



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer</b> Gemma Ellis</p> <p><b>Phone no:</b> 07967-843124 <b>E-mail:</b> gemma.ellis@cardiff.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal</b></p> <p>The Procurement Act (2023) is scheduled to 'go live' on 24 February 2025 and the Social Partnership and Public Procurement (Wales) Act 2023 to follow later within 2025, both pieces of legislation will impact how procurement must be undertaken by public sector organisations across Wales.</p> <p>The Contract Procedure Rules have been updated to reflect these legislative changes.</p>
<p><b>Name of Service area</b></p> <p>Strategic Procurement Unit</p>	<p><b>Date</b> 24.02.2025</p>

**1. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Disability	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage

<b>Protected Characteristics</b>	<b>Describe any positive impacts your proposal has on the protected characteristic</b>	<b>Describe any negative impacts your proposal has on the protected characteristic</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
Gender reassignment	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Marriage or civil partnership	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Pregnancy or maternity	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Race	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Religion or Belief	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Sex	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage
Sexual Orientation	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage

## **2. The Socio-economic Duty and Social Justice**

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Socio-economic Duty and Social Justice</b>	<p>The CPR's have been framed around the Procurement Act 2023, the Social Partnership and Public Procurement (Wales) Act 2023 and the Council's Socially Responsible Procurement Strategy 2023-28.</p> <p>They are developed as a framework to align all procurement practices to leverage purchasing power and to promote social value, support fair work and contribute to a more equal society.</p>	<p>No Impact identified at this stage</p>	<p>No Impact identified at this stage</p>

### 3. Policy making and the Welsh language.




How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>The CPR's will be available in Welsh, and there are Welsh speakers across the Ardal partnership who can provide advice, guidance and training through the medium of Welsh where this is required.</p> <p>A key procurement governance document (Pre Tender Report Form) that must be completed to gain approval to issue a tender also includes a section to ensure that Welsh language issues are considered in all tenders.</p>	<p>No Impact identified at this stage</p>	<p>No Impact identified at this stage</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>No Impact identified at this stage</p>	<p>No Impact identified at this stage</p>	<p>No Impact identified at this stage</p>
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The CPR's include a section on the Welsh Language Measure setting out the responsibility on all officers to comply with the Welsh Language Standards.</p> <p>The Council has a Welsh Language Checklist for use within the tendering process which aligns with the Council's Welsh Language Standards.</p>	<p>No Impact identified at this stage</p>	<p>No Impact identified at this stage</p>



**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The CPR's in accordance with the referenced legislation seeks to promote ( where appropriate) the improvement in the economic, social, environmental and cultural well-being of their area by carrying out public procurement in a Socially Responsible way.</p> <p>The promotion of local suppliers is therefore referenced within the relevant financial threshold guidance.</p>	<p>No Impact identified at this stage</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Carbon Reduction Guidance is embedded within the CPR's, which aligns with the requirements of the Council's Socially Responsible Procurement Strategy and UK &amp; WG legislation.</p>	<p>No Impact identified at this stage</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>The updated CPRs set out that Community Well-being Benefits (CWB) should be sought on tenders above £250,000. These CWB can range from training, jobs, workplacements through to funding to support community initiatives/schemes.</p>	<p>No Impact identified at this stage</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>The updated CPRs set out that Community Well-being Benefits (CWB) should be sought on tenders above £250,000. These CWB can range from training, jobs, workplacements through to funding to support community initiatives/schemes.</p>	<p>No Impact identified at this stage</p>
<p><b>A globally responsible Wales</b></p>	<p>The updated CPR's ensure that our procurement rules have a positive impact globally, for example</p>	

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	through encouraging procurement outcomes that reduce carbon emissions, modern slavery etc and promotes positive global initiatives such as Fairtrade and deforestation free ( see link <a href="#">Circular or Sustainable Procurement Hierarchy</a> ).These principles are embedded in UK & WG legislation and Policy Notes, such as, Procurement Act 2023, Social Partnership & Public Procurement ( Wales) Act 2023 & Well-being of Future Generations (Wales) Act 2015 as well as aligning with the Council's Community & Corporate Plan 2022-28 and the Socially Responsible Procurement Strategy 2023-2028.	No Impact identified at this stage
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The CPR's provide comprehensive guidance around the processes that need to be followed with regards to consideration of the Welsh language.  As an example, Tenders can be submitted in Welsh and any subsequent interviews if required are to be conducted in Welsh if the tenderer so wishes.	No Impact identified at this stage
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Focus within the CPR's with regards to promotion of local suppliers ( where appropriate) to generate more Community Wealth building. In addition, the rules support the delivery of wider well-being objectives.	No Impact identified at this stage

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	<p>CPR's have been updated to reflect changes to UK and WG Procurement legislation and are framed around sustainable development principles. E.g. having regard to procurements that delivers value for money on a whole life basis in terms of generating benefits not only to the organisation, but also providing opportunity for how this money can be spent in a way that delivers wider economic, social, environmental and cultural well-being both locally and wider across our neighbouring Council's.</p>	<p>No Impact identified at this stage</p>
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></p>	<p>CPR's have been part of a collaborative endeavour across the Procurement Partnership ( Ardal) in an attempt to rationalise our procurement processes ( where applicable). Consensus on the rules has been developed in conjunction with Cardiff, Torfaen and the Vale of Glamorgan Council's.</p>	<p>Buying Responsibly Procurement Guidance will be periodically reviewed and shared across the Ardal partnership to compliment the CPR's. This will ensure that all officers involved within the procurement process understand what is expected of them.</p>
 <p>Involving those with an interest and seeking their views</p> <p><b>Involvement</b></p>	<p>All relevant stakeholders i.e. Procurement, Legal, Finance and Internal Audit functions where consulted with as part of the agreed CPR's.</p>	<p>All Officers with a responsibility for delivering outsourced procurements will be offered a series of training aids to help the rules to be embedded across their procurements.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p><b>Prevention</b></p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Application of the rules will promote sustainable procurement. Playing their part in limiting the negative impacts of climate change, pollution and future waste disposal issues.</p>	<p>No Impact identified at this stage</p>
 <p><b>Integration</b></p> <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The CPR's have been developed in accordance with UK &amp; WG Procurement Legislation, where there is a requirement to consider proportionate Whole Life Costing ( WLC) within all procurements as part of our focus on delivering sustainable procurement outcomes.</p> <p>For all procurements where the aggregate spend exceeds £75,000 a Pre Tender Report ( PTR) is included within the procurement planning phase to aid the planning of procurements to ensure that the award criteria is aligned with the Council's expectations.</p>	<p>No Impact identified at this stage</p>



**6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	CPR clause 31.2 specifically refers to the importance of the “Senior Officer” appointing resource to manage the day-to-day aspects of the Contract for its term. Clause 31.2vi makes specific reference to the importance of the Contract Manager monitoring and reporting on any safeguarding issues that have been reported.	No Impact identified at this stage	The Council will look to develop a Safeguarding Policy for Contractors and supporting Guidance for Officers.
Corporate Parenting	No Impact identified at this stage	No Impact identified at this stage	No Impact identified at this stage

**7. What evidence and data has informed the development of your proposal?**

Updated CPR’s have been developed in collaboration with Cardiff Council and the Ardal partnership in direct response to The Procurement Act 2023, which replaces the existing Public Contracts Regulations 2015 and which sets out how public procurement is carried out and regulated in England, Wales and Northern Ireland.

To provide some Welsh context, the CPR’s are also reflective of The Social Partnership and Public Procurement (Wales) Act. Where the focus relates to developing a framework to enhance the well-being of the people of Wales by promoting fair work and socially responsible public procurement.

**8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The CPR's are part of the Council's Constitution and provide a corporate framework for the procurement of all Goods, Services and Works, procured by the Council.

The rules make a positive contribution to the wellbeing goals, in particular a Prosperous Wales, Resilient Wales and Globally Responsible Wales. They also ensure Long Term thinking by embedding whole life costing.

There are no negative impacts to report.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

<b>What are you going to do</b>	<b>When are you going to do it?</b>	<b>Who is responsible</b>
Contract Procedure Rule training	From March 2025	Gemma Ellis
Publicising the updated Buying Responsibly Guides – these will guide officers through what they need to do	From March 2025	Gemma Ellis

**10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	SLT	04/02/2025	
2	Governance & Audit Committee	20/02/2025	