2 Consultation

In discharging its statutory duties, the Council is required to consider whether consultation should take place as part of the commissioning process, so as to allow the community and voluntary sectors to be more closely involved; this again ties in with the One Coventry approach. Consultation should be considered as part of the process of looking at how a procurement might be offered for tender, in such a way to improve the area's economic, social and environmental well-being.

7.1.3 Implementation

The Council has also developed a Procurement & Commissioning Social Value and Sustainability Implementation Framework (Appendix 2), which sets out the Council's approach to delivering its Social Value and Sustainability Policy. The Framework sets out how the Council will ensure that Social Value and Sustainability is embedded in its commissioning cycle, the governance arrangements in place to deliver and a set of indicators that will be used to consider the potential Social Value and Sustainability that could be delivered with regard to the Council's Social Value & Sustainability outcomes.

7.1.4 Evaluation

The Council procures a wide range of goods and services, and it is recognised that there can be no 'one size fits all' model. This Social Value and Sustainability policy will therefore need to be applied in a proportionate manner and be tailored to reflect the service or goods to be procured. It is the responsibility of service commissioners and procurement leads to consider, on a contract by contract basis, the potential Social Value outcomes that could be delivered through the procurement process and the most appropriate procurement strategy and Social Value and Sustainability evaluation tools to achieve these outcomes. The evaluation tools utilised can be of both an objective and/or subjective nature, to quantify the Social Value and Sustainability offered as part of the procurement & commissioning exercise.

7.1.5 Demonstration

Applications to provide services from organisations should therefore demonstrate and where appropriate their supply chains', ability to add economic, social and environmental value to the City above and beyond simply providing the tendered service and to provide evidence which would contribute to the outcomes set out in Appendix 1.

7.1.6 Contract Monitoring and Management

The Council will monitor and record Social Value and Sustainability delivered throughout the contract period e.g. via contract management meetings, to ensure that supplier commitments made at the procurement & commissioning exercise stage are fulfilled. Through contract management, the Council will also look to understand what additional Social Value and Sustainability outcomes suppliers can deliver, to that committed to prior to contract award, as well recording contributions to the economic, social and environmental themes from suppliers that were not obliged to commit to delivering social value & sustainability outcomes at the tender stage.

7.2 Major Development Project Planning Applications

7.2.1 Consideration

All major planning applications (as defined by the Town and Country Planning Act) will be asked to develop a Social Value and Sustainability action plan incorporating jobs, apprenticeships, skills, supply chain, community & school engagement and sustainability.

7.2.2 Consultation

A planning consultation will be attached to the planning application relating to a Social Value and Sustainability action plan. The developer/contractor must meet with the Economic Development Service (EDS) Social Value and Sustainability Officer to develop a plan and set targets/outcomes in relation to the project. The One Coventry approach enables the Council to talk & work with the right stakeholders, groups & residents, to ensure people's opinions are heard and acted on.

7.2.3 Implementation

All major development projects must engage with the EDS Social Value and Sustainability action plan or the planning consultation will not be discharged against the planning application.

7.2.4 Evaluation

Developers/contractors are required to complete the EDS submission form detailing the measures and outcomes they plan to achieve in relation to Social Value and Sustainability on the major development site

7.2.5 Measurement / Demonstration

Developers/contractors must meet with Coventry City Council EDS service to demonstrate that action is being taken on the plan by liaising with identified stakeholders. Evidence of achievements against targets must be submitted quarterly for monitoring and reporting.

Further information on the Economic Development Service can be viewed in our [Economic Growth & Prosperity Strategy for Coventry 2018-2022](#)

7.3. Council Partners

7.3.1 Anchor institutions are large, public sector organisations that are unlikely to relocate and have a significant stake in a geographical area. As an Anchor Institution, the Council is keen to work in partnership with others to improve the City and the lives of local people. The Council will work towards a shared set of Social Value and Sustainability principles with its Partners and Key Anchor Institutions within the City. By working in a One Coventry approach, together, we will:

- Harness the combined influence of key partner organisations and scale up the impact of cross organisational activity in local communities;
- identify key links and work with Partners on specific initiatives that align with both the Council's and the Partner's individual Social Value and Sustainability outcomes.

8. Social Value and Sustainability Tool Kit

The Council's Social Value & Sustainability Tool Kit is an internal document used by Council Officers to assist and ensure that the principles of this Social Value & Sustainability policy, are embedded within the Council's day to day activities and delivered through the three main areas below:



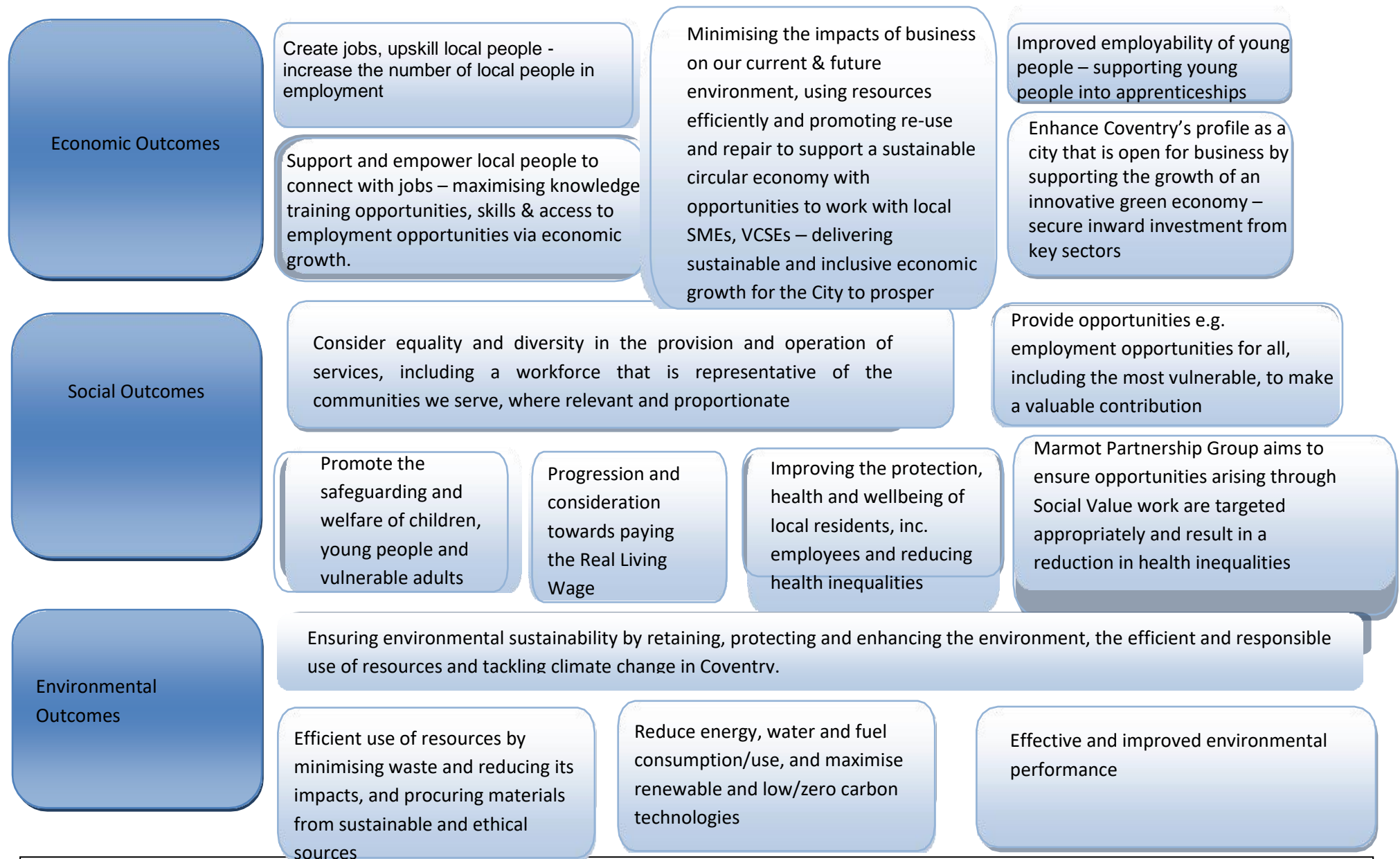
Coventry City Council implemented its first Social Value Tool Kit following the launch of its Social Value Policy in 2014. The latest Tool Kit is the second revision and has been updated to also provide guidance on delivering Social Value & Sustainability via Major Development Project Planning and approaches the Council can adopt to work more closely with its City Partners.

The Tool Kit provides guidance and ideas on how to consider and incorporate Social Value & Sustainability, for example within a procurement process through to the contract management stage. Tools are provided in the Tool Kit, to evaluate and measure social value & sustainability objectively such as the TOMs (Themes, Outcomes and Measures) National Framework. The Tool Kit provides guidance whilst also linking into other Council strategies policies and processes that should be considered.

9. Monitoring and Review of Social Value and Sustainability Delivered

The Social Value and Sustainability Policy will be monitored on an ongoing basis i.e. through the use of objective e.g. the TOMs (Themes, Outcomes and Measures) National Framework and/or subjective criteria, to quantify the Social Value and Sustainability delivered. Reports on the Social Value and Sustainability delivered will be submitted to the Council's relevant Cabinet Member(s) on an annual basis.

Appendix 1: Our Social Value and Sustainability Outcomes where relevant and proportionate



Note: The example Outcomes listed above is not exhaustive list of outcomes and it should be noted that many of the Outcomes may apply across more than one Theme, e.g. Real Living Wage could also feature as an Economic Outcome (as well as a Social Outcome)

Appendix 2: Procurement & Commissioning Social Value and Sustainability Implementation Framework

Throughout the Procurement & Commissioning process, the Council will ensure Social Value and Sustainability is considered and subsequently delivered

Governance Arrangements

The Council will use its existing governance arrangements, through both its democratic governance, as set out in the Council's Constitution, and its Strategic Category Panels, in order to ensure scrutiny and control of procurement decisions so that the Council achieves Social Value, where appropriate.

The Strategic Category Panels ensure that the Council achieves the best possible outcomes using the resources available, as efficiently as possible and with a view to reducing health inequalities. By embedding Social Value and Sustainability and the One Coventry approach into the Procurement governance documents, which are taken to Strategic Category Panels for approval, the Council will meet its obligations under the Public Services (Social Value) 2012 Act.

Procurement & Commissioning Exercise

The opportunities to secure improvements to social, environmental or economic wellbeing will vary from contract to contract. Consideration of Social Value and Sustainability is built into all the stages of the Council's procurement & commissioning exercise – when reviewing service provision; conducting a needs analysis; consulting stakeholders and/or the marketplace; and specifying the services to be procured. Together with work through the One Coventry approach to engage residents, businesses and organisations, this offers more genuine opportunities to local Small Medium Enterprises (SMEs), Voluntary, Community and Social Enterprises (VCSEs) and community groups to become involved, ensuring Supplier Diversity, whilst maintaining our focus on obtaining value for money.

Social Value and Sustainability Indicators

The Council has identified a set of indicators that can be used to measure and track the amount of Social Value & Sustainability delivered through contracting arrangements. When commissioning goods and services, commissioners and procurement leads must consider the indicators for inclusion into the award criteria or as a performance obligation, where appropriate. These indicators are not an exhaustive list, and commissioners and procurement leads may wish to consider additional indicators.

Themes	Outcomes	Indicators
Economic	Create jobs, upskill local people, increase the number of local people in employment	<ul style="list-style-type: none"> • No. of local people upskilled increased • No. of training weeks provided to local people • No. of local people in employment within services commissioned • No. of local people employed on site • No. of job opportunities advertised locally • No. of people who are long-term unemployed or long-term economically inactive moving (back) into employment
	Improved employability of young people - Supporting young people into apprenticeships	<ul style="list-style-type: none"> • No. of businesses operating apprenticeship schemes/work placements • No. of local people accessing apprenticeships/work placements within services commissioned • No. of weeks of apprentices on site • No. of apprentices • No. of hours dedicated to supporting young people (under 24s) into work (e.g. CV advice, mock interviews, careers guidance)
	Support and empower local people to connect with jobs - maximising knowledge, training opportunities, skills & access to employment opportunities via economic growth	<ul style="list-style-type: none"> • No. of training places/apprenticeships/work placements • No. of local people supported to gain a qualification • No. of employees benefiting from Learning & Development activities • Level of qualifications achieved • No. of weeks of apprentices on site • No. of apprentices • No. of local people upskilled increased • No. of training weeks provided to local people • No. of job opportunities advertised locally

	Minimising the impacts of business on our current and future environment, using resources efficiently and promoting re-use and repair to support a sustainable circular economy with opportunities to work with SMEs, VCSEs – delivering sustainable and inclusive economic growth for the City to prosper	<ul style="list-style-type: none"> • No of contracts with SMEs and VCSEs • Local spend breakdown • Evidence that suppliers work with SMEs and VCSEs via contracting/sub-contracting arrangements
	Enhance Coventry's profile as a city that is open for business by supporting the growth of an innovative green economy - secure inward investment from key sectors	<ul style="list-style-type: none"> • No of new investment/construction projects • Total amount in £ spent in the local supply chain from major development sites • 'Number of VAT registered businesses registration rate
Social	Consider equality and diversity in the provision and operation of services, including a workforce that is representative of the communities we serve, where relevant and proportionate	<ul style="list-style-type: none"> • No. of people upskilled from under represented groups • No. of people from under represented groups taken on as apprentices • Percentage of women (FTE) hired on contract • Percentage of employees (FTE) BAME hired on contract
	Provide opportunities e.g. employment opportunities for all, including the most vulnerable, to make a valuable contribution	<ul style="list-style-type: none"> • No. of vulnerable people e.g. 'Care Leavers' in employment • No. (or percentage) of opportunities advertised to/offered to care leavers
	Promote the safeguarding and welfare of children, young people and vulnerable adults	<ul style="list-style-type: none"> • Corporate/One Coventry Plan Indicator
	Progression and consideration towards paying the Real Living Wage	<ul style="list-style-type: none"> • No. of suppliers paying at least the relevant Real Living Wage as specified by the Living Wage Foundation • Percentage of staff on contract that is paid at least the

		relevant Real Living Wage as specified by the Living Wage Foundation
	Improving the health and wellbeing of local residents, including employees and reducing health inequalities	<ul style="list-style-type: none"> No. of businesses with a Thrive at Work award Donations or in-kind contributions to local community projects (£ & materials) and equipment or resources donated to VCSEs (£ equivalent value)
	Marmot Partnership Group aims to ensure opportunities arising through Social Value work are targeted appropriately and result in a reduction in health inequalities	<ul style="list-style-type: none"> Indicators based on individual service requirements and linked to other Outcome Indicators
Environmental	Ensuring environmental sustainability by retaining, protecting and enhancing the environment, the efficient and responsible use of resources and tackling climate change in Coventry.	<ul style="list-style-type: none"> Increased biodiversity Percentage of open space with wildlife conversation designation (e.g. Local Nature Reserve, Sites of Interest for Nature Conservation) Amount of green space available Car miles saved on the project as a result of green transport programme or equivalent (e.g. cycle to work programme, public transport or carpooling etc.) Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV Savings in CO2 emissions on contract achieved through de-carbonisation (e.g. renewable energy / improved building fabric)
	Efficient use of resources by minimizing waste and reducing its impacts, and procuring materials and ethical sources	<ul style="list-style-type: none"> Amount of waste sent to landfill decreased/Tonnes waste diverted against relevant benchmark (Real Estate Environmental Benchmark) Council and Supplier recycling rates increased Supplier reduced packaging No. of companies that evidence reduction of waste Percentage of procurement contracts that includes

		<p>commitments to ethical and Sustainable procurement</p> <ul style="list-style-type: none"> • Percentage of procurement contracts that promote reuse of goods and services (e.g. use of waste hierarchy).
	Reduce energy, water and fuel consumption and maximise renewable and low/zero carbon technologies	<ul style="list-style-type: none"> • Reduced carbon footprint of business (Inc. through improved energy and resource efficiency). • Reduced water consumption • Increased use of renewable technologies
	Effective and improved environmental performance	<ul style="list-style-type: none"> • Where appropriate Certification to Environmental Management System Standards (e.g. ISO140001, ISO50001, ISO20121) or evidence of an equivalent environmental management system. • Adherence of known environmental quality assurance standards (e.g. food for life served here standard, forestry stewardship council, marine stewardship council). • Environmental Policies and action plans in place • Evidence of communication and reach to Coventry citizens to promote behaviour change across sustainability.

Glossary

Term	Description
Equalities Impact Assessment	An Equality Impact Assessment is a tool used by the Council to ensure that we consider the effect of the Council's decision-making processes on different groups of people protected from discrimination – these are called 'protected groups'.
Protected Groups*	Under the Equality Act 2010 certain groups are classed as having 'protected characteristics' These groups are age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. The needs of these groups are specifically considered when the Council is making any policy decisions.
Vulnerable Groups*	These are groups who may not specifically fall under the protected characteristics groups but may be more affected by decisions made by the council and are therefore considered when the Council is making policy decisions. Groups which fall under this definition may include, but are not limited to, people on low incomes, single parent families and people with multiple and complex needs.
Under represented Groups*	These groups include under represented gender groups, under represented ethnic groups e.g. minority ethnic groups, disabled including people with physical or learning disabilities, white working class boys, homeless, rehabilitating young offenders, Not in Education or Employment or Training (NEETs) including those with low or no qualifications, older people, , ex- offenders and ex-forces.
Marmot City	In 2013, Coventry committed to a city-wide approach to tackle health inequalities as set out in Sir Michael Marmot's 2010 report, 'Fair Society, Healthy Lives'. In doing this, Coventry became one of seven so-called 'Marmot Cities'. Of the original seven cities that committed to tackling health inequalities through this approach, Coventry is the only one that has continued this approach.
Marmot Group	A multi-agency partnership group which leads on the work in Coventry to address health inequalities. The group includes representation from the Council, NHS, Police, Fire Service, voluntary agencies, Coventry & Warwickshire LEP, Chamber of Commerce, DWP and Public Health England.
Long-Term Unemployment	Anyone unemployed (not in work but seeking work) for 12 months or more is considered long-term unemployed.

*Note: These groups may cross over depending on the individual's needs & situation and the Council policies that are in place, for example a 'homeless' person could fall under 'Under represented Groups' and/or 'Vulnerable Groups'.

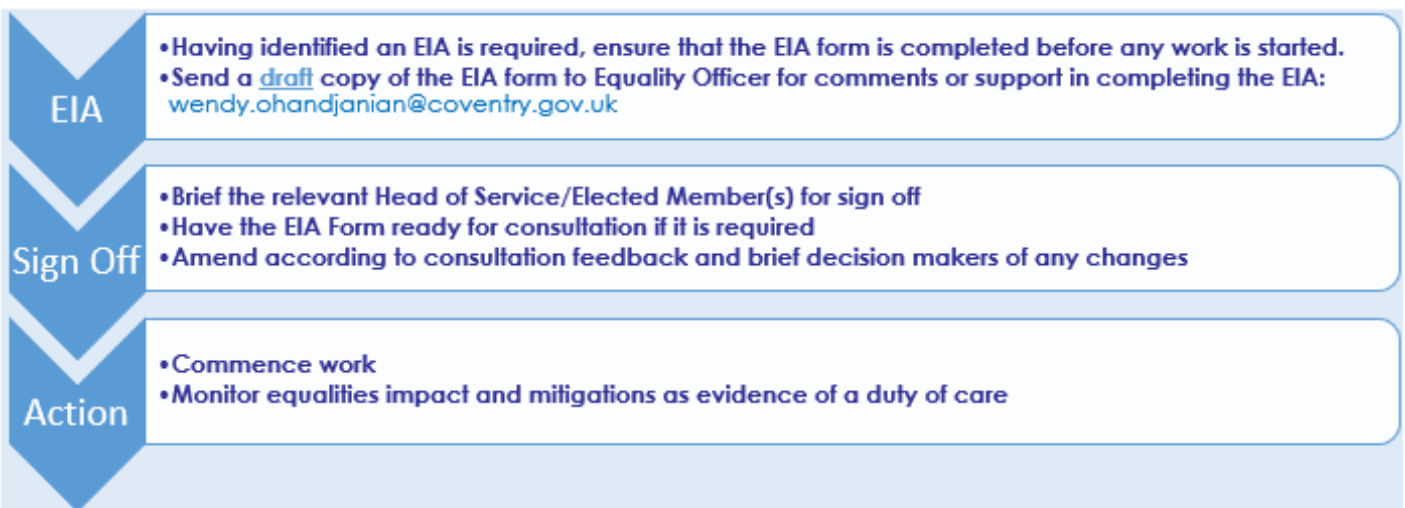
Appendix Two

Equalities Impact Assessment

EQUALITY IMPACT ASSESSMENT (EIA)



EIA Author	Name	Mick Burn and Emma Franklin
	Title	Head of Procurement & Commissioning and Category Officer
	Date of completion	11/02/2021
Head of Service	Name	Mick Burn
	Title	Head of Procurement & Commissioning
Cabinet Member	Name	Richard Brown
	Portfolio	Cabinet Member (Strategic Resources & Finance)



SECTION 1 – Context & Background

1.1 What is the area of work for the EIA?

The Social Value policy is being updated to create a new Social Value & Sustainability Policy. The EIA is on the new Social Value & Sustainability Policy, of which is currently going through an approval process. The new Social Value & Sustainability Policy will be launched and published on the Council's website, following all the necessary consultations and approvals.

1.2 In summary, what is the background to the planned change? Why is this change being considered?

Coventry City Council implemented its first Social Value Policy in 2014, following Publication of the Public Services (Social Value) Act 2012. The new Social Value & Sustainability Policy is the second revision and has been updated to fall in line with the latest practices of evaluating, embedding and measuring Social Value and Sustainability.

1.3 Who has primary responsibility for delivery?

The Council's Procurement & Commissioning Services Team has primary responsibility for delivery of the new Social Value & Sustainability Policy.

1.4 Who are the main stakeholders? Who will be affected?

There are internal and external stakeholders affected by this policy.

Internal

Numerous internal stakeholder departments have contributed to the update of the Policy, in order to create the new Social Value & Sustainability Policy. These internal stakeholders include the following but not limited to:

- Procurement & Commissioning Services
- Public Health
- Economic Development Service
- Community Resilience
- Sustainability & Low Carbon
- HR & Organisational Development

External

Numerous external stakeholders are affected by the new Social Value & Sustainability Policy. These external stakeholders include the following but not limited to:

- Coventry residents
 - Inc. vulnerable and protected groups
- Coventry businesses and organisations
- Partners – City of Coventry Anchor Institutions
- Suppliers/Providers/Contractors e.g.
 - Local Small Medium Enterprises (SMEs),
 - Voluntary, Community and Social Enterprises (VCSEs) and community groups
- Developers

SECTION 2 – Consideration of Impact

2.1 In order to assess your area of work for relevance to the Equality Act 2010 and the Public Sector Equality Duty, please answer the following questions:

Does this area of work have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (X) No ()

If No please state the reason/s below:

2.2 Baseline data and information (sources and dates if applicable)

The Council will consider equality and diversity in the provision and operation of services, including a workforce that is representative of the communities it serves, where relevant and proportionate. There are various actions being taken by the Council such as a recruitment pilot with leading Equality, Diversity and Inclusion specialists Diversity by Design, which aims to increase the diversity of applicants. There is also the introduction of anonymised recruitment and re-launching of Employee Networks.

The Council will commit to meeting all parts of the Public Sector Equality Duty through incorporating equality and diversity into all stages of its commissioning and procurement activity. This will enable the Council to help deliver resource-efficient services to the people of Coventry, as well as encourage our partners / providers to deliver good equality practice within their own organisations. The Council will also ensure that Equality Impact assessments are carried out regularly as part of the commissioning process, to remain transparent and responsive to the impact on protected groups.

2.3 On the basis of evidence, has the potential impact of the area of work been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups below and in what way?

Please outline the impact on the Council workforce in question 2.8 – not below

Protected Characteristic	Impact type +, =, -	Nature of impact
Age 0-18	+	Through the Council's Children's Services teams and the provision of subsequent third party contracts the Council will promote and the safeguarding and welfare of children, young people of vulnerable

		<p>adults. There will also be support for young people into apprenticeships</p> <p>The Council's DWP team has been working with the DWP on their Mentoring Circles scheme for young people aged between 16-24. The mentoring circles supports jobseekers to break down perceived barriers to employment and build aspirations to work in organisations that may be seen as inaccessible.</p>
Age 19-64	+	<p>Through the Council departments such as HR and the Employer Hub/Job Shop, there is support to connect local people with jobs in order to maximise knowledge, training opportunities and upskilling, including employment for the most vulnerable.</p> <p>The City Council has committed to pay its' staff directly employed, the Living Wage Foundation 'Real' Living Wage. The Council will be encouraging our sub-contractors and partners to also follow our lead to promote this objective.</p>
Age 65+	+	<p>Through Council's departments such as Public Health there will be improved the protection, health and wellbeing of local residents, inc. employees</p> <p>The Council will ensure through its own services and third party contracts environmental sustainability by retaining, protecting and enhancing the environment, along with the efficient and responsible use of resources into order to tackle climate change in Coventry. 65+ and the other age groups above will benefit from these environmental and sustainability strategies.</p> <p>All age groups would benefit from the social value delivered as a result of major developments within the City.</p>
Disability	+	<p>The Council will consider equality and diversity in the provision and operation of services, including a workforce that is representative of the communities we serve, where relevant and proportionate. There are various actions being taken by the Council such as a recruitment pilot with leading Equality, Diversity and Inclusion specialists Diversity by Design, which aims to increase the diversity of applicants. There is also the introduction of anonymised recruitment and re-launching of Employee Networks.</p> <p>The Council will commit to meeting all parts of the Public Sector Equality Duty through incorporating equality and diversity into all stages of its commissioning and procurement activity. This will enable the Council to help deliver resource-efficient services to the people of Coventry, as well as encourage our partners / providers to deliver good equalities practice within their own organisations. The Council will also ensure that Equality Impact assessments are carried out regularly as part of the commissioning process, to ensure it remains transparent and responsive to the impact on protected groups.</p>
Gender reassignment	+	
Race (Including: colour, nationality, citizenship ethnic or national origins)	+	
Religion and belief	+	
Sex	+	
Sexual orientation	+	

Pregnancy and maternity	=	There is no direct identified impact on this group
Marriage and Civil Partnership	=	There is no direct identified impact on this group

2.4 Does the area of work have any potential impact on the most deprived/vulnerable people and their families known as health inequalities/Marmot implications of this proposal. If you need assistance in establishing impact contact:
Tracy Richards (tracy.richards@conventry.gov.uk) or Karen Lees (karen.lees@coventry.gov.uk)
in Public Health for more information

Protected Characteristic	Impact type +, =, -	Nature of impact
Deprivation	+	<p>This policy aims to reduce health inequalities through the Council, partners and contractors implementing processes and policies which will benefit residents through approaches such as recruitment of local people, use of apprenticeship places and payment of the Real Living Wage where possible. Improvements to public realm and communities which are sustainable and reduce environmental risks such as air pollution will benefit residents overall, but should see the biggest improvements in areas of greatest deprivation where risks and impacts are generally higher.</p> <p>The Marmot Steering Group (attended by our Public Health team) aims to ensure opportunities arising through Social Value work are targeted appropriately and result in equitable benefit, including for those people that live in deprived areas.</p> <p>The Community Resilience Team's role is to meet with and link developers to local groups/organisations in the city that may benefit from some support. This support can be in a variety of ways (i.e. financially, provision of materials, volunteering staff time). The team provide the developers with a list of groups they work with and suggestions of support that could be offered to them. Alongside this, the team will also identify any other groups that the developer may have a specific interest in (i.e. men's groups, homelessness groups).</p>
Looked after Children	+	As per 2.3, through the Council's Childrens Services teams and the provision of subsequent third part contracts the Council will promote and the safeguarding and welfare of children, young people of vulnerable adults. There will also be support for young people into apprenticeships
Armed Forces	=	There is no direct identified impact
Carers	=	There is no direct identified impact

2.5 How will the impact of the area of work in 2.3 and 2.4 be monitored?

Third party contracts and subsequent Social Value & Sustainability offered by suppliers/providers and contractors, is monitored during contract management meetings attended by the contract manager and/or procurement representatives. For some larger value contracts a new social value tool will be used to put a monetary value on against the social value measures delivered.

The Marmot Steering Group work is monitored through the multi-agency Marmot Partnership Group, which reports into the Coventry Health & Wellbeing Board.

2.6 Who will be responsible for monitoring?

The Council's Public Health team through the Marmot Steering Group, monitor the impact of the Group's work and how it has improved Coventry residents' lives such as those living in areas of high deprivation .

The Council's Childrens Services teams will monitor the work they do with regards to Looked after Children

For Third party contracts the Council's appointed contract manager will be responsible for monitoring the contracts and Social Value & Sustainability delivered.

2.7 If any potential negative impacts, have been identified what mitigating actions will be put in place if possible?

No negative impacts have been identified

2.8 Are there any potential impact(s) of this area of work on Council staff from protected groups? Please summarise:

As per 2.3 –

- The Council will consider equality and diversity in the provision and operation of services, including a workforce that is representative of the communities we serve, where relevant and proportionate. There are various actions being taken by the Council such as a recruitment pilot with leading Equality, Diversity and Inclusion specialists Diversity by Design, which aims to increase the diversity of applicants. There is also the introduction of anonymised recruitment and re-launching of Employee Networks.
- Through Council departments such as HR and the Employer Hub/Job Shop there is support to connect local people with jobs in order to maximise knowledge, training opportunities and upskilling, including employment for the most vulnerable.

You should only include the following data if this area of work will potentially have an impact on Council staff: This can be obtained from: andy.hyland@coventry.gov.uk

This section has not been completed, since there is no direct change on the composition of the Council's workforce, as a result of this Policy update.

Headcount:

Contract count:

Contract status:

Full-time	
Part-time	

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

White	
BAME	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

2.9 Completion Statement. Put and X in the appropriate box

NOTE: (to be completed after the EIA is completed but, before the area of work commences)

As the appropriate Head of Service for this area, I confirm that in this EIA the potential equality impact is:

- No impact has been identified for one or more equality groups
- Positive impact has been identified for one or more equality groups
- Negative impact has been identified for one or more equality groups
- Both positive and negative impact has been identified for one or more equality groups

Signed Head of Service:	Date: 11/02/2021
If applicable complete information below:	
Name of Councillor: Richard Brown	Date sent to Councillor: 22/07/2021
Name of Director: Julie Newman	Date sent to Director: 22/07/2021