

Equality Impact Assessment: Conversation Screening Tool

The Council is legally required by the Equality Act 2010 to evidence how it has considered its equality duties in its decision-making process.

The Council must have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to -

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

A link to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions.

1	What is being reviewed?	Statement BCP's Social Value Statement
		<p>It is best practice for contracting authorities to publish a Social Value Statement or Social Value Policy to communicate their approach to social value.</p> <p>BCP has not had such a Social Value Statement or Policy before.</p> <p>In June 2025, CMB convened a Social Value Working Group to develop the Council's Social Value Statement, aligned to priorities within the Corporate Plan and BCP's Procurement and Contract Management Strategy.</p> <p>BCP's Social Value Statement reflects learning from other councils and best practice promoted by the Local Government Association.</p>
2	What changes are being made?	<p>A Social Value Statement sets out how the Council will consider and maximise economic, social and environmental benefits ("public value") through its activities.</p> <p>BCP Council's Social Value Statement adopts the full set of 116 Local Government Association (LGA) social value measures, structured around outcomes relating to:</p> <ul style="list-style-type: none"> • Jobs – including employment, skills, apprenticeships and local labour opportunities. • Growth – supporting local SMEs, VCSEs and supply-chain resilience. • Social – including community participation, support for vulnerable residents, and improving wellbeing. • Environment – including carbon reduction, biodiversity, waste reduction, and sustainable practices.

Commented [PQ1]: An EIA should be able to be read as a standalone document, so anyone can understand it. Please expand more on what a Social Value Statement is, and more information about what BCP's statement includes (e.g. priorities). Without this, it's tricky to evaluate what the impacts of different protected groups may be.

		<ul style="list-style-type: none"> • Innovation – enabling suppliers to propose innovative approaches that align with BCP priorities. <p>The Statement provides a consistent organisation-wide approach that supports the Corporate Plan, the Procurement and Contract Management Strategy, the Planning function, Economic Development objectives, and community-based initiatives. It also clarifies how unsolicited CSR offers will be managed transparently.</p> <p>These priorities create opportunities for different groups in the community (including protected groups and locally defined groups) to benefit from employment, skills, community-support and environmental improvements generated through procurement and commissioning.</p>
3	Service Unit:	Finance, Estates and Benefits
4	Participants in the conversation:	<p>Most recently (on 30.03.2026):</p> <ul style="list-style-type: none"> • Stuart Bickel • Cat McMillan • Andrew Cox <p>And previously, spanning 3 meetings between July 2025 and September 2025, all members of BCP's Social Value Working Group comprising:</p> <ul style="list-style-type: none"> • Stuart Bickel • Cat McMillan • Andrew Cox • Caroline Peach • Catherine Stark • Christine Eyre • Gail Scholes • Hannah Wilson • Jan Hill • Kate Langdown • Kelly Deane • Martin Whitchurch • Ruth Spencer • Ruth Wharton • Zena Dighton <p>The Social Value Statement was approved by:</p> <ul style="list-style-type: none"> • Procurement Board on 13.10.2025 • Procurement Portfolio Holder, Jeff Hanna, on 14.10.2025 • Corporate Management Board on 06.01.2026
5	Conversation date/s:	<p>Most recently 30 March 2026</p> <p>Previously all meetings of the Social Value Work Group held from July 2025 to September 2025.</p>
6	Do you know your current or potential client base? Who are the key stakeholders?	<p>Officers and Members throughout the council. Businesses / suppliers. All those who live in, work or visit the BCP area. Community and Voluntary Sector.</p> <p>BCP has an ageing population, with a higher-than-average proportion of residents aged over 65. Some parts of the area experience significant deprivation, including lower incomes,</p>

		<p>lower skills levels and unemployment. There are also diverse communities including ethnic minority groups, people with disabilities, carers, armed forces veterans, care-experienced young people, and areas with variable economic opportunity.</p> <p>These demographic factors indicate that social value priorities related to jobs, skills development, community wellbeing, support for vulnerable individuals and environmental quality are likely to have varying impacts across different groups and may offer benefits to those experiencing socio-economic disadvantage.</p>
7	<p>Do different groups have different needs or experiences? age (young/old), disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, members of the armed forces community, any other factors/groups e.g. socioeconomic status, carers, human rights.</p>	<p>Consideration has been informed by the EHRC Six Domains (education; work; living standards; health; justice and personal security; and participation), noting where the Social Value Statement may support improved outcomes, particularly through measures relating to employment, skills, community participation and wellbeing.</p> <p>The following groups have been considered:</p> <ul style="list-style-type: none"> • <i>age (young/old)</i> – no different needs or experiences identified • <i>disability</i> - no different needs or experiences identified • <i>gender reassignment</i> - no different needs or experiences identified • <i>marriage and civil partnership</i> - no different needs or experiences identified • <i>pregnancy and maternity</i> - no different needs or experiences identified • <i>race</i> - no different needs or experiences identified • <i>religion or belief</i> - no different needs or experiences identified • <i>sex</i> - no different needs or experiences identified • <i>sexual orientation</i> - no different needs or experiences identified <p><u>Local protected groups</u></p> <ul style="list-style-type: none"> • <i>Armed forces veterans</i> – support may be required moving into non-military employment as part of the Local Authority's duties under the Armed Forces Covenant • <i>Carers</i> - no different needs or experiences identified • <i>Children in care and care experienced young people</i> – no different needs or experiences identified. • <i>Socio-economic status</i> – no different needs or experiences identified • <i>Local businesses</i> – this group would benefit from support to help them recognise what is different about bidding for and winning public sector contracts. • <i>Community organisations</i> – this group would benefit from support to help them recognise what is different about bidding for and winning public sector contracts. • <i>any other factors/groups</i> – modern slavery is a known risk in supply chains. • The social value statement and adoption of the standard national Themes, Outcomes and Measures (TOMs) presents an opportunity to provide enhanced support and opportunity for the groups identified in this section through the delivery of social value commitments as part of the tendering and commissioning process.

		<p>The Social Value Statement's priorities, particularly around employment, apprenticeships, skills development, community wellbeing and environmental improvements, may have different levels of impact across protected groups and local groups.</p> <p>For example:</p> <ul style="list-style-type: none"> • Young people, particularly those not in education, employment or training, may benefit from apprenticeships, entry-level roles and training commitments included within the LGA social value measures. • People with disabilities may benefit from measures relating to inclusive employment practices and workplace adjustments. • People from lower socio-economic backgrounds may benefit from commitments relating to job creation, skills development and community investment. • Armed forces veterans may benefit from employment and resettlement-related measures, in line with the Armed Forces Covenant. • Care-experienced young people may benefit from commitments that support training, mentoring and supported employment opportunities. <p>The Statement uses the LGA "Themes, Outcomes and Measures (TOMs)" framework, which is a nationally recognised set of 116 measures used by local authorities to evaluate and report social value outcomes. The TOMs framework ensures consistency and comparability and makes it easier to identify local benefits for different communities.</p>
8	<p>Will this change affect any service users?</p>	<p>No.</p> <p>The council's supply chain isn't a "service user" – and individual suppliers, in their capacity as suppliers, are not "service users".</p> <p>The Council's Procurement and Contract Management team provide a service to suppliers by connecting suppliers with opportunities to submit bids and win contracts.</p>
9	<p>[If the answer to any of the questions above is 'don't know' then you need to gather more evidence. The best way to do this is to use forms 2 and 3. <i>*Please delete prompts before publishing*</i></p>	

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10	<p>What are the benefits or positive equality impacts of the change on current or potential users?</p>	<p>Because the Statement promotes job creation, apprenticeships, training opportunities, community engagement and environmental improvements, there is potential for positive impacts on groups who may disproportionately face barriers to employment, skills development or community participation.</p> <p>These include:</p> <ul style="list-style-type: none"> • Young people (particularly those seeking apprenticeships). • People with disabilities, where suppliers commit to inclusive employment practices.
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		<ul style="list-style-type: none"> • People from lower income backgrounds, through improved access to jobs and skills. • Ethnic minority groups, where targeted outreach and inclusive recruitment practices are used. • Armed forces veterans, who may benefit from employment and support pathways. • Care-experienced young people, through mentoring and employment commitments. <p>While the Social Value Statement itself does not set mandatory quotas, its use of the TOMs framework encourages suppliers to deliver targeted benefits that can address disadvantage and inequity</p> <p>Benefits or positive equality impacts <u>have not</u> been identified for the nine different groups of people with protected characteristics.</p> <p>Benefits or positive equality impacts <u>have</u> been identified for some of the local protected groups:</p> <ul style="list-style-type: none"> • Armed forces veterans – positive impact through improved local employment prospects for unemployed. • Local businesses – positive impacts identified such as local market development (through developing a stronger shared understanding of social value and how it is delivered and who it benefits. Unsuccessful feedback letters are also provided by BCP to unsuccessful bidders who bid but don't win contracts. Feedback is designed to improve the quality of future bids. Early market engagement is also used to shape and influence what the market offers so that there is a better match between what BCP requires and what the market provides). EME also leads to business growth. • any other factors/groups – modern slavery is a known risk in supply chains. Four of the measures address aspects of modern slavery. <p>It is not possible to specifically quantify the individual benefits for particular groups as this is a blanket statement in relation to our commissioning and procurement processes and intentions. We would anticipate that specific benefits would be identified through each individual procurement exercise rather than the statement itself.</p> <p>Individual procurements undertaken under the Social Value Statement will include separate equality assessments where the scale, nature or beneficiaries of the contract indicate a potential impact on people with protected characteristics.</p>
11	What are the negative impacts of the change on current or potential users?	There are no identified negative equality impacts of the change on current or potential users.
12	Will the change affect employees?	The change means that officers in Procurement and Contract Management have a better-defined framework within which to operate. This is considered a positive impact as it reduces / removes ambiguity and improves accountability.

		Consultation with Procurement Board and latterly CMB did not raise any further impacts of employees.
13	Will the change affect the wider community?	The change means that the wider community (suppliers and residents) are better informed about BCP's approach to delivering social value. This is considered a positive impact as it reduces / removes ambiguity and improves accountability.
14	What mitigating actions are planned or already in place for those negatively affected by this change?	No requirements for mitigating actions have been identified
15	Summary of Equality Implications:	<p><u>Impact on people with protected characteristics</u> The Social Value Statement is not forecast to have any impact, positive or negative on any group of people with protected characteristics and therefore no mitigating actions/resolutions have been identified as needed.</p> <p><u>Impact on local protected groups</u> Benefits have been identified that relate to:</p> <ul style="list-style-type: none"> • improved local employment prospects • local market development <p>Overall, the Social Value Statement is expected to have a neutral or positive equality impact. It does not restrict opportunities for any protected group and instead encourages suppliers to deliver commitments that support employment, skills, community wellbeing and environmental outcomes.</p> <p>The Statement creates opportunities for positive impacts on groups who may experience disadvantage, including young people, disabled people, veterans, care-experienced young people and those from lower socio-economic backgrounds. However, as the Statement provides a framework rather than specific projects, the scale of these impacts will vary and will be more precisely evidenced at the point of each individual procurement exercise.</p> <p>No negative equality impacts have been identified. No mitigating actions are required at this stage, although individual procurements will include their own equality considerations and mitigation where relevant.</p> <p>Individual procurements undertaken under the Social Value Statement will include separate equality assessments where the scale, nature or beneficiaries of the contract indicate a potential impact on people with protected characteristics.</p>

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