

Equalities Analysis in Lambeth

Proposal Title *

Dynamic Purchasing System & Implementation

Author

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Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Andrew Jacques

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

- A project to design, develop and implement a support capability for a bespoke, tiered dynamic purchasing system (DPS) for Resident Services. A DPS is an electronic system that enables interested suppliers to be qualified to join at any time. It provides an 'open market' solution, that is designed to give buyers access to a pool of pre-qualified suppliers. A bespoke DPS for Lambeth will enable an agile, compliant means of flexibly procuring [goods and] services and will initially be focussed to support major and minor works as well as other delivery contracts for the Directorate, however may be developed further to suit other procured categories. The project includes:
 - o engaging the services of a specialist software consultancy to design and build a web-based application, using low-code technology, that will [integrate] with Lambeth's existing contract management application (the eCMS)
 - o the services of a construction supply chain specialist to source, vet, verify and onboard prospective suppliers onto the DPS in readiness for contract opportunities made available through the DPS.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Here you will need to describe clearly and briefly what this change is about (i.e. service change, policy review/update, decision)? Compared against what we do currently, what will be different? Can you explain what will happen if this is approved and when will it be implemented? How will the EIA inform your business case, tender specification, for example?

Q1b. Who will be involved in approving this decision?

Director, Housing Neil Euesden

Who else will be involved in signing-off this decision?

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Please detail any project sponsors, (Head of Service, Directors cabinet member/s, legal, partners) Note: Any reports that go to anyone needing to take decisions must refer to this equalities analysis so they can consider the effects of the proposals on different groups before and during decision-making.

Q2a. What do we know about the people who will be impacted by this change?

The Housing team who will have an agile, compliant way of accessing and contracting with suppliers to fulfil Lambeth's requirements in managing and maintaining assets across the Council.

Suppliers, who will have an easier, more straightforward way of bidding for work to support Lambeth, thereby increasing competition and improving opportunities for local, small and medium sized companies.

Residents who will have major and minor works to properties conducted more efficiently and within reduced timeframes

The council as a whole as the DPS will encourage better competition thereby improving value for money from the Resident Services Supply chain.

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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This is an opportunity for you to share what you understand about the people who will be affected by what is being proposed whether now and/or potentially in the future. Do you know whether they are from protected groups? What does your service level profile data tell you about them? What if anything does your current and previous consultations, surveys, complaints, contract monitoring data, equalities data monitoring (including from partners and other service areas) reveal about these people and their needs or issues that may be connected/relevant to this change? Are there any gaps in your data? **If yes**, please note we are under a legal duty to be properly informed before making a decision. If the relevant data is not available we are under a duty to obtain it and this will often mean some consultation with appropriate groups is required. You will need to provide a reason or justification for why you have missing data/information. You may have to address this by including plans to generate this information within your action plan and responses to questions 3a, 3b and 4.

Q2b. How will they be impacted by the change?

The system is designed to offer an easier way to inform suppliers of possible future contract opportunities that they can be vetted and qualified to compete for in advance. This provides a quicker, compliant way of "tendering" opportunities.

Colleagues will have an improved system to manage tenders for major and minor works reducing resource effort and time in managing the tendering process.

Supporting features for protected groups: The system will have accessibility technology embedded within it

Additional support will be provided by the developer to assist with any technical difficulties individuals may have navigating around the system and the supply chain specialists will support suppliers in understanding how to qualify through the vetting process.

The system represents a positive impact for all stakeholders

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

We plan to capture project impact KPIs, comparing availability of information, tendering time and compliance on how contract opportunities are managed now, prior to implementation of the system, with information post implementation.

Reporting on key contract awards will be made regularly available to management and finance colleagues. Additional information will be shared on the system's public site, to provide updates and useful information on contract opportunities.

A significant amount of stakeholder engagement has been undertaken and User Acceptance Testing will be done throughout the development phase to ensure needs are adequately met. At this stage no particular group has been identified that might be adversely impacted by the changes.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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Q3b How do you plan to address and mitigate any negative impacts of the proposal?

There are no negative impacts of the proposal.

User feedback will be captured on an ongoing basis and fed into a development matrix in order that any ideas for improvements can be captured and reviewed on a quarterly basis and presented as part of a business case for future developments

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

The user feedback that will be captured on an ongoing basis and fed into the development process. This will be reviewed on a regular basis and will inform the business case for future developments. Any new business case for further developments will be supported by an updated EIA. Responsibility for monitoring and progressing developments will be held by the Housing team and approved by Andrew Jacques (AD Repairs & Maintenance)

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

Submit for approval

Submit for approval

Executive Approval

Pending

Attachments

Close