

Southend on Sea Borough Council -

Equality Analysis

1. Background Information

1.1 Name of policy, service function or restructure requiring an Equality Analysis:

Social Value Policy

1.2 Department:

Transformation, Finance & Resources

1.3 Service Area:

This is being developed by Policy and Procurement but will be for corporate use.

1.4 Date Equality Analysis undertaken:

Started 05/01/2022

1.5 Names and roles of staff carrying out the Equality Analysis:

Name	Role	Service Area
Lee White	Head of Corporate Procurement	Finance and Resources
Nicola Spencer	Policy Advisor	Transformation
Cheryl Oksuz	Policy Advisor	Transformation

1.6 What are the aims or purpose of the policy, service function or restructure that is subject to the EA?

The Policy's aim is to secure additional social value in the contracts we award through collaborative working, to direct those benefits to communities where they are most needed and ensure that our commissioning and procurement activity maximises our potential to deliver the outcomes of Southend 2050.

The Policy also commits to producing Social Value Toolkits that will go into the details of the Social Value application and what to expect of the ask and the process as a bidder, a community group, or an employee. The Policy will also set out what the expectations are of contract managers across the Council in terms of monitoring and evidencing social value outcomes- this aligns with the Council's Commissioning Framework.

1.7 What are the main activities relating to the policy, service function or restructure?

- Extraction of additional social value from the council's contracts, which will include making social value a core part of commissioning and procurement processes
- The production of Social Value Toolkits for council officers and suppliers
- Training and development sessions for council officers on Social Value
- Collaboration with the Social Value Portal to measure and report on Social Value achieved
- The production of an Annual Social Value Statement
- The inclusion of Social Value in a Cabinet Member's portfolio

2. Evidence Base

2.1 Please list sources of information, data, results of consultation exercises that could or will inform the EA.

Source of information	Reason for using (e.g., likely impact on a particular group).
Population data	Impact on all groups
Deprivation data	Impact on all groups

LG Inform	Impact on all groups
Data from NOMIS on businesses	Impact on business owners
Residents' Perception Survey 2021	Impact on all groups
2020/2021 Director of Public Health Report	Impact on all groups

Please Note: reports/data/evidence can be added as appendices to the EA.

2.2 Identify any gaps in the information and understanding of the impact of your policy, service function or restructure. Indicate in your action plan (section 5) whether you have identified ways of filling these gaps.

- There are gaps in demographic data regarding some demographic groups in the borough – e.g., LGBTQ residents, disabilities and residents that are “off the grid”.
- There are gaps in data about the demographics of local business owners, such as gender and disability.
- There are inherent gaps in understanding the impact of the Policy, as its impact will come from the application of a social value approach to each within-scope commissioning and procurement exercise the Council undertakes. It will be important to use the Council’s social value outcome measures (i.e., the National TOMs) to clearly define the added social value required from each contract at tender stage and then use robust contract management to ensure that the value is a) delivered as it was contractualised, and b) had the intended social, economic, or environmental impact that was sought.

3. Analysis

3.1 An analysis and interpretation of the impact of the policy, service function or restructure should be undertaken, with the impact for each of the groups with *protected characteristics* and the source of that evidence also set out against those findings.

In addition, the Council has identified the need to assess the impact of a policy, service function or restructure on carers, looked after children (as part of the age characteristic) as well as the socioeconomic impact of different groups, such as employment classifications.

Initial assessment of a perceived impact of the policy, service function or restructure. The impact can be positive or negative (or in some circumstances both), none or unclear:

	Impact - Please tick				
	Yes			No	Unclear
	Positive	Negative	Neutral		
Age (including looked after children)	X				
Disability	X	X			
Gender reassignment	X				
Marriage and civil partnership	X				
Pregnancy and maternity	X				
Race	X	X			
Religion or belief	X				
Sex	X				
Sexual orientation	X				
Carers	X				
Socio-economic	X	X			

Descriptions of the protected characteristics are available in the guidance or from: [EHRC - protected characteristics](#)

- 3.2 Where an impact has been identified above, outline what the impact of the policy, service function or restructure on members of the groups with protected characteristics below:

Overarching Policy impact – Positive for all protected characteristics

The Policy aims to have an overall positive social impact on Southend and its residents, by ensuring that our commissioning and procurement activity maximises our potential to deliver the outcomes of Southend 2050. It does not have specific issues pertaining to any of the protected characteristics.

Therefore, there is a very wide range of people who could be affected in some way by the Policy and by the consequent effect it has on the council’s commissioning and procurement processes and activity.

	Potential Impact
Age	<p>Intended positive impact.</p> <p>We acknowledge that needs vary greatly across this protected characteristic, and differing benefits will be felt by each age group. The National Social Value Themes, Outcomes and Measures include themes to create Healthier, Safer and more Resilient Communities and Promote Local Skills and Employment, both of which apply to this protected characteristic. We acknowledge that children, young people, and some older people - particularly retirees and those with disabilities that limit their activity and ability to work - may not experience the same social value benefits as a result of promoting local skills and employment as younger, working age groups might.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <ul style="list-style-type: none"> • 182,773 total population of Southend <ul style="list-style-type: none"> ○ 107.3k adults aged 18-64

	<ul style="list-style-type: none"> ○ 10.8k children aged 0-4 ○ 28.9k children aged 5-7 ○ 35.7k adults aged 65+ ● Over 40% of children under 16 years of age live in the most disadvantaged 30% of our wards. In a number of areas, we are performing below the national average for childhood wellbeing indicators (JSNA 2019).
<p>Disability</p>	<p>Intended positive impact on this group, with a potential for negative impact.</p> <p>We acknowledge that needs vary greatly across this protected characteristic; barriers to experiencing social value benefits will differ according to the type of disability experienced. The National Social Value Themes, Outcomes and Measures include themes to create Healthier, Safer and more Resilient Communities and Promote Local Skills and Employment, both of which apply to this protected characteristic. 13 of the Measures directly relate to promoting local skills and employment for disabled people, or enhancing their community networks (specifically NT6, NT6a, NT9a, NT10a, NT27, RE7, RE31, FM8, FM8a, FM17a, FM18a, FM19, FM54).</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <p>A particular consideration throughout the process will be accessibility – in terms of different formats of documents and consultations, tailored to individual need, as well as physical accessibility of buildings and venues where appropriate. Also to</p>

	<p>understand that some specialist equipment or support measures may need to be implemented to fully engage with this group effectively.</p> <ul style="list-style-type: none"> • 18.5% of Southenders have a long-term disability or illness (Census 2011) (20% of the working age population nationally).
<p>Gender reassignment</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <ul style="list-style-type: none"> • Local data gap, although we will have data from the 2021 Census on this later in 2022.
<p>Marriage and civil partnership</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <ul style="list-style-type: none"> • There were 516 marriages in Southend in 2018. • It is acknowledged that there is now a data gap for this protected characteristic; however, data on marriage and civil partnership will be available from the 2021 Census later in 2022.

<p>Pregnancy and maternity</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply.</p> <p>This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <ul style="list-style-type: none"> • Southend’s general fertility rate for 2015-2019 (live births per 1000 women aged 15-44) was 64.8, higher than England (60.6). • As of 2019, Southend’s under 18 conception rate of 20.9/1000 is significantly above the England (15.7/1000) and East of England (13.9/1000) rates.
<p>Race</p>	<p>Intended positive impact on this group, with a potential for negative impact.</p> <p>We acknowledge that Social Value requirements could be included into application or bid processes in a way that unintentionally excludes people whose first language isn’t English, for instance by using unnecessarily complicated language or only having limited formats of documents available.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply.</p> <p>This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <p>Section 6.3 also confirms that we will promote social inclusion by ensuring our procurement procedures are transparent, accessible, and easy to understand and by providing Social Value</p>

	<p>Toolkits that offer practical, accessible guidance on developing a partnership with the Council.</p> <p>Southend borough ethnicity data:</p> <ul style="list-style-type: none"> • 90.7% White British • 3.9% Asian • 2.7% Mixed • 2.3% Black • 0.5% Other • The great majority of Southenders (87%) self-reported their ethnicity as White British in the 2011 Census compared to 85% nationally. • There were 87 different ethnicity categories self-reported; categories for which there were more than 100 responders in Southend-on-Sea were: <ul style="list-style-type: none"> ○ Irish, Gypsy/Irish Traveller, Other Asian, Other Black, Arab, Albanian, Australian/New Zealander, Baltic States, Black British, Commonwealth of (Russian) Independent States, Greek, Iranian, Italian, Latin American, Multi-ethnic Islands, North American, Sri Lankan, Thai, and Turkish.
<p>Religion or belief</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply.</p> <p>This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement. Consideration will need to be given for consultation events and physical meetings in accordance with the faith calendar.</p>

	<ul style="list-style-type: none"> • Within Southend, 56% are Christian, 32% did not identify with any religion, 2% are Muslim. Across England and Wales in 2011, the profile of religious affiliation was skewed. The religion that the largest proportion of the populations in both England and Wales identified with was Christianity (59% and 58% respectively). • Almost a quarter of the population of England (25%) did not identify with any religion. • Those who identified as Muslim were the largest religious minority group in both England and Wales. • A third of the population in England who identified as Muslim were under 16 years of age.
<p>Sex</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <p>Southend borough data:</p> <ul style="list-style-type: none"> • 89.6k male (49%) • 93.1k female (51%) • Gender inequalities in healthy life expectancy persist with men falling behind. With a fast-ageing population, the need to delay ill health and minimise disability is paramount, as is the need to reduce isolation. (JSNA 2019) • Data from Duport in 2015 showed that 25% of Directors of businesses in Southend were female. The Rose Review of Female Entrepreneurship by HM Treasury

	<p>in 2019 found that only 1 in 3 UK entrepreneurs is female, a gender gap equivalent to 1.1 million missing businesses; and that in 2017, only 5.6% of UK women ran their own businesses. Local, contemporary data on gender in local businesses is a known data gap and will be filled when possible.</p>
<p>Sexual orientation</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.</p> <ul style="list-style-type: none"> • Local data gap on this protected characteristic, although we do have national data (see below) and we will soon have data from the 2021 Census. • An estimated 1.4 million people aged 16 and over in the UK identified as lesbian, gay or bisexual in 2019 - a statistically significant increase from 1.2 million in 2018 - continuing the trend seen over recent years. • “People aged 16 to 24 continue to be the most likely to identify as lesbian, gay or bisexual, however the proportion of older adults identifying as lesbian, gay or bisexual, while much smaller, is also increasing.” <i>Penelope McClure, Population Statistics Division, Office for National Statistics.</i>
<p>Carers</p>	<p>Intended positive impact.</p> <p>See section 6.3 of the Social Value Policy, which confirms that where Social Value is considered as part of a commissioning exercise, the public sector Equality Duty will continue to apply. This means that equality issues will continue to be considered at</p>

	<p>every stage of the commissioning cycle, including consultation and pre-procurement. Particular consideration will be given to carers with caring responsibilities and their access to face-to-face consultations and meetings.</p> <ul style="list-style-type: none"> • 1, 470 carers were either supported or assessed by Southend Borough Council during 2020/21. • 3,402 residents were entitled to Carer's Allowance in Southend in 2021/22, with 2.2% of these people being over the age of 65 themselves. • 13% of respondents to the Residents' Perception Survey 2021 indicated that they had caring responsibilities (in the survey a carer was defined as anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support), with almost half (45%) indicating that they find it difficult to meet those responsibilities, including 16% who find it very difficult.
<p>Socio-economic</p>	<p>Intended positive impact, with potential negative impact.</p> <p>The Social Value Policy specifically aims to have a positive impact on socio-economic equality for all residents of the city, by seeking to work towards achieving the Southend 2050 outcomes as well as the National Social Value Themes of:</p> <ul style="list-style-type: none"> • Promoting Local Skills and Employment • Supporting Growth of Responsible Regional Business • Making Communities Healthier, Safer and more Resilient • Decarbonising and Safeguarding the City • Promoting Social Innovation. <p>We acknowledge that social value requirements may be included into an application or bid process in a way that disproportionately puts off (or otherwise disfavours) an applicant who would</p>

	<p>otherwise deliver the best service for service users. This could result in another applicant winning, resulting in a worse service being delivered to protected characteristic groups or communities of interest. In particular, unwieldy or time-consuming processes may deter micro-businesses, SMEs and VCSEs.</p> <p>See section 6.3 of the Social Value Policy, which confirms that we will promote social inclusion by ensuring our procurement procedures are transparent, accessible, and easy to understand and by providing Social Value Toolkits that offer practical, accessible guidance on developing a partnership with the Council.</p> <p>Section 6.3 also confirms that we will take account of the need for positive action in respect of organisations led by, or for, equalities or community groups, and for the development of local small organisations and businesses. It confirms that we will seek to nurture positive relationships and promote the engagement of these organisations in tendering; this will include actions to ensure that engagement with the marketplace and communities at pre-procurement stage is accessible to these target organisations.</p>
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4. Community Impact

- 4.1 You may also need to undertake an analysis of the potential direct or indirect impact on the wider community when introducing a new/revised policy, service function or restructure.
- 4.2 You can use the [Community Cohesion Impact Assessment](#) as a guide, outlining a summary of your findings below:

5. Equality Analysis Action Plan

- 5.1 Use the below table to set out what action will be taken to:

- Ensure a full analysis of the impact of the policy, service function or restructure is undertaken.
- Mitigate/address identified negative impacts or unlawful prohibited conduct.
- To promoted improved equality of opportunity and to foster good relations.
- How the action plan will be monitored and at what intervals.

Planned action	Objective	Who	When	How will this be monitored (e.g. via team/service plans)
<p>Equality Analyses to be carried out at the initiation stage of every commissioning and tender exercise for every contract that is within the scope of the Social Value Policy.</p>	<p>To ensure that equality is considered on a contract-by-contract basis at the same time as setting the social value priorities for the contract.</p>	<p>Commissioners and contract managers</p>	<p>At the start of each commissioning and tender exercise.</p>	<p>Via team plans and Exec DMTs Challenge also via Commissioning Board in some cases</p>

Planned action	Objective	Who	When	How will this be monitored (e.g. via team/service plans)
Ensure review of accessibility and design is carried out at the initiation stage in every commissioning and tender exercise undertaken.	To ensure that accessibility is considered on a contract-by-contract basis at the same time as setting the social value priorities for the contract.	Commissioners Contract managers	At the start of each commissioning and tender exercise.	Via team plans and Exec DMTs Challenge also via Commissioning Board in some cases
Equality Duty and Objectives to be considered at every stage of the commissioning cycle, including consultation and pre-procurement.	To ensure that equality is considered throughout the life of the procurement, not just the commissioning and pre-procurement stages.	Commissioners Contract Managers	Throughout the life of each contract.	Via team plans and Exec DMTs Challenge also via Commissioning Board in some cases

Planned action	Objective	Who	When	How will this be monitored (e.g. via team/service plans)
Data recorded on protected groups engaged with to monitor accessibility and any gaps	To ensure that good quality data is available to be used when considering equality throughout the life of the procurement, not just the commissioning and pre-procurement stages.	Commissioners Contract Managers	Throughout the life of each contract.	Via team plans and Exec DMTs Challenge also via Commissioning Board in some cases

Signed (lead officer):

Signed (Director):

Once signed, please send a copy of the completed EA (and, if applicable, CCIA) to Sarah Brown Sarahbrown@southend.gov.uk.