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|                                                            | <b>Cabinet</b><br>12 October 2026                                                                                           |
|                                                                                                                                             | <b>Report from the Corporate Director,<br/> Service Reform and Strategy</b>                                                 |
|                                                                                                                                             | <b>Lead Member – Leader of Council<br/> &amp; Cabinet Member for Adult Social<br/> Care<br/> (Councillor Muhammed Butt)</b> |
| <b>Authority to Tender Contract for Homecare Services for<br/> Adult Social Care &amp; Children and Young People with<br/> Disabilities</b> |                                                                                                                             |

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|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Wards Affected:</b>                                                                                                                     | All                                                                                                                                                                       |
| <b>Key or Non-Key Decision:</b>                                                                                                            | Key                                                                                                                                                                       |
| <b>Open or Part/Fully Exempt:</b><br>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act) | Open                                                                                                                                                                      |
| <b>No. of Appendices:</b>                                                                                                                  | One<br>Appendix 1: Equalities Impact Assessment                                                                                                                           |
| <b>Background Papers<sup>1</sup>:</b>                                                                                                      | None                                                                                                                                                                      |
| <b>Contact Officer(s):</b><br>(Name, Title, Contact Details)                                                                               | Edwin Mensah, Acting Head of Commissioning Contracting and Market Management<br>0208 937 4132<br><a href="mailto:edwin.mensah@brent.gov.uk">edwin.mensah@brent.gov.uk</a> |

## 1.0 Executive Summary

- 1.1 This report seeks Cabinet approval to retender contracts for Homecare Services for Adult Social Care and Children and Young People with Disabilities as required by Contract Standing Orders 88 and 89.
- 1.2 Currently the council spends in excess of £29 million per year on homecare.

This service remains a priority as part of the Council's approach to prevention, supporting people to stay living within their own homes and reducing the reliance on care home provision. Whilst the current model is working well, providing a choice for customers, with rates set by the Council and services meeting required quality standards, demand is increasing and a new contract and arrangements will help the council to manage these pressures.

- 1.3 Specifically, aligning the Lead Provider Contracts and Homecare Framework and introducing new requirements around telecare and new neighbourhood patches, will help to manage demand and provide additional capacity and choice for customers, as well as complementing the work of Health partners. The report sets out the detail including alternative options considered.

## **2.0 Recommendation(s)**

That Cabinet:

- 2.1 Approve inviting tenders for Homecare Services for Adult Social Care and Children and Young People with Disabilities on the basis of the pre - tender considerations set out in section 3.3.1 of the report (pre-tender considerations section)
- 2.2 Approve Officers evaluating the tenders referred to in 2.1 above on the basis of the evaluation criteria set out in section 3.3.1(vi) of the report (pre-tender considerations section)
- 2.3 Delegate authority to the Corporate Directors, Service Reform and Strategy and Children Young People and Community Development, in consultation with the Lead Member for Adult Social Care, Public Health and Leisure and the Lead Member for Children's Services, Employment and Climate Action to award the contracts for Homecare Services for Adult Social Care and Children and Young People with Disabilities for a term of three years, with the option to extend for a further three years and a final extension period of up to 24 months

## **3.0 Detail**

### **3.1 Cabinet Member Foreword**

- 3.1.1 The proposals within this report support a number of key Council priorities as set out in the Borough Plan "Moving Brent Forward Together". The focus on neighbourhoods are in line with Strategic Priority 5 – A Healthier Brent. The strategy states that "we will make sure our health and social care services meet local need and reduce health inequalities." This includes "targeted interventions for those communities who find our services hard to access." Having contracted providers operating to the neighbourhood model will help both the providers and statutory and voluntary services to begin to work more closely, to improve relationships and make the customer journey smoother.

- 3.1.2 Strategic Priority 5 – A Healthier Brent also says, “adults with care and support needs are able to access support and services and they are integrated with health, culturally competent and responsive to individual need”. It also says, “we will work with residents as partners in their own care and support, to live independent, safe, happy and fulfilling lives”. The service specifications for the contracted services will support these statements, aiming to promote independence, supporting adults and children to remain in their own homes and improve access to services. In line with the Care Act 2014 and the Children’s Act 1989, this approach will also support the promotion of choice for people in receipt of support services as there will be a range of providers should the Lead Provider be unsuitable, and people who wish to are still able to take a Direct Payment to arrange their own care.
- 3.1.3 Strategic Priority 5 also sets out that the intention is “continuing to support people to be cared for closer to home, by developing health and social care community services to help people. Home care is a key service is supporting this aim.
- 3.1.4 The proposed contract model supports the Working in Neighbourhoods approach within Brent, which aims to shift power closer to communities, redesign services around what people need, and enable partners to work more closely and innovatively together to better support and empower residents.. This means putting neighbourhoods and communities at the heart of decision making, facilitating a shift towards working ‘with’ rather than delivering services ‘to’ the communities. Placing provider organisations into this arena will help to facilitate this shift, improving communication and new ways of working.

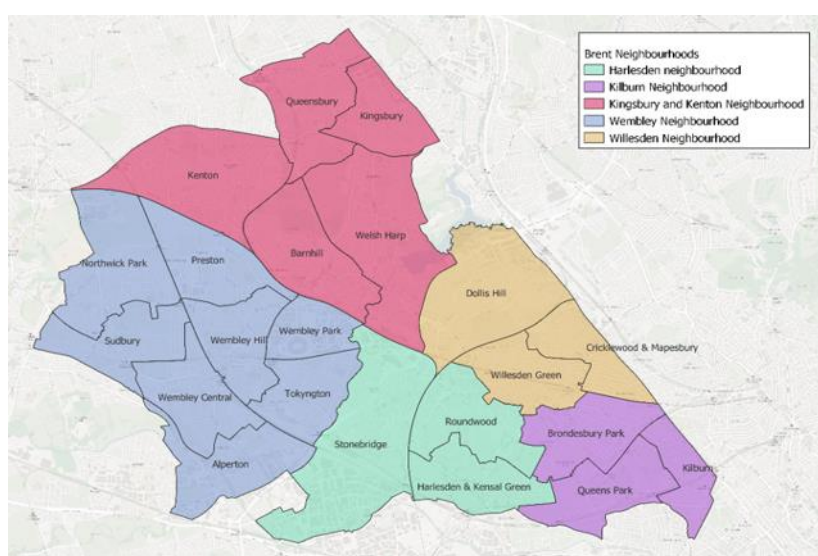
## **3.2 Background**

- 3.2.1 The council requires the provision of Homecare Services for Adult Social Care and Children and Young People with Disabilities (‘the Service(s)'). Officers have considered whether the Services can be provided by the council itself but have concluded that it is best provided by contractors.
- 3.2.2 The council is currently commissioning homecare from 60 providers for adults and 16 providers for children. In total, these providers deliver over 26,000 hours of homecare per week for adults, for approximately 1,700 adults. Children’s providers deliver approximately 3,780 hours per week for 242 children. The combined cost of services is over £29 million per year.
- 3.2.3 Demand for the Service is increasing in terms of number of customers and the complexity of need. In addition, there is pressure on prices to take into account the London Living Wage, the increase to National Insurance and other inflationary pressures faced by businesses.
- 3.2.4 Homecare services are currently delivered via two main avenues, the first being the Lead Provider contracts and the second, the framework. There are also a

number of spot contract arrangements where it has not been possible to arrange care through the other two avenues. The Council entered into contracts for provision of homecare with 14 providers (Lead Providers) and the contracts are due to expire on 3<sup>rd</sup> November 2027. The Framework contracts which is the second avenue, offer additional capacity through 21 providers, including some smaller provider organisations. The initial two-year term of the framework is due to end in November 2026 but the Council has the option to extend for a further two years (until November 2028). There are no plans to transfer existing care packages awarded under the existing contracts and framework to new providers following the procurement or as a result of the procurement.

## Overview of the Proposed Approach

- 3.2.5 The proposed approach is to utilise the extension period of the current Lead Provider contract until November 2027 (this has been actioned) and then close the Homecare Framework (so only using one of the optional one-year extensions on the framework). During that time, a procurement will be undertaken to establish both a new Lead Provider contract and a Framework contract of providers.
- 3.2.6 The Lead Provider contracts will be let on a neighbourhood basis for Adult Social Care, to mirror the five integrated neighbourhood areas (see map below). There will be between 2 - 4 lead providers in each area, dependent on size and geography. These will each be a separate lot, named after its geographical area. Suppliers will also be invited to apply to be a specialist provider of mental health or learning disability support.



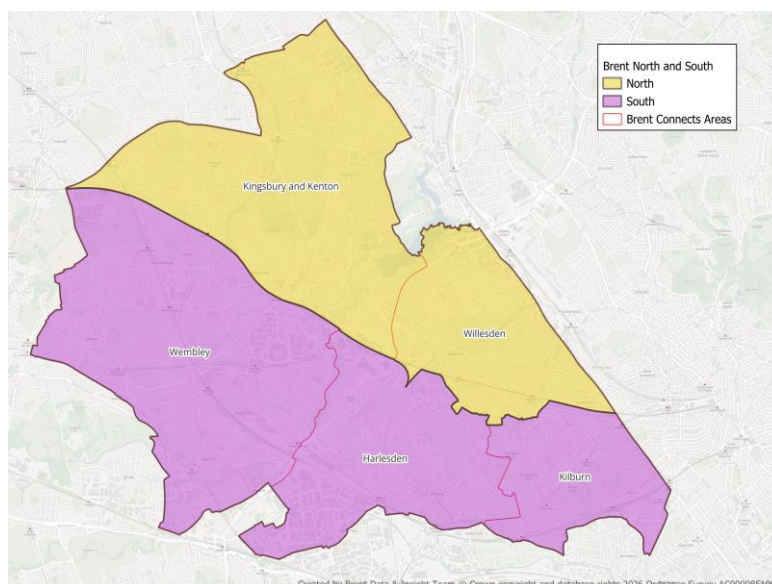
- 3.2.7 This will be supported by a new homecare framework of 10 additional providers. This will ensure choice and competition, providing a safety net in case of provider failure (with all the work not sitting with too few providers), whilst at the same time limiting the number of providers that need to be monitored/contract

managed. This approach will continue to enable smaller providers to have the opportunity to work within Brent. The two contracts will be procured at the same time, as separate lots, within one tender. These providers will be able to deliver support to all client groups, with those who do not have a specialism being able to opt out of bidding to provide those packages.

3.2.8 A separate lot will be procured within the tender for specialists who can provide services to customers supported by Children and Young People's Services. This lot will have no limit to the number of providers accepted to join this framework.

3.2.9 Features of the contracts:

- London Living Wage will be paid.
- The use of zero hours contracts will be monitored.
- Hourly rates will be set.
- Each Lead Provider to have a Trusted Assessor.
- Use of Electronic Call Monitoring Systems to enable more accurate invoicing and payment that is more efficient for customers.
- Providers will bid for care packages via the CarePlace E-Brokerage system.
- Providers must maintain a Care Quality Commission(CQC) rating of Good as a minimum.
- For specialist provisions (LD, MH) where demand is lower, the model will be different, using North and South zones with 2 providers in each area (see map below).
- Contracts will be "closed" so that new providers cannot apply to join during the term.
- Let for 3 years initially in line with the known local government settlement for that period with the option for further extensions (plus 3 plus 2).



- 3.2.10 Providers working in the local community will enable them to understand the needs of the neighbourhood and contribute to the integrated neighbourhood developments in their area. Delivering homecare across a specific geographical area is a more efficient use of care staff and concentrating services within a smaller area reduces travel time for field supervisors and support staff, improving oversight and quality assurance. This model will also support the high administrative demands of homecare such as assessments, monitoring, rostering, and staff management; a more localised model makes these tasks easier to manage. A patch-based model currently works well, and this model will have the same benefits but align more closely to Health and the Working in Neighbourhoods developments within the borough.
- 3.2.11 The Lead Provider contracts will see the introduction of Trusted Assessors within Adult Social Care. Trusted Assessors undertake assessments and planning on behalf of Adult Social Care and will be authorised to do so under a written Trusted Assessor agreement. Lead Providers will be required to facilitate this as part of their contract. As this is a new role within Brent, providers will be involved in the development to ensure the success of the role, and it will therefore come to fruition during the lifetime of the contract (not from contract commencement date). This will help to ease the pressure on Adult Social Care and support with right sizing packages, by reviewing customers in a timelier manner as well as being more responsive to emerging needs.
- 3.2.12 Providers will be required to support the use of technology where there are opportunities to improve quality of life, independence and outcomes for customers in support of meeting their overall care needs. It can also help ensure customers remain safe. This reflects growing evidence that the appropriate and preventative use of technology can make everyday tasks easier, reduce the risk of accidents, and give customers and their loved ones peace of mind. In addition, by helping customers remain independent in their

homes for longer it is a key part of the Council's preventative strategies to help reduce the need for hospital admissions and emergency interventions. The requirements for equipment, training and changes to processes will need assessing as part of the development and implementation of technology.

- 3.2.13 Previous procurement for home care has been a large-scale undertaking and the lead in time for this exercise has therefore been planned with that in mind. The approach taken will aim to limit the administrative burden whilst still allowing full market participation. The long lead in time means that some of the detail remains in development at the time of writing. This includes the final approach to Social Value which is being informed by the corporate developments underway in this area.

### **Alternative Options considered**

- 3.2.14 Current "as is" model. Whilst the current model has served the Council well, the contracts do not allow for the development of the Trusted Assessor model, the alignment with the neighbourhood areas, or the contract management benefits which will be gained from the new approach.
- 3.2.15 Using the current framework only. This would provide until November 2028 to develop a new approach. However, intelligence suggests it is unlikely these providers have the capacity to deliver all the required hours which would put pressure on them and could be risky to the sector. Within Children's provision, providers have not been able to meet demand which has led to the need for some spot purchasing. This contract does not align to the neighbourhood model.
- 3.2.16 A new open framework. This would provide a flexible option that allows providers to apply to join at set times during the life of the contract. This enables new providers, or previously unsuccessful providers, to apply to join and can be positive for smaller providers who may be less familiar with procurement processes. Whilst this can bring additional capacity, this can be resource intensive for commissioners to monitor and manage quality over the entire framework duration, as there can be a large number of providers. This also makes developments such as Trusted Assessors and the neighbourhood developments harder to facilitate as providers may only have a small amount of business in the borough and not therefore want to commit additional time and resources when they are not heavily invested in an area.
- 3.2.17 Bringing the service in-house. This option potentially gives the Council more control over quality and reduces the need for contract and quality monitoring. To do this, it is estimated that it would cost an additional £12.252 million per annum compared to procuring from the open market. This is in large part due to the prohibiting factor that pension on costs alone add nearly 30% to the cost of employing someone in a local authority. Whilst there are some benefits, the

additional cost is not one that can currently be borne by Adult Social Care nor Children's Social Care.

### 3.3 Pre-tender Considerations

3.3.1 In accordance with Contract Standing Orders 88 and 89, pre-tender considerations for the procurement of the contract for Homecare Services for Adult Social Care and Children and Young People with Disabilities (the "Contract") have been set out below for the approval of the Cabinet.

| Ref.  | Requirement                                 | Response                                                                                                                                                       |                              |
|-------|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| (i)   | The nature of the Goods / Services / Works. | Homecare Services for Adult Social Care and Children and Young People with Disabilities                                                                        |                              |
| (ii)  | The estimated value.                        | £88.12m for the initial three year contract term.                                                                                                              |                              |
| (iii) | The contract term.                          | The contract term will be an initial three years. There will be an option to extend for a further three years and a final extension period of up to 24 months. |                              |
| (iv)  | The tender procedure to be adopted.         | The Council will undertake a competitive flexible procedure to set up a Light Touch framework agreement under the Procurement Act 2023.                        |                              |
| v)    | The procurement timetable.                  |                                                                                                                                                                | <b>Indicative dates are:</b> |
|       |                                             | Publish Preliminary Market Engagement Notice                                                                                                                   | 28/08/2026                   |
|       |                                             | Market Engagement event                                                                                                                                        | 30/09/2026                   |
|       |                                             | Adverts placed                                                                                                                                                 | 23/10/2026                   |
|       |                                             | Publish Tender Notice                                                                                                                                          | 23/10/2026                   |
|       |                                             | Publish Procurement Specific Questionnaire                                                                                                                     | 23/10/2026                   |
|       |                                             | Procurement Specific Questionnaire deadline                                                                                                                    | 23/11/2026                   |
|       |                                             | Procurement Specific Questionnaire evaluation and moderation                                                                                                   | By 22/01/2027                |

| Ref.  | Requirement                                               | Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                         |
|-------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
|       |                                                           | Publish Invitation to tender to shortlisted Tenderers                                                                                                                                                                                                                                                                                                                                                                                                                                            | 01/03/2027              |
|       |                                                           | Invitation to Tender (ITT) deadline                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 01/04/2027              |
|       |                                                           | ITT Panel evaluation and moderation                                                                                                                                                                                                                                                                                                                                                                                                                                                              | By 14/05/2027           |
|       |                                                           | Report recommending Contracts award circulated internally for comment                                                                                                                                                                                                                                                                                                                                                                                                                            | 03/09/2027              |
|       |                                                           | Corporate Director approval                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 10/09/2027              |
|       |                                                           | Publish Contract Award Notice                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 13/09/2027              |
|       |                                                           | Voluntary 8 working days standstill period – notification issued to all tenderers and additional debriefing of unsuccessful tenderers                                                                                                                                                                                                                                                                                                                                                            | 13/09/2027 – 22/09/2027 |
|       |                                                           | Publish Contract Details Notice                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 23/09/2027              |
|       |                                                           | Contract Mobilisation                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | By 31/10/2027           |
|       |                                                           | Contract start date                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 01/11/2027              |
| (vi)  | The evaluation criteria and process.                      | <ol style="list-style-type: none"> <li>At selection stage shortlists are to be drawn up in accordance with the Council's Contract Procurement and Management Guidelines by the use of conditions of participation to identify organisations meeting the Council's financial standing requirements, technical capacity and technical expertise.</li> <li>At tender evaluation stage, the panel will evaluate the tenders against the following criteria: 85% Quality, 15% Social Value</li> </ol> |                         |
| (vii) | Any business risks associated with entering the Contract. | <p>The following business risks are considered to be associated with entering into the Contracts.</p> <p>Some risks may include:</p>                                                                                                                                                                                                                                                                                                                                                             |                         |

| Ref.   | Requirement                                              | Response                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--------|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|        |                                                          | <ul style="list-style-type: none"> <li>failure to select a suitable provider for one or more of the Lots.</li> <li>delays to the procurement process as a result of higher than envisaged numbers of submissions and supplier challenges to award decisions</li> </ul> <p>Mitigations include</p> <ul style="list-style-type: none"> <li>selection criteria case studies will be used as part of the evaluation to assess previous experience and suitability to shortlisting stage through a series of pass fail and scored questions.</li> <li>The tender evaluation criteria for the award section will ensure that all tenderers have experience and skills available to deliver the services specified.</li> <li>Evaluation of submissions will be undertaken compliantly with tender procurement regulations and evaluator training.</li> </ul> <p>Financial Services and Legal Services have been consulted concerning this Contract and have set out their considerations in sections 5 and 6 of this report.</p> |
| (viii) | The Council's Best Value duties.                         | The Council will be awarding the Lead Provider and Homecare Framework Contracts for each Lot to providers that have the Most Advantageous Tender (MAT)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| (ix)   | Consideration of Public Services (Social Value) Act 2012 | It is the intention within this tender that 15% of the total evaluation criteria will be reserved for social value considerations. Bidders will be asked to provide a social method statement which then be measured for impact and delivery over the life of the Contracts through the Contract Management function.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| (x)    | Any staffing implications, including TUPE and pensions.  | See section 6 and 9 below.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| (xi)   | The relevant financial, legal and other considerations.  | See sections 5 and 6 below.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

| <b>Ref.</b> | <b>Requirement</b>                                                                                                                                | <b>Response</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (xii)       | Sustainability                                                                                                                                    | This has been assessed in line with the Procurement Sustainability Policy and determined that a quality measure for sustainability is not required.                                                                                                                                                                                                                                                                                                                                                                           |
| (xiii)      | Key Performance Indicators / Outcomes                                                                                                             | Appropriate Key Performance Indicators / Outcomes will be included in the Contract.                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| (xiv)       | Policy requirements including the National Procurement Policy Statement; prompt payment; London Living Wage; modern slavery; and carbon reduction | <p>The potential supplier will be required to provide Services in accordance with all relevant policy requirements, to include those detailed in the National Procurement Policy Statement, to comply with a 30-day payment requirement, to provide evidence of wage compliance, evidence due diligence in supply chain (including modern slavery) and provide report on carbon emission and sustainability initiatives during contract delivery.</p> <p>The Contract will require the payment of the London Living Wage.</p> |
| (xv)        | Sharing information to allow understanding of the Council's procurement policies and decisions                                                    | All relevant policies and information will be shared with the potential supplier during the procurement process.                                                                                                                                                                                                                                                                                                                                                                                                              |
| (xvi)       | Steps undertaken to remove or reduce barriers for SME participation in the procurement                                                            | Officers have considered whether any steps can be taken to remove or reduce barriers for SME participation in the procurement. It is considered that the procurement process recommended is appropriate for the services required and upholds the principles of equal treatment, transparency, and non-discrimination.                                                                                                                                                                                                        |
| (xvii)      | Contract Management                                                                                                                               | A contract manager will be appointed and appropriate contract management provisions will be included in the Contract.                                                                                                                                                                                                                                                                                                                                                                                                         |

3.3.2 Cabinet is asked to give its approval to these proposals as set out in the recommendations and in accordance with Standing Order 89.

#### **4.0 Stakeholder and ward member consultation and engagement**

4.1 Service user voice will be included in the service specification so that providers understand (and must respond to) what is important to customers.

## **5.0 Financial Considerations**

- 5.1 The allocated budget for this service over the next 3 years for the Home Care contracts from Adult Social Care (ASC) is £76.960 million (i.e. £25.653m per annum) and from Children, Young People and Community Development (CYPCD) is £11.16m (£3.72m per annum), making a combined allocated budget total of £88.12m over the three years. This estimated value does not currently include any inflation uplifts which may arise during the duration of the contract as London Borough of Brent supports the payment London Living Wage within all its contracts with service providers.
- 5.2 The estimated value of the new contract for CYPCD is based on the current budget provision. The annual budget for “Care at Home” for Children with Disabilities is £3.72m.
- 5.3 The cost of the proposals within this report for the contracts will be funded from the ASC Home Care and CYPCD Children with Disabilities budgets yearly with effect from 1<sup>st</sup> November 2027.
- 5.4 The contracts will be awarded for an initial period of three years. The associated costs can be accommodated within the approved budget allocation and will be factored into the Medium Term Financial Strategy, including appropriate annual uplifts for demand and inflation. Prior to the expiry of the initial term, the Council's financial position will be reviewed and any proposal to extend the contracts beyond the three-year period will be subject to consideration of the Council's financial position at that time.

## **6.0 Legal Considerations**

- 6.1 The estimated value of the Contract is above the threshold for Light Touch Services under the Procurement Act 2023 (the “PA23”) and the procurement is therefore governed by the PA23.
- 6.2 The procurement is subject to the Council's own Standing Orders and Financial Regulations in respect of High Value Contracts given the procurement is over £5 million. For High Value Contracts, the Cabinet must approve the pre-tender considerations set out in paragraph 3.3 above (Standing Order 89) and the inviting of tenders (Standing Order 88).
- 6.3 In accordance with Recommendation 2.3, once the tendering process is undertaken, Officers will report to the Corporate Director Service Reform and Strategy and the Corporate Director Children Young People and Community Development explaining the process undertaken in tendering the Contract and recommending award.

- 6.4 As this procurement is subject to the full application of the PA23, the Council must observe the requirements of the 8 working day standstill period under the PA23 before the Contracts can be awarded and framework concluded.
- 6.5 Consideration should be given as to whether the Transfer of Undertakings (Protection of Employment) Regulations 2006 ('TUPE 2006') apply. TUPE applies where there is a 'relevant transfer' this can be; 1) a business transfer or, 2) service provision change (a change in the provider of a service). This is service provision change and is governed by TUPE 2006 Regs 3(1)(b)(iii). To satisfy the conditions of TUPE 2006 there must be immediately before the service provision change – an organised grouping of employees situated in Great Britain which has as its principal purpose the carrying out of the activities concerned on behalf of the client; the client intends that the activities will, following the service provision change, be carried out by the transferee other than in connection with a single specific event or task of short term duration; and the activities concerned do not consist wholly or mainly of the supply of goods for the client's use.
- 6.6 Officers confirmed in paragraph 3.2.4 that there are no plans to transfer existing care packages awarded under the existing contracts and framework to new providers and on the basis that there is no organised grouping of staff carrying out the work, TUPE is unlikely to apply as a result of the procurement.

## **7.0 Equity, Diversity & Inclusion (EDI) Considerations**

- 7.1 Pursuant to s149 Equality Act 2010 (the "Public Sector Equality Duty"), the Council must, in the exercise of its functions, have due regard to the need to:
- (a) eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
  - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
  - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it,
- 7.2 The Public Sector Equality Duty covers the following nine protected characteristics: age, disability, marriage and civil partnership, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 7.3 Having due regard involves the need to enquire into whether and how a proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.

7.4 There is no prescribed manner in which the council must exercise its public sector equality duty but having an adequate evidence base for its decision is necessary.

7.5 The proposals in this report have been subject to screening and Officers believe that there are no adverse equality implications. Cabinet is referred to the contents of the Equalities Impact Assessment at Appendix 1.

## **8.0 Climate Change and Environmental Considerations**

8.1 The council declared a climate and ecological emergency in 2019 and pledged to do all reasonable within our gift to achieve carbon neutrality on a borough-wide basis by 2030. As part of the strategy to implement this declaration, the council has developed a Procurement Sustainability Policy which sets out the environmental sustainability expectations on bidders which are expected to be embedded within major contracts. The council is also part of the West London Alliance's Low Carbon Procurement Charter which bidders are also expected to sign and align to within this process. These processes provide the opportunity for bidders to outline comprehensively their environmental sustainability credentials and how they will support the council's climate aims throughout the duration of the contract.

## **9.0 Human Resources/Property Implications**

9.1 This Service is currently provided by an external contractor and there are no implications for Council staff arising from retendering the Contracts.

## **10.0 Communication Considerations**

10.1 Officers will ensure that any changes for customers as a result of the procurement will be communicated clearly and in a timely way.

### **Report sign off:**

#### ***Rachel Crossley***

Corporate Director, Service Reform  
and Strategy

Legal considerations provided by:  
Phillipa Dieobi

Finance considerations provided by:  
Christine Fasunloye & Miguel  
Fernandez