

Equality Impact Assessment

Please see the sheet *How to Make an Equality Impact Assessment* for support to complete this form. You are also welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru for further assistance.

I Details

I.1 What is the name of the policy / service in question?

Review of Sustainable Procurement Policy

I.2 What is the purpose of the policy/service that is being created or amended? What changes are being considered?

We are considering adapting our Sustainable Procurement Policy to include a new method of procurement, which evaluates tenders based on social value and local impact. As part of the process of concluding whether this technique adds value compared to the current arrangements, we have undertaken a series of pilot schemes using this methodology.

Adopting this system will involve reviewing our sustainable procurement policy.

I.3 Who is responsible for this assessment?

Arwel Evans, Procurement Manager

I.4 When did you commence the assessment? Which version is this?

May 2021, this is the final version.

2) Action

2.1 Who are the partners it will be necessary to work with to undertake this assessment?

Partners were not required for the equality impact assessment.

2.2 What measures have you taken to engage with people with equality characteristics?

The changes do not have a direct impact on people with equality characteristics. This involves changing the content of an appointment and contracting exercise between the Council and businesses.

2.3 What was the outcome of the engagement?

The assessment has not identified the need to address equality matters.

2.4 On the basis of what other evidence are you acting?

Reviewing our Procurement Policy is an opportunity to undertake amendments so that we can comply with the Social Partnership and Public Procurement Act (Wales).

2.5 Are there any gaps in the evidence that needs to be collected?

No

3) Identifying the Impact

3.1 What impact will the new policy/service or the changes in the policy or service have on people with equality characteristics? The Council must give due attention to the impact any changes will have on people with equality characteristics.

Characteristics	What type of impact? (delete if not applicable)	In what way? What is the evidence?
Race (including nationality)	Positive / negative / none	Not relevant
The Welsh language	Positive / negative / none	Positive and negative POSITIVE <ul style="list-style-type: none"> • Documentation relating to the topic is available in Welsh and English. • Suppliers are entitled to respond in Welsh or English. • One of the tool's measures relates to promoting the Welsh language, namely:

		<p><i>'Support and investment provided for people to learn and use the Welsh language (e.g., networking and signage)'</i></p> <p>NEGATIVE</p> <ul style="list-style-type: none"> The majority of tenders are responded to in English and it is possible that suppliers will continue to respond in the same way.
Disability	Positive / negative / none	Not relevant
Gender	Positive / negative / none	Not relevant
Age	Positive / negative / none	Not relevant
Sexual orientation	Positive / negative / none	Not relevant
Religion or belief (or non-belief)	Positive / negative / none	Not relevant
Gender reassignment	Positive / negative / none	Not relevant
Pregnancy and maternity	Positive / negative / none	Not relevant
Marriage and civil partnership	Positive / negative / none	Not relevant

4) **Analysing the results**

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty and what is the reason for this?

Questions relating to equality will still be included in tenders.

4.2 Is the policy therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty and what is the reason for this?

We do not anticipate a negative impact on equality characteristics as the change does not affect how equality requirements are assessed in tenders.

4.3 What should be done?

Select one of the following:

Continue with the policy / service as it is robust	✓
Revise the policy to remove any barriers	
Suspend and abolish the policy as the harmful impacts are too great	
Continue with the policy as any harmful impact can be justified	

4.4 What steps will you take to reduce or mitigate any negative impacts?

No further steps are required.

4.5 If you are not taking any further action to remove or reduce the negative impacts, please explain why here.

The review does not affect equality characteristics.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the policy or service (action plan)?

Ensuring awareness and compliance with the Sustainable Procurement Policy continues to be the responsibility of the Procurement Service.