

Appendix A

Equalities in Commissioning and Procurement for Safer Stronger Members (Appendix A)

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Members of the Committee were invited to a workshop on 30th January 2020. The attached presentation was circulated and the following key points raised:

- The commissioning process was distinct from the procurement process.
- Equalities monitoring took place from the end of contract process and was used in combination with statistical analysis and insight for future commissioning.
- The initial process was individual based on the specific area. Some services needed a deep dive data analysis, others could use the contract monitoring from previous exercises as the basis.
- At the point a decision goes to the decision making body, whether a committee or under delegated authority, it needed to have been properly thought through.
- With the UK leaving the EU, the government had agreed a “Lift and shift” of EU procurement policy for 2 years therefore OJEU thresholds would remain the same during this time.
- The commissioning process was a cyclical constantly evolving process not finite.
- The specification and method statement within the tender process addressed equalities aspects and specific equality and diversity questions were built-in.
- The Commissioning of the Stop Smoking Service was provided as an example. Targets were included for key groups including pregnant women, parents of asthmatic children, and people with long-term conditions. A socio-economic target was also built in and the proxy measures of: unemployed; retired; long-term sick and routine and manual workers were used. These were based on NICE guidance on socio-economic status.
- Over the course of the contract, there was constant monitoring to consider if some groups became under-represented or groups were missed etc.
- Sometimes there is a weighting exercise due to limited resources, with for example, groups such as pregnant women being prioritised. Lower numbers of more significant outcomes were prioritised.
- Following a question regarding whether weighting of equalities versus likelihood of successful outcomes took place, Iain stated that they prioritised usually where there was most need or had biggest impact over where there was the highest quit rate for example.
- Sometimes tenders could be quite broad and seek the professional judgement of those tendering to compare and evaluate different approaches, focuses or targets etc.
- The re-commissioning of Sexual Health Promotion was provided as an example.
- The process was widely researched with extensive engagement, targeting key groups, and focus group. The Local Action Plan was key.

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- The commissioning process took place following the [Lambeth, Southwark and Lewisham, Sexual and Reproductive Health Strategy 2019-24](#). This strategy was considered by the Healthier Communities Select Committee at their meeting in January 2019.
- Key areas in Lewisham included late HIV diagnosis and a focus on Black Caribbean men because there was a particular area of inequality relating to late diagnosis.
- Work was on-going to try to get a greater understanding of all those within communities including looking at intersectional issues to understand more.
- The reviewing process was really important and constant consultation and feedback took place to review and to hear from community voices/partners etc.
- Councillors asked a number of questions about the three areas presented:

“How do we (the Council) ensure individual service managers have a good enough understanding of all protected characteristics and the relevant data to be able to model possible implications?”

“Currently socio-economic considerations are not a legal requirement – how do we know we are making sensible judgements when an underlying factor for an inequality could be socio-economic and not related to a protected characteristic?”

“What are the datasets routinely used by service managers?”

“How do we (the Council) communicate our equalities considerations to the public?”

- The procurement and commissioning process had built in checks and guarantees including sign-off processes by Departmental Management Teams and then Executive Management Teams ensuring there were checks and balances. Data such as JSNAs, and information from engagement exercises and focus groups was used in the process.
- It was important that there was clear communication to decision-making bodies and they had confidence in the process.