



Equality analysis for the second procurement of Architect Design Services (ADS) 1.1 Framework 2020/2021 to expand/enhance Equality Diversity and Inclusion

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the effect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help

provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	The second procurement of Architect Design Services (ADS) 1.1 Framework 2020/2021 to expand/enhance Equality Diversity and Inclusion
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Equality analysis author	Jacqui Flynn, Project Manager x 53208				
Strategic Director:	Stephen Platts				
Department	Regeneration	Division	Capital Works and Development		
Period analysis undertaken	August 2020 to September 2020				
Date of review (if applicable)	During development - October 2020, March and June 2021. Post procurement - August 2021, August 2022, August 2023				
Sign-off		Position		Date	9 November 2020

Overview:

The PSED requires public authorities to:

- have due regard to the need to eliminate unlawful discrimination, harassment and victimisation,
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

Typically, underrepresented protected characteristic groups can be seen as those who do not fit in. Circumstances can change privilege. Privilege is some thing you are born with or in – not bad and can be used for good – it is time to hear others frustration and provide that help to remove barriers to enable equity, and for all to participate. The additional benefits are then available to the communities which are served, particularly those which are disadvantaged in Southwark and wider London.

Underrepresented groups have to seek ways to get equity and parity, eg knock at doors repeatedly however these are frequently closed.

When those making decision that allow success don't share the same characteristics, underrepresentation is frequently the outcome as these groups have to speak twice as loud to be heard to be heard half as much, and have to work twice as hard to earn half as much; so progress is slow and long despite their persistence. The pipeline suffers.

Hard work alone is not sufficient to achieve success, since differences lead to no recognition. The council has the obligation under the PSED to make changes to allow equity for all. This equity will lead to equality.

Many groups with protected characteristics have become good at adapting behaviour and work arounds, ie design competitions and working abroad, so it might not seem there is an issue or demand or Practices now capable to perform in public sector works.

Southwark Council and other public bodies need to now remove barriers that impede those which are under represented particularly where those same communities have high needs. Support is required by both the industry and client to make these changes, otherwise Practices may adapt strategies that may not be beneficial to communities, ie those with lived experience share their solutions outside of our communities and pipeline is not there.

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

Background

The Architect Design Frameworks (ADS) was procured in Partnership with the procurement specialist LHC. Southwark Council have received three formal complaints with regard to the Architect Design Services Framework announced on OJEU on 26 May 2020. The complaints focus around the council's Public Sector Equality Duty and highlighted:

- "The lack of black-led practices appointed to the framework, and the persistence of this outcome in public sector over decades."
- "The lack of diversity in the council's supply-chains."
- "The undeniable difference between the people who are on the streets, schools, homes and public buildings of Southwark, and the people who the council pays fees to for services resulting in the lack of diverse authorship of our shared built environment is a form of franchise, denied to huge communities in Southwark. "
- "That there has been no attempt in assessments to understand the disproportionate impact of spatial inequality and unequal authorship for outcomes."
- "That accountability for these fundamental choices affecting the opportunities for residents is diffuse and unmonitored."

The stated objective of the ADS Framework was to access new and emerging small and medium enterprises (SMEs) and practices that were not on other public sector frameworks. The project team succeeded in achieving this. Detailed Equalities Impact Analysis are not usually conducted prior to a tender exercise, and not conducted on a supply base. Equalities, diversity and inclusion (EDI) was not evaluated as part of the ADS framework procurement process since it was considered that EDI and social value criteria would be evaluated at call-off for specific schemes. The original ADS framework is now known as ADS1 and the proposed new procurement as ADS1.1.

Impact of retaining ADS1 with no Black representation, and unrepresented BAME and disabled for the 4 year period of the frameworks has a cumulative impact of excluding these protected characteristic groups until the end of the ADS1 framework. This will not provide the opportunity of positive roles models within the community including schools. Appropriate mitigating measures should be considered, with the aim of advancing equality of opportunity between underrepresented and disadvantaged people and those who are not underrepresented and disadvantaged. ADS1.1 provides for advancement of equality of opportunity.

Purpose

The purpose of this EINA which will include needs assessment is to understand the impact by the proposed frameworks on the community in the delivery of their services in the built environment. We are seeking to ensure that there are not only practices with good EDI credentials, but also a sufficiency in the number of diverse practices, which are representative of the demographics of Southwark and hence create an inspirational pipeline for all section of the community from primary school children to practitioner that can author their own environment in their future. The aim of ADS1.1 is to positively impact the most disadvantaged communities the fastest from the changes now proposed; and to open engagement opportunities with the communities' to influence their own environment.

Approach

This document views the current ADS frameworks as background, and the new ADS1.1 framework as the proposal under scrutiny. There will be an assessment of potential negative and positive impact of ADS1.1, with a statement of the mitigation to address the findings/evidence. Our mitigation will look at the opportunities to promote equality, particularly for those most

underrepresented.

In this document data on Architects is predominantly from the Royal Institute of Architects (RIBA) or the Architectural Registration Board (ARB). The data set from the ARB has been last updated on 11 August 2020 and reflects 66.4% of the register who have responded. This means that a third of registered architects are not represented in this data. The data has been placed in the relevant protected characteristic section below along with the demographic data for Southwark.

Focus will be given to the most disadvantaged in the community, underrepresented in the ADS1 frameworks and Architects industry. Ultimately the council exists to serve its residents and are obligated to try, and to learn and improve, as per our public sector equality duties.

Equalities Diversity Considerations

Many of the existing practices on the existing ADS1 frameworks has good working practices, however collectively the frameworks does not represent the community which it is to serve for Southwark and London. There are known inequalities within the architectural industry. ADS1.1 seeks to address this inequality by targeting market engagement with networks and the underrepresented groups, thus will seek to tackle wider inequalities which is not solely the responsibility of Southwark or other public bodies.

In particular, section 149(1)(b) of the Equality Act 2010 requires public authorities to exercise their functions with due regard to the need to advance equality of opportunity between persons who share a relevant characteristic and persons who do not share it. This involves having due regard to the need to take steps to meet the needs of those who share a protected characteristic that are different from the needs of those who do not share it, and encourage those who share a protected characteristic to participate in public life or in any other activity in which participation by such people is disproportionately low.

We can seek to use the PSED to address central importance of meeting diverse needs in the community in the selection and evaluation criteria

Equality legislation is about not unfairly discriminating against people because of a specific or combination of equality characteristics, but it is also about the positive duty to promote equality for those of us who work in the public sector, which also includes understanding the diverse needs and requirements of our local communities, paying due regard to these in the services we develop and procure or provide and in the staff we employ or procure. We have a duty to try and address under representation through increasing the participation of under represented groups in public services, functions, spaces and decision making processes, for example. We can do this through increasing participation of under represented groups, through provision of appropriate services, functions, targeted advertising, training and discussion opportunities; and targets (not quotas) in our employment, commissioning and procurement processes.

In future in commissioning and procurement this is the criteria we need to look at by undertaking an EINA process to adequately inform the pre tendering and tendering process.

As permitted under the Equality Act 2010 positive action is proposed during market engagement. The market engagement with relevant protected characteristic groups will seek further to identify the barriers and where proportionate mitigations to address. This document will be updated accordingly with any significant mitigation.

In October 2020 the RIBA called upon its member to sign up to a new Inclusion Charter where practice will publicly report on how they are improving equality and diversity. The aim being to 'drive culture change' in both their studios and the wider industry, and to embed 'inclusive design in all projects'.

Sharing of procurement best practice amongst the public sector bodies operating in our region will enable the embedding of new ways of works to improve diversity and equality. This may include lobbying where necessary to make associated changes.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>All member of the community which reside, operate business or visits Southwark in directly and directly as and when schemes are being developed and then in use.</p> <p>Other public bodies including Local Authorities and their communities across London</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>Networks representing and working with diverse groups with protected characteristic and/or underrepresented groups</p> <p>Architectural practices</p> <p>Southwark colleagues trained as architects</p> <p>GLA</p> <p>Other Local Authorities</p> <p>Market engagement with architects and those in the built environment through networks and direct contact including feedback and focus group session to better understand and determine details for design of process, questions and evaluation</p>

Section 4: Pre-implementation equality analysis

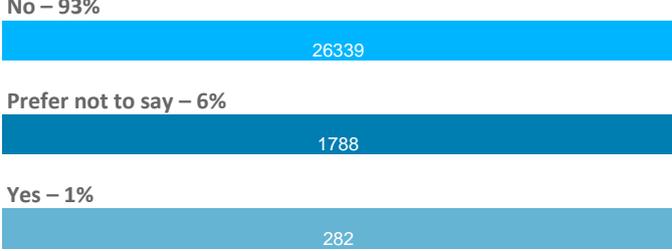
This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council’s declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

<p>Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The majority of the ADS1 workforce resides in London. 55% of Architects are aged between 31 – 50 years. There is a large proportion within Southwark aged between 25 and 29. The range of diverse strategies are to be deployed to reach all sectors including those that are hidden communities and all age groups, but with particular reference to older persons and to the greater diversity amongst those under 20 year to ensure full representation can be equally achieved with ADS and ADS 1.1. It is not that all the needs of the under 20’s and older people will differ in their requirements in say public spaces, but they will have differing needs collectively. A more diverse panel on the ADS frameworks can more readily interrogate and address these challenges.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Based on the diversity data collected by the LHC from awarded practices 81% of the workforce on the ADS framework resides in London.</p> <p>The ARB as of 11/8/2020 advise the current survey showed:</p> <p>Age</p> <p>Under 30 - 9%</p> <p style="text-align: center;">3545</p> <p>31 – 50 - 55%</p> <p style="text-align: center;">23656</p> <p>51 – 70 – 30%</p> <p style="text-align: center;">12821</p> <p>Over 70 – 6%</p>	

2772	
<p>The JSNA Factsheet 2017-18 Protected Characteristics November 2017, notes that the population of Southwark is younger national average at 32.9 years, almost 7 years younger than the national average.</p> <p>The JSNA Factsheet 2018-19 Demography review against 2015 studies and found there was improvement in the ranking for Southwark but noted that this does not necessarily indicate that absolute levels of deprivation in the borough have reduced. Additionally there is a significant income deprivation for affecting children and older persons.</p> <p>Further, in the overview of the ethnic diversity of the borough varies markedly across age groups and the population under 20 is much more diverse than other age groups. There is expected continued growth over the next 10 years with increase in all ages due to natural changes and international migration.</p>	
Mitigating actions to be taken	
<p>With regard to the new ADS 1.1 and the improved EDI credential to the existing framework - no negative impacts, regarding age, have been identified so no mitigation action is required. For the ADS1.1 evaluation and scheme specific briefs it is of note that understanding the differing needs of older and younger people is important and should be included</p>	

<p>Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The ADS frameworks data is representative of that in the Architectural industry but not for the community. Disabled people are negatively being impacted by not having their voice and own agency of the environment which they inhabit.</p> <p>The lack of data on disability amongst student and architects makes it difficult to fully understand the extent of issue or see how best to unpack to find the barriers.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>

<p>Based on the diversity data collected by the LHC from awarded practices 0.9% on the ADS framework are greater than 50% owned or led by disabled people. Also 0.9% of staff makes up the disabled workforce.</p> <p>The RIBA notes that:¹”Statistical data on disabled architects and architectural students is not easy to come by. Just 1% of ARB registrants record themselves as having a disability. Whilst legislation such as the Equality Act and Building Regulations has improved access to buildings for people with disabilities, the relative absence of disabled architecture students and architects, and particularly academic and practice leaders, tends to mean people with disabilities are a topic of discussion in architecture rather than being active agents of change.”</p> <p>The ARB as of 11/8/2020 advise the current survey showed:</p> <p>Disability</p>  <table border="1"> <tr> <td>No – 93%</td> <td>26339</td> </tr> <tr> <td>Prefer not to say – 6%</td> <td>1788</td> </tr> <tr> <td>Yes – 1%</td> <td>282</td> </tr> </table> <p>The JSNA Factsheet 2017-18 Protected Characteristics November 2017 states that in the Family Resources Survey (FRS) is a key source of information on disabled adults and children. Approximately 13% of people living in inner London have a disability</p> <p>https://www.gov.uk/government/publications/disability-facts-and-figures/disability-facts-and-figures. The family resources survey 2010/2011 indicates that: “The prevalence of disability rises with age. Around 6% of children are disabled, compared to 16% of working age adults and 45% of adults over State Pension age”</p>	No – 93%	26339	Prefer not to say – 6%	1788	Yes – 1%	282	
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<p>Mitigating actions to be taken</p>							
<p>The new ADS 1.1 should seek to increase diversity for Disabled-led practices in the design and approach to this procurement. Tender document could make it clear as a stated aim to increase the number of disabled representatives. To better represent the community there should be greater efforts made to retain recruit in to training and the workforce by engaging with educational places. Initiative could be included to encourage the EDI</p>							

¹ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

<p>credential both for the framework procurement design and at call-off for each scheme. KPI should be set as part of the design of the framework. The ADS1.1 evaluation and briefs for specific scheme should specify that a clear understanding of the needs of the disabled people in the community has to be addressed as they will need equal access to the built environment. Positive action to include focused engagement due to underrepresentation. Understanding needs and lived experiences of disabled people in the community will be improved through inclusion of disabled architects.</p>	
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<p>Gender reassignment - The process of transitioning from one gender to another.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>There is limited data to analyse currently.</p>	<p>There is limited data to analyse currently.</p>
<p>Equality information on which above analysis is based.</p>	<p>Health data on which above analysis is based</p>
<p>Based on the diversity data collected by the LHC from awarded practices no data on ownership, leadership or workforce was collated for gender reassignment.</p> <p>JSNA Factsheet 2017-18 Protected Characteristics advises that currently there are no standard national sources of transgender statistics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.</p>	<p>JSNA Factsheet 2017-18 Protected Characteristics advises that currently there is no standard data on the use of health services or referrals to gender identity clinics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.</p>
<p>Mitigating actions to be taken</p>	
<p>As regards to the new ADS 1.1 and the improved EDI credential to the existing framework - no negative impacts, with regards Gender reassignment, have been identified so no mitigation action are required. The ADS1.1 evaluation and briefs for specific scheme should ensure an understanding that diverse needs arise from different gender identities, eg access to toilets in public building and safety in public spaces, etc</p>	<p>No negative impacts identified, so no mitigating actions required</p>

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be**

considered in respect to the need to eliminate discrimination.)																
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)															
There is less married couple and slightly more civil partnership in Southwark than for Inner London. The difference increase in comparison to London and is significant compare to England																
Equality information on which above analysis is based	Health data on which above analysis is based															
Based on the diversity data collected by the LHC from awarded no data on ownership, leadership or workforce was collated for marriages and civil partnerships. 2011 census results <table border="1"> <thead> <tr> <th>Status</th> <th>Southwark</th> <th>Inner London</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Married</td> <td>28.5%</td> <td>31.0%</td> <td>39.8%</td> <td>46.6%</td> </tr> <tr> <td>Civil Partnership</td> <td>0.9%</td> <td>0.7%</td> <td>0.4%</td> <td>0.2%</td> </tr> </tbody> </table>	Status	Southwark	Inner London	London	England	Married	28.5%	31.0%	39.8%	46.6%	Civil Partnership	0.9%	0.7%	0.4%	0.2%	
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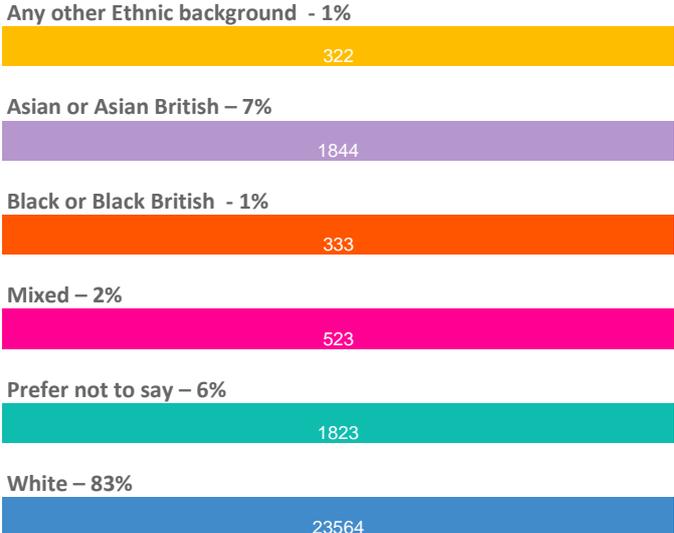
Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There is a decline in births for Southwark as compared to London and England.	The working practices for some architectural practices is not conducive and supportive to pregnant or nursing mothers
Equality information on which above analysis is based	Health data on which above analysis is based
Based on the diversity data collected by the LHC from awarded ADS practices no data on ownership, leadership or workforce was collated for births and maternity. JSNA Factsheet 2017-18 Protected Characteristics states that the fertility rate in Southwark is significantly below that of London and England. No further explanations are given but it noted that both	² Heavy workloads, long hours, hard deadlines, difficult meetings, budget constraints and other factors can lead to mental ill health. Many architectural practices have little in place to support employees around mental wellbeing,

² RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

<p>maternities and live births have decreased more significantly for Southwark than London and England.</p>	
<p>Mitigating actions to be taken</p>	
<p>As regards to the new ADS 1.1 and the improved EDI credential to the existing framework - no negative impacts, with regards pregnancy and maternity, have been identified so no mitigation actions are required The ADS1.1 evaluation and briefs for specific scheme should include clarity that pregnant women; women with young children require access to all parts of the built environment; these may also benefit carers with wheelchairs and give access to the built environment</p>	<p>Better EDI credential for all practices will benefit the architectural workforce. Evidence of appropriate and beneficial EDI will be sought during the ADS1.1 procurement and at call-off.</p>

<p>Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>

<p>Architects have usually been engaged prior to any activity and part of their duties it to establish with the client the engagement with the community. The architectural industry has historically non-inclusive and focused in certain domains of society which has excluded diverse and minority groups. There is a lack of how they understand or represent the local community of Southwark and London, with our supply chain or supply base as a whole not being representative of the Southwark demographic.</p> <p>Long held stereotypes of the lack of other races in the industry have proven to be incorrect. Some practices have gained work through completion that means they are not necessarily doing public sector works. ADS frameworks have not addressed these barriers. Repeatedly being over- looked has left some practices not actively engaging with public bodies.</p> <p>An opportunity now exist for ADS 1.1 to identify these barriers and works with the market engagement outcome to design a frameworks which focus on the EDI and social value with special focus on Black-led firm, ie where there is gross underrepresentation in the industry and community, an absence in ADS framework. Over laying this are the disadvantaged communities within Southwark and the lack of translation of Black and BAME people representing their own communities.</p> <p>Black and BAME professionals leading will provide additional inspiration for the large community within Southwark. Lack of trust, language barriers and age are</p>	
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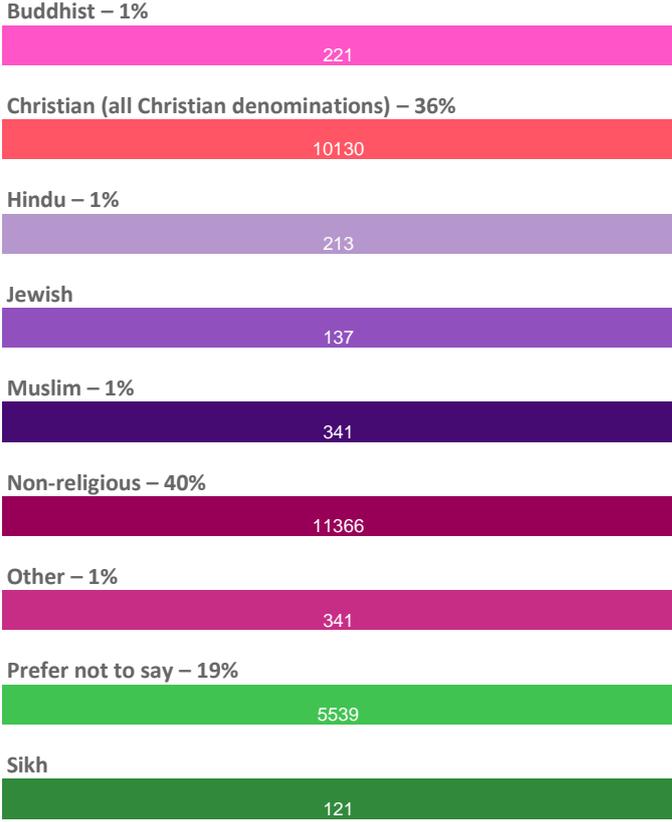
<p>key barriers to engagement with some of the community. Some of this can be overcome where the community can identify with the appointed architect.</p> <p>Understanding needs and lived experiences of local communities from BAME backgrounds will be improved through inclusion of architects from BAME backgrounds.</p> <p>The lens through which architecture is viewed varies with different races and cultures, opening up a greater range of creative solutions and approaches that may be derived by the people with lived experiences.</p>																						
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<p>Based on the diversity data collected by the LHC from awarded practices none on the ADS framework are Black-owned or black-led. There are 7.4% BAME-owned or BAME-led practices, and 16% BAME staff in the workforce.</p> <p>The RIBA states that ³“BAME architects remain under-represented in the UK profession, which does not reflect the ethnic make-up of the general UK population. RIBA education statistics show that progression statistics from Part 1 into practical training and at Part 2 to Part 3 and beyond are much lower for BAME students than for white students. This phenomenon affects all BAME groups and is particularly marked amongst black students. There is a notable, relative, lack of BAME owned practices and BAME staff on practice leadership teams.”</p> <p>The ARB as of 11/8/2020 advise the current survey showed:</p> <p>Ethnicity</p>  <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Any other Ethnic background</td> <td>1%</td> <td>322</td> </tr> <tr> <td>Asian or Asian British</td> <td>7%</td> <td>1844</td> </tr> <tr> <td>Black or Black British</td> <td>1%</td> <td>333</td> </tr> <tr> <td>Mixed</td> <td>2%</td> <td>523</td> </tr> <tr> <td>Prefer not to say</td> <td>6%</td> <td>1823</td> </tr> <tr> <td>White</td> <td>83%</td> <td>23564</td> </tr> </tbody> </table>	Ethnicity	Percentage	Count	Any other Ethnic background	1%	322	Asian or Asian British	7%	1844	Black or Black British	1%	333	Mixed	2%	523	Prefer not to say	6%	1823	White	83%	23564	
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White	83%	23564																				

³ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

<p>Black people representing 1%. A further breakdown showed that of the 333 only 72 were Caribbean or of Caribbean descent.</p> <p>The Architects Journal in their Race Diversity in Architecture survey, https://www.architectsjournal.co.uk/news/ajs-race-diversity-survey-taking-part-has-never-been-more-important reported that there were 23% of BAME architects as opposed to 9% whom thought racism is in their profession, based on 2018 finding from the AJ/ Stephen Lawrence Charitable Trust survey. There was 24% of BAME respondent that agreed they were victim of racism within their work place.</p> <p>JSNA Factsheet 2018-19 Demography shows the demographics by age and that Southwark is a diverse borough with a range of ethnicities. 54% of the population is white, 25% black, 11 % Asian and 10% from other ethnic backgrounds. At 45.8% non-whites it is greater than London at 40.2% and significantly more than England at 14.6. Further, over 120 languages are spoken with 11% of household having no member who speaks English as a first language. Southwark has the largest proportion of people from Black African backgrounds in London.</p> <p>For the rest of London 13% identify as Black and 21% identify as Asian. It is notable that in 2016 the borough's under 20 age group is more diverse with nearly 40% being Black and over 50% being Black or Mixed and over 60% being non-white.</p> <p>JSNA Factsheet 2017-18 Protected Characteristics commented that almost half the population identify as minority group. GLA calculated population projections used the 2011 census.</p>	
<p>Mitigating actions to be taken</p>	
<p>Recognise that the criteria can create unnecessary barriers and that a limited outlook in scope limits progress. Instead we need to start thinking differently about what we look for and value in a tender process.</p> <p>Our traditional procurement processes are excluding capable businesses from bidding and winning public sector work, thereby perpetuating disadvantage and poor socio-economic outcomes.</p> <p>It is possible to take positive action to encourage particular racial groups that are under-represented or disadvantaged. The Public Contract Regulations would need to be considered in any procurement. There is an absence of black-led practices on the existing ADS framework. A clear statement of intent together with positive action and objective justification could be sought to remedy the lack of representation on the ADS.</p>	

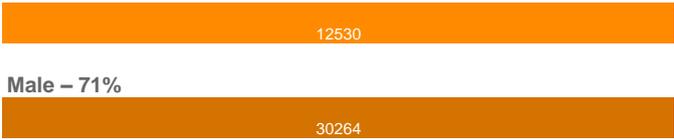
<ul style="list-style-type: none"> • Proportion of Black people in particular in the community which is to be served and the need to reach particular differentiated needs of the community to provide aspiration for contribution and self-authorship of their built environment. • Past track record of disadvantage and under-representation in the Architectural opportunities to training, work and practice ownership/leadership realisations. • Record of low participation in to architecture and associated fields due to minimal engagement with practices and educational inspiration. <p>Initiatives could be included to encourage the EDI credential both for the framework procurement design and at call-off for each scheme. KPI should be set as part of the design of the framework. Social value measure will assist in creating learning and experience opportunities.</p> <p>The ADS1.1 evaluation and briefs for specific scheme should at call-off ensure an understanding of the diverse communities which are in Southwark; understanding of diverse needs and how they may aim to meet them as part of the tendering process, i.e to get on to the ADS1.1 framework can they demonstrate an understanding of this diversity in previous examples of their work or as part of future work etc. The criteria being used to include an understanding of how possible diverse needs of local communities could be met/have been met in examples of work being assessed. Positive action to include focused engagement to address underrepresentation.</p>	
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<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The representation in the architectural industry is representative of that within the Southwark community. No data has been collated with regards to the ADS framework itself.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>

<p>⁴There is little statistical evidence of the impact of discrimination because of religion or belief in Architecture, but common areas where discrimination can occur relate to recruitment, taking time away from work for religious reasons, and dress code and appearance.</p> <p>The ARB as of 11/8/2020 advise the current survey showed:</p> <p>Religion</p>  <table border="1"> <thead> <tr> <th>Religion</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Buddhist</td> <td>1%</td> <td>221</td> </tr> <tr> <td>Christian (all Christian denominations)</td> <td>36%</td> <td>10130</td> </tr> <tr> <td>Hindu</td> <td>1%</td> <td>213</td> </tr> <tr> <td>Jewish</td> <td></td> <td>137</td> </tr> <tr> <td>Muslim</td> <td>1%</td> <td>341</td> </tr> <tr> <td>Non-religious</td> <td>40%</td> <td>11366</td> </tr> <tr> <td>Other</td> <td>1%</td> <td>341</td> </tr> <tr> <td>Prefer not to say</td> <td>19%</td> <td>5539</td> </tr> <tr> <td>Sikh</td> <td></td> <td>121</td> </tr> </tbody> </table> <p>JSNA Factsheet 2017-18 Protected Characteristics results show the person's current religion, or if the person does not have a religion, 'no religion'. The top six were 52.5% Christians, 26.7% no religion, 8/5 % for both not stated and Muslim, finally 1.3% for Hindu and Buddhist each.</p>	Religion	Percentage	Count	Buddhist	1%	221	Christian (all Christian denominations)	36%	10130	Hindu	1%	213	Jewish		137	Muslim	1%	341	Non-religious	40%	11366	Other	1%	341	Prefer not to say	19%	5539	Sikh		121	
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<p>With regard to the new ADS 1.1 and the improved EDI credentials to the existing framework - no negative impacts, with regard to religion, have been identified so no mitigation actions are required.</p> <p>Better EDI credential for all practices will benefit the architectural workforce. Evidence of appropriate and beneficial EDI will be sought during the ADS1.1</p>																															

⁴ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

<p>procurement. The ADS1.1 evaluation and briefs for specific scheme should specify the diverse need arising from religion and belief for the built environment eg toilet provision and shared spaces – the separation for men an women, as well as gender neutral provision to cater for gender identify Sharing of faith areas by different group and other multiple use of buildings.</p>	
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<p>Sex - A man or a woman.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>In relation to national figures for the industry the ADS frame work is performing better, however there is still a disparity in those that embark on this as a career as well as the under-representation in relation to the community demographics.</p>	<p>There are negative impacts which affect all within architecture in their work-life balance and well-being in working long hours.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Of the practices on the ADS framework 24% are 50% or greater female-led or owned. Women in the general workforce represent 45% whereas there are 24% of practices with the majority of women as staff.</p> <p>The RIBA has found that⁵“Despite making up 50% of entrants to schools of architecture, women remain under-represented in the architecture profession, and particularly so at senior positions in the profession (associates, directors and partners). This and other factors mean that there remains a gender pay gap in the profession. There is evidence that women disproportionately leave professional practice in early and middle professional career stages.”</p> <p>The ARB as of 11/8/2020 advise the current survey showed:</p> <p>Gender</p> <p>Female – 29%</p>  <p>Male – 71%</p> <p>JSNA Factsheet 2017-18 Protected Characteristics Shows that that the split between male and female is equal.</p>	<p>⁶Heavy workloads, long hours, hard deadlines, difficult meetings, budget constraints and other factors can lead to mental ill health. Many architectural practices have little in place to support employees around mental wellbeing</p>

⁵ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019
⁶ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

Mitigating actions to be taken	
<p>The new ADS 1.1 should seek to increase diversity for women-led practices in the design and approach to this procurement. Document should make it clear as a stated aim. To better represent the community there should be greater efforts made to retain women in to the workforce when they enter in to training. Initiatives could be included to encourage the EDI credential both for the framework procurement design and at call-off for each scheme. KPI should be set as part of the design of the framework.</p> <p>In addition, there are additional safety issues for women, in the built environment, particularly public spaces. Also attention to women as carers with pushchairs, prams and wheelchairs, etc</p>	<p>Client briefs should be realistic when setting out requirements, budgets and given timescale. Preference should be given to those submission which given consideration to staff well-being</p>

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The representation of in regards sexual orientation is broadly in line with the demographics of Southwark and higher than that for London. There is better representation on the framework than declared within Southwark demographics. This should therefore enable a diverse workforce representative of Southwark. There are issue within society and the industry of equality and inclusion.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Based on the diversity data collected by the LHC from awarded practices 5.5% on the ADS framework are greater than 50% owned or led by LBGTQ people. Also 10% of staff makes up the LBGTQ workforce.</p> <p>The RIBA states that:⁷”Despite progress on lesbian, gay, bi and trans (LGBT) equality across the UK, the <i>Stonewall LGBT in Britain - Work Report</i> found that one in seven (14%) of LGBT people say they can't be themselves at work. The Report highlights the discrimination and bullying that LGBT staff and jobseekers continue to experience in the workplace. Recent surveys by the AJ have shown that this remains the experience of many LBGTQ+ people within the architectural profession.”</p> <p>The ARB as of 11/8/2020 advise the current survey showed:</p> <p>Sexual Orientation</p>	

⁷ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

<p>Bisexual</p> <p style="text-align: center;">127</p> <p>Gay – 2%</p> <p style="text-align: center;">601</p> <p>Heterosexual/Straight – 79%</p> <p style="text-align: center;">22485</p> <p>Lesbian/Gay Woman</p> <p style="text-align: center;">78</p> <p>Prefer not to say – 18%</p> <p style="text-align: center;">5117</p> <p>Other</p> <p style="text-align: center;">1</p> <p>The JSNA Factsheet 2017-18 Protected Characteristics, November 2017 states that the Office of National Statistics has published experimental statistics on estimate of sexual identify among adults in the UK.</p> <p>Estimates of those identifying as either bisexual or other are not considered reliable enough for practical use.</p> <table border="1"> <thead> <tr> <th rowspan="2">Identity</th> <th rowspan="2">Number of adults age 16+</th> <th colspan="3">Prevalence</th> </tr> <tr> <th>Southwark</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Heterosexual or straight</td> <td>215,000</td> <td>88.0%</td> <td>90.2%</td> <td>93.6%</td> </tr> <tr> <td>Gay or lesbian</td> <td>12,000</td> <td>5.0%</td> <td>1.9%</td> <td>1.1%</td> </tr> </tbody> </table>	Identity	Number of adults age 16+	Prevalence			Southwark	London	England	Heterosexual or straight	215,000	88.0%	90.2%	93.6%	Gay or lesbian	12,000	5.0%	1.9%	1.1%	
Identity			Number of adults age 16+	Prevalence															
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<p>Mitigating actions to be taken</p>																			
<p>With regard to the new ADS 1.1 and the improved EDI credentials to the existing framework - no negative impacts, with regards sexual orientation, have been identified so no mitigation actions are required.</p> <p>Better EDI credentials for all practices will benefit the architectural workforce. Evidence of appropriate and beneficial EDI will be sought during the ADS1.1 procurement and at call-off.</p> <p>The ADS1.1 evaluation and briefs for specific scheme should specify the awareness to address the needs arising from gender identity; safety issue for LGBTQI communities and the built environment and public spaces.</p>																			
<p>Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area’s, an individual's or family’s economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>																			

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>There are areas within Southwark that are impacted by deprivation. Where appropriately implemented improvements to the environment will have a positive impact on several domains of deprivation. A range of diverse strategies are to be deployed to reach all sectors including those that are hard to reach and all age groups to ensure full representation and can be equally achieved with ADS and ADS 1.1.</p> <p>Domains of deprivation are Income Deprivation; Employment Deprivation; Health Deprivation and Disability; Education, Skills and Training Deprivation; Crime; Barriers to Housing and Services; and Living Environment Deprivation.</p>	<p>Traditionally the architectural industry has been prone to long hours and tight deadline. Those in training are sometime required to working in a practice with long hours and little or no pay in order to gain the required experience to qualify. Those who do not have financial support are unable to access these opportunities and may fall out during their Part 2 assessment.</p>
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Based on the diversity data collected by the LHC from awarded practices 81% of the workforce on the ADS framework resides in London.</p> <p>RIBA quotes “Higher Education Statistical Agency (HESA)”⁸ and states that data for student on built environment courses grouping show there is evidence that students from low participation neighbourhoods remain under-represented.</p> <p>The English Indices of Deprivation 2015 show that Southwark is the 40th most deprived local authority area in England (out of 326) and the 8th most deprived in London. See also summary of the data on income deprivation affecting children across all London boroughs, put together by Children's and Adults Services, which show Southwark as 9th most deprived in London under this indicator. The JSNA Factsheet 2018-19 Demography reviewed the 2015 data against current data and found there was improvement in the ranking for Southwark but noted that this does not necessarily indicate that absolute levels of deprivation in the borough have reduced. Further, Southwark is ranked as one of the most deprived local authorities in England on both the average rank (12th) for quality of it local environments. Additionally there is a significant income deprivation affecting children and older persons with Multi-Ward Profiles 2019 - South Southwark noting that children living in households claiming benefits in May 2017 were at 18.5% for Southwark against the national average of 13.5%.</p> <p>JSNA Factsheet 2017-18 Protected Characteristics highlighted that:</p> <ul style="list-style-type: none"> • 38% of our residents live in communities ranked in the 20% most deprived areas. • In contrast, only 2% of residents live in communities considered the most affluent nationally. • Around 15,000 children (28%) in Southwark aged under 16 live in low income families 	<p>⁹The 2018 Architects Journal Student survey reported, ‘In just two years the number of architecture students reporting stress-related mental health problems has risen from one-in-four to one-in-three.’ The problem appears more acute for those also experiencing financial hardship. Long hours, low salaries and financial worries add to the already stressful student culture.</p>

⁸ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

⁹ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

Mitigating actions to be taken	
<p>The deprivation within communities can better be addressed by considered provision of environments, internally and externally, to meet the community's diverse needs.</p> <p>Implementation of the ADS 1.1 to provide a pool of diverse Architects will best serve the communities in the delivery of services and final outcome of the built environment.</p> <p>Relevant and appropriate engagement to further enhance the benefit to all communities through social value initiatives that are determined during call-off.</p> <p>Applicable KPI's are to be determined and monitored to ensure outcomes are achieved or lessons learnt. Long-term tracking for future outcome, eg pathway for children in to careers in the built environment, improved outcome for disadvantaged people.</p>	<p>During evaluation as part of their EDI assessment the way in which firms seek to offer training opportunities and minimise excess working hours is to be scored. Further, evidence should be obtained to show achievement and the maintenance for the health and wellbeing of their workforce as well as paid work internship opportunities for the duration of any project.</p>

Human Rights
<p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
Potential impacts (positive and negative) of proposed policy/decision/business plan
<p>The ADS and ADS1.1 both will positively contribute to the key areas of consideration. The framework will be ready at all times, shorten the route to quality architects as an efficient procurement method that celebrates collaboration and sub-contracting to scale up and down and deliver speedily and a range of services to meet the dynamic and diverse population as it changes.</p> <p>The ADS and ADS1.1 framework is a partnership with the LHC and we are also working collaboratively with the GLA and other Local Authorities to ensure EDI and Social Value credential are embedded in to the frameworks and improves not only the services the communities it will serve, but that for the Architectural industry in their effort to improve EDI.</p>
Information on which above analysis is based
<p>The proposal is for both Southwark Council and the LHC to invest supported by the GLA to deliver ADS1.1 to improve EDI credential for the framework and also the practices on the frameworks.</p> <p>The RIBA strategy document has the ambition is to create ¹⁰“A diverse workforce will help RIBA chartered practices in the UK and worldwide to maintain a creative, cultural and commercial competitive advantage.”, but also recognises that “currently, there is plenty of evidence to show that there remain barriers both to entry to and also progression within the architecture profession.”</p>

¹⁰ RIBA – Equality, Diversity and Inclusion (EDI) Strategy - Creating Opportunity and Enabling Success – April 2019

[Multi-Ward Profiles 2019 - South Southwark](#) The population of Southwark has increased much faster than the national average, up by 22%, compared to 12.5% for England. However in 2017 the [JSNA Factsheet 2018-19 Demography](#) predicated that medium term there would be population change with 10% in and 10% out.

The [JSNA Factsheet 2018-19 Demography](#) makes a number of recommendations for policies and services due to the growing and dynamic nature of the population and the implication for the local residents which include consideration on:

- Capacity – to accommodate growth
- Accessibility - meet the needs of the ever diverse population
- Turnover – be mobile as the population moves and works in partnership

[demographics, needs and policy issues](#) is the link to the Community Capacity programme 2017-18: Data and policy context, which shows that Southwark has 29% of the borough's population were born in non-EU countries. Diversity is also reflected in the main languages spoken by Southwark residents. Southwark

Mitigating actions to be taken

Progressing the ADS 1.1 to improve EDI and Social Value will credentials will have the consequence of improving the diversity for the whole frameworks across a number of protected characteristic. The focus with the pre-engagement activities will the greatest benefit to those identified in most need in this document.

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Market Engagement with Black and BAME groups	Establish procurement design, criteria, question and evaluation approach	Sept 2020
2	Market engagement with other Protected Characteristic groups, in particular disabled groups	Establish procurement design, criteria, question and evaluation approach	Sept 2020
3	Set KPI for ADS 1.1 -	Agree KPI with LHC	Nov 2020
4	Review outcomes and adjust KPI's at call-off	Agree within SC and LHC	Sept 2021
5	Compliance of PSED for major schemes prior to call-off	Carry out EINA for scheme where there will be a procurement key decision Outline template/process	On-going
6	Proportionate approach for compliance of PSED for non-major (non-key decision) schemes prior to call-off	Assess the level and progress EINA for scheme or elements of the scheme with due regards to PSED. Outline template/process	On-going
7			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
Improve Black-led and BAME-Led firm on frameworks	Bruce Glockling	TBC	TBC	TBC
Improve Black-led and BAME-led firm used in collaboration on framework	Bruce Glockling	TBC	TBC	TBC
Improve Disabled-led and the workforce for disabled people on the framework and through collaborations	Bruce Glockling	TBC	TBC	TBC

Improve and embed EDI for all protected characteristics with practices on framework	Bruce Glockling	EDI question are being assessed in all evaluations	TBC	TBC
Evolve and embed Social Value in to Framework Call-off	Bruce Glockling	Soft and Hard Social Values are being assessed for all tenders	TBC	TBC
Incorporate an understanding and awareness of the diverse needs of local communities in Framework Call Off criteria.	Bruce Glockling	TBC	TBC	TBC

5. Health objectives (for business plans)				
Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
Improve mental wellbeing for workforce within frameworks	Bruce Glockling	TBC	TBC	TBC
Improved EDI for practice and particularly pregnant and nursing mothers	Bruce Glockling	TBC	TBC	TBC

End of Assessment

Additional Notes for Information only – Not part of the Assessment**Appendix A:****Strategies to improve opportunities/accessibility for SMEs, BAME and Micro-SME's – Frameworks and Sub-OJEU (suggestions put forward)**

	Description	Timeframe	Comment
1	Involve BAME's in the conversation so they can play a part in shaping procurement standards and regulations to redress inherent disadvantage in favour of large established practices	Sept 2020	Completed – some request and barriers are suited not to frameworks but procurement across the built environment and for sub-OJEU works
2	Organise a forum with BAME practices in partnership with LHC to discuss issues and barriers to accessing public contracts and act on recommendations with set actions and timeframes for implementation.	Oct 2020	Completed – some request and barriers are suited not to frameworks but procurement across the built environment and for sub-OJEU works
3	Co-create with BAME practices a register of BAME led practices for small lot projects and for larger social value collaborations with larger practices to work on larger lot projects.	On-going	Considered as part of SST or outsider public sector initiative
4	Facilitate events for those working locally who want to outsource work to BAME-led practices to meet. Events can be tailored to framework practices looking to work with BAME led practices and for councils and developers interested in working with BAME led practices		
5	Create tiered frameworks with value bands under 2 million to be more accessible to diverse underrepresent organisation especially BAME-led practices		
6	Split large contracts into small contracts to employ different diverse, especially BAME led practices businesses'.		
7	Remove the £2m PI insurance cover requirement for small contracts (i.e. 250 K PII for contracts valued £250K and under)		
8	Remove requirements like 3 projects of the same type, within 3 years with Client references and an annual turnover threshold from tenders as these requirements will eliminate start-ups. Recognise start-ups will not have a company track record, with lots of projects in the portfolio, or high annual turnovers. Instead use other criteria including: <ul style="list-style-type: none"> o Staff qualifications, quality of methodology, assess the social value of engaging the practice will bring to the community and connection to and knowledge of the community being served. o Consider interviewing practices o Diversify the Departmental tender review panel to include community and BAME Representatives o When contracting work for or on behalf of established communities allow community and BAME representative(s) onto the tender review so they have a vote and a voice on who works in and with their Community. 		
9	Leave intellectual property rights with the BAME		

	micro and SME's so they can leverage new sales and allow organisations to use work for promotional purposes.		
10	For small value contracts consider fast track payments, e.g. 10 days after invoicing so BAME, micro and SME's do not need to take bank loans to cover supplier and Sub-contractor costs.		
11	Leverage the Social Value Act so Councils, and large practices work with and subcontract out to BAME micro, SME practices, and third sector suppliers and providers. o This will support BAME practices by giving them opportunities to build their portfolio of work, increase their exposure and support third sector and BAME suppliers and endeavours to build community capacity and provide meaningful community engagement		
12	Require current framework practices develop, invest in, and or participate in the provision of supported apprenticeship programmes and paid internship programmes for BAME community members. o Identify who needs support in the community to learn new skills and gain meaningful employment.		
13	Monitor Council performance on awarding contracts to BAME practices		
14	Collect information on the number of contracts awarded by Council to BAME-led practices out of the total number of contracts awarded annually and include information on contract value industry and sector, and report and publish this information publicly. o Set minimum targets for diverse Councils in London of 30 -40 % awards to BAME practices and suppliers in the procurement supply chain especially for work done in diverse communities. For large contracts this can be in collaboration with large practices, please see previous recommendation on Social value collaboration.		
	Council Proposed actions for BAME representation		
16	Encouraging practices to collaborate and sub-contract to micro practices in other Lots and outside of the framework to improve diversity and representation		
17	Getting commitment from appointed companies to (be) more inclusive (in their) employment practices.		
18	Diversifying the professional Design review Panel (6 months)		
19	Section 106 agreements for Developers to procure services locally.		

Appendix B

ADS 1.1 Procurement

	Description	Timeframe	Comment
1	<p><u>Target the market</u> you wish to use through soft market testing and pre tender engagement. This will reduce the need to make EDI part of the selection criteria but it may still be a stated aim to reflect the community in the way the project is delivered.</p>		
2	<p>Decided to: <u>Start with the outcome you wish to see.</u></p> <p>Project objectives and outcomes should be set by identifying the social, environmental and economic impacts you want a project to have for its local beneficiaries, and link these to the process of project commissioning.</p> <p>A <u>clear statement/vision</u> for the scheme is necessary.</p>		
3	<p><u>Be explicit around EDI</u> and apportion high percentages to EDI and Social Value. This shows we take it seriously.</p>		
4	<p><u>EDI activities</u> to look for include:</p> <ul style="list-style-type: none"> • <u>Advocacy</u> (volunteering time FOC with bame networks and under-represented groups – see list on last slide - charities, steering groups e.g. Mayor’s Design Advocate) • <u>Sub-contracting and collaboration</u> to local, bame or other under represented groups • <u>Mentoring and outreach</u> – e.g. Southwark Dare to Design. Schools and universities to promote EDI in the built environment through lectures, talks, bursaries, apprenticeships, structured outreach. 		
5	<ul style="list-style-type: none"> • Look for <u>application of other strategies</u>: 16 Strategies to Improve Diversity. Mayor’s Handbook. Design-Can. • Use the <u>Social Value TOMs</u> to ensure SMART commitments • Consider applying a <u>minimum score</u> to pass if you don’t want to increase the SV or EDI weighting. • Use <u>evaluators outside the Council</u>, e.g. resident groups. • Consider using a clarification <u>interview to interrogate</u> robustness of EDI • See <u>strategies</u> which may apply to <u>framework</u> and or in use at call off – • Focus on <u>diverse pool based on needs</u> analysis as that target groups most underrepresented and most disadvantaged. • Recommendation to improve include – <u>feedback</u> from a range of practice with diverse ownership or leadership: 		

<p>6</p>	<p>KPIs – Direct employment – increase in protected characteristics representation within firms</p> <p>Use of sub-contracting to address works in diverse communities to be representative</p> <p>Use of collaboration to address works in diverse communities to be representative</p> <p>Each scheme to create own KPI and SV outcomes which are to be monitored monthly by PM and reported 6 monthly to DCRB/CCRB – existing process, to show if desired outcome have been achieved and to what extent.</p>		

Appendix C**Call-off opportunities - ADS1 and ADS1.1**

	Description	Timeframe	Comment
1	<u>Evaluate how the company already lives and breathes EDI</u> - Their philosophy and approach; The diverse makeup of their own organisation; How they recruit staff ; Paid internships, sponsorship of disadvantaged students, outreach, etc; Advocacy activities they undertake (new advocacy to improve at call-off) Their background/lived experience ;Their local knowledge.		
2	<u>Evaluate what specific Social Value they will commit to as part of this contract – turns into KPIs</u> - Social Value is focussed around what <i>additional value</i> the bidder is willing to offer beyond Business As Usual; Social Value <i>does not include</i> activities required as part of the core contract, e.g. community engagement; It is evaluated 50/50 on qualitative method statements and quantitative value (no. hours, no. individuals, £); Outreach programmes to local schools/colleges; Apprenticeships; Mentoring & advice given to local bame MSMEs; Allow bidders the option to put forward an alternative offer if possible		
3	<u>Evaluate how the bidder will deliver the contract</u> - Approach to local engagement and participation; Approach to designing for the various needs of the project users, existing local communities and future community needs, with specific regard to promoting physical, social and economic accessibility; We don't normally run these prior to a procurement exercise for consultancy services. We run them once we have appointed a contractor or designer for a specific scheme; At the very least consider: the outcomes and impact you want <ul style="list-style-type: none"> • on which community and surrounding community • who the community is made up of • who is impacted by the planned project • how the appointment will influence the project and what the scheme is to be developed 		
4	<u>Look at the demographic of the area and for it to be reflected in the successful bidder</u>		
5	<u>Target the market you wish to use through soft market testing and pre tender engagement.</u> This will reduce the need to make EDI part of the selection criteria but it may still be a stated aim to reflect the community in the way the project is delivered.		
6	Decided to: <u>Start with the outcome you wish to see.</u> <u>Project objectives and outcomes should be set by identifying the social, environmental and</u>		

	<p>economic impacts you want a project to have for its local beneficiaries, and link these to the process of project commissioning.</p> <p>A <u>clear statement/vision</u> for the scheme is necessary.</p>		
7	<p><u>Be explicit around EDI</u> and apportion high percentages to EDI and Social Value. This shows we take it seriously.</p>		
8	<p><u>EDI activities</u> to look for include:</p> <ul style="list-style-type: none"> • <u>Advocacy</u> (volunteering time FOC with bame networks and under-represented groups – see list on last slide - charities, steering groups e.g. Mayor’s Design Advocate) • <u>Sub-contracting and collaboration</u> to local, bame or other under represented groups • <u>Mentoring and outreach</u> – e.g. Southwark Dare to Design. Schools and universities to promote EDI in the built environment through lectures, talks, bursaries, apprenticeships, structured outreach. 		
9	<ul style="list-style-type: none"> • Look for <u>application of other strategies</u>: 16 Strategies to Improve Diversity. Mayor’s Handbook. Design-Can. • Use the <u>Social Value TOMs</u> to ensure SMART commitments • Consider applying a <u>minimum score</u> to pass if you don’t want to increase the SV or EDI weighting. • Use <u>evaluators outside the Council</u>, e.g. resident groups. • Consider using a <u>clarification interview to interrogate robustness of EDI</u> • See <u>strategies which may apply to framework</u> and or in use at call off – • Focus on <u>diverse pool based on needs</u> analysis as that target groups most underrepresented and most disadvantaged. • Recommendation to improve include – <u>feedback</u> from a range of practice with diverse ownership or leadership: 		

Appendix D – Outcomes from Southwark Stands Together (SST)

Initiatives outside of Frameworks –eg Micro SME – sub-OJEU – Incubation

	Description	Timeframe	Comment
	To be developed by others out side of this project		

Appendix E - Outcomes from Southwark Stands Together (SST)

Student’s initiatives – Training and School and college inspirations

	Description	Timeframe	Comment
	To be developed by others outside of this project		

Appendix F

Assessing firms and further information:

1. According to the Equality and Human Rights Commission (EHRC)* a good corporate approach to equality and procurement will:
 - Be genuinely corporate and strategic – [this] relates to how individual decisions relate to corporate objectives and looks across the authority for wider (community benefits) and has a visible commitment
 - Bring together equalities, procurement and service managers – joint working across the organisation
 - Mainstream equality considerations into the procurement process – as either
 - Single authority or part of buying consortium, which is getting more common.

*(EHRC speaker at Queen Mary College conference October 2012)**

2. LBS also have two additional values to its Fairer Future For All principles and values:

The PSED is now also further reinforced in the two additional Fairer Future For All values: their final wording to be set out in the refreshed Council Plan; that we will

- a. Always work to make Southwark more equal and just
- b. Stand against all forms of discrimination and racism

3. Guidance on public Sector Procurement can be found here:

<https://www.equalityhumanrights.com/en/advice-and-guidance/guidance-public-sector-procurement>

Further case studies can be found here:

<https://www.equalityhumanrights.com/en/search?text=case+studies>

Public Sector Equalities Duties Reading list can be found here:

<https://www.equalityhumanrights.com/en/our-research/reading-lists/public-sector-equality-duty-reading-list-psed>

Case studies in procurement can be found here:

<https://www.equalityhumanrights.com/en/search?text=case+studies+in+procurement>