

## Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Social Value Policy				
The main objective of (please insert the name of accessed document stated above):	Set out the Council's priorities for securing social value in the procurement process				
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> <li>External (e.g. stakeholders, residents, local businesses etc.)</li> <li>Internal (staff)</li> </ul>					
Please use only 'Yes' where applicable		<b>Negative</b>	<b>Positive</b>	<b>Neutral</b>	<b>Comments</b>
<b>Gender</b>	External		x		(see below for all comments)
	Internal			x	
<b>Gender Reassignment</b>	External		x		
	Internal			x	
<b>Age</b>	External		x		
	Internal			x	

<b><u>Marriage and civil partnership</u></b>	External		x		
	Internal			x	
<b><u>Disability</u></b>	External		x		
	Internal			x	
<b><u>Race &amp; Ethnicity</u></b>	External		x		
	Internal			x	
<b><u>Sexual Orientation</u></b>	External		x		
	Internal			x	
<b><u>Religion or Belief (or no Belief)</u></b>	External		x		
	Internal			x	
<b><u>Pregnancy &amp; Maternity</u></b>	External		x		
	Internal			x	
<b><u>Other Groups</u> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)</b>	External			x	
	Internal			x	

Please state the group/s: <hr/> <hr/>					
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Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Comment  Not at this stage, but it is expected that as a whole the objectives within the social value policy will have a positive impact for individuals within all protected characteristics as it seeks to improve access to work and training for all as well as improving health well-being and life chances, improving digital skills and public assets. Further evidence of the positive outcomes within different protected groups can be captured through KPIs in respect of social value. The purpose of the policy is to ensure wider public benefit and to support non-statutory functions which improve life chances and support those less likely to have the opportunity to access employment.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	Comment N/A
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	Comment  There are gaps in data to properly identify where real impacts could be made in relation to specific protected characteristics. This is something that is to be developed as the policy is implemented so we can better track

			performance of suppliers and their commitment to equality, diversity and inclusion.
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In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
Implement social value policy and process	6 months	Clear outputs/KPIs to show where particular protected characteristics have been positively impacted.	Contracts and procurement Manager

## **Authorisation and Review**

<b>Completing Officer</b>	<b>Fran Whyley</b>
<b>Authorising Head of Service/Director</b>	<b>Deputy Chief Executive</b>
<b>Date</b>	<b>29 December 2025</b>
<b>Review date ( if applicable)</b>	<b>July 2026</b>