


**Haringey Council**  
**Written Statement/Record of a decision made by an officer under delegated authority**

<b>Decision Maker (Post Title)</b>	Head of Programme Management, Regeneration and Economic Development
<b>Subject of the decision</b>	Contract award to Whole Life Consultants for completion of Constructions Skills Labour Gap Analysis for Haringey
<b>Date of decision</b>	23/04/2021
<b>Decision</b>	Approval of a waiver to appoint Whole Life Consultants Ltd to conduct labour analysis of construction skills demand for Haringey in accordance with CSO 10.01.2.d
<b>Reasons for the decision</b>	The preferred approach for commissioning the completion of the gap analysis is to directly contract with Whole Life Consultants Ltd. Whole Life Consultants Ltd has in-depth knowledge and experience of this type of modelling. Furthermore, Whole Life Consultants Ltd have undertaken similar local area analysis for Greater London Authority and TfL. A procurement exercise would likely result in awarding Whole Life Consultants Ltd as they developed the modelling software.
<b>Details of any alternative options considered and rejected by the officer when making the decision</b>	The alternative approach would be to procure a specialist through a three-quote tender process. Given Enfield Council has researched and arrived at the conclusion that Whole Life Consultants Ltd's software was not comparable to any alternate providers, nor were there any other providers with the breadth of project experience, and given the software has been designed by Whole Life Consultants, it is unlikely that a different team would be able to deliver the work without incurring additional and unnecessary fees. Another option is not to commission the research. However, this would result in a gap in knowledge about the construction job opportunities in Haringey. The Council will not be able to provide the relevant training to maximise job opportunities for residents.
<b><u>Conflicts of interest – Executive decisions</u></b>  Details of any conflict of interest declared by a Cabinet Member who is consulted by the officer which relates to the decision and details of dispensation granted by the Council's Head of Paid Service	N/A
<b><u>Conflicts of interest – Non executive decisions</u></b>  Where the decision is taken under an express delegation e.g. by a Committee, the name of any Member who declared a	N/A

conflict of interest in relation to this matter at the committee meeting,	
Title of any document(s), including reports, considered by the officer and relevant to the above decision or where only part of the report is relevant to the above decision, that part)  These documents need to be attached to the copy of this record/statement kept by the Authority but must not be published if they contain exempt information	N/A
Reasons for exemption with reference to categories of exemption specified overleaf or  Reason why decision is confidential (see overleaf)  Decisions containing exempt or confidential information falling within the categories specified overleaf are not required to be published.	N/A
Signature of Decision Maker	
Name of Decision Maker	Liz Skelland, Head of Programme Management
Does the decision need to be published Yes <input checked="checked" type="checkbox"/>  No <input type="checkbox"/>	

### Exempt Information

#### Local Government Act 1972 Schedule 12A

#### Part 1: Descriptions of Exempt Information

1. Information relating to any individual.
2. Information which is likely to reveal the identity of an individual.

3. Information relating to the financial or business affairs of any person (including the authority holding that information).
4. Information relating to any consultations or negotiations or contemplated consultations or negotiations in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
5. Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
6. Information which reveals that the authority proposes -
  - (a) To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or
  - (b) To make an order or direction under any enactment.
7. Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

**Note:** It is insufficient to simply identify a category of exemption, you must also conduct a public interest test on the basis specified in the Act as follows:  
Information falling within categories 1-7 is exempt if and so long as in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

### **Confidential Decisions**

1. The decision contains information provided by a Government department on a non disclosure basis
2. There is a Court order against disclosure

**Report for:** Head of Programme Management, Regeneration and Economic Development

**Item number:** N/A

**Title:** Whole Life Consultants Ltd: Construction Skills Labour Gap Analysis for Haringey - Request for Waiver of Contract Standing Order CSO 8.03 (request for quotes procedure) in accordance with CSO 10.01.2.d; Contract Award to Whole Life Consultants for completion of Construction Skills Labour Gap Analysis for Haringey.

**Report authorised by:** Helen McDonough, Head of Employment and Socio-Economic Regeneration

**Lead Officer:** Hal Khanom – Employment and Skills Manager

**Ward(s) affected:** All wards in the borough of Haringey

**Report for Key/Non-Key Decision:** **Non Key**

## 1. Describe the issue under consideration

- 1.1. Request to approve a waiver for the completion of a Labour Analysis: Construction skills demand for Haringey and appoint Whole Life Consultants Ltd.
- 1.2. This report is seeking authority to appoint Whole Life Consultants Ltd to deliver a Labour Analysis: Construction skills demand for Haringey.

## 2. Cabinet Member Introduction

N/A

## 3. Recommendations

That the Head of Programme Management, Regeneration and Economic Development approves:

- 3.1. The award, in accordance with CSO 9.07.1(c), to Whole Life Consultants Ltd of a contract for the completion of a Construction Skills Labour Gap Analysis for Haringey for the fixed maximum value of **£40,000** excluding VAT.
- 3.2. A waiver, under CSO 10.01.2.d, of the usual requirement under CSO 8.03 to undertake the request for 3 quotes procedure in order to make the contract award proposed in paragraph below;

#### **4. Reasons for decision**

- 4.1. The preferred approach for commissioning the completion of the gap analysis is to directly contract with Whole Life Consultants Ltd.
- 4.2. Whole Life Consultants Ltd has in-depth knowledge and experience of this type of modelling, having developed the Labour Forecasting Tool (LFT) on behalf of the Construction Industry Training Board (CITB), the Sector Skills Council and Industry Training board for the construction industry. Furthermore, Whole Life Consultants Ltd have undertaken similar local area analysis for Greater London Authority and TfL. A procurement exercise would likely result in awarding Whole Life Consultants Ltd as they developed the modelling software and
- 4.3. Appointing Whole Life Consultants Ltd would ensure the study's consistency with neighbouring Enfield Borough which has already appointed Whole Life Consultants Ltd to undertake a similar study to inform the development of a skills hub in Meridian Water. The Haringey labour analysis will be used in exploring the inclusion of the Haringey demand in the Enfield's Meridian Water Skills Hub development and Waltham Forest's London Academy of Sustainable Construction
- 4.4. Collaboration on this area of work across the Production Valley (Upper Lee Valley) sub region could see future joint strategic work between Haringey, Waltham Forest and Enfield, but timings for the Meridian Water Scheme have meant each borough progressing this brief as standalone commissions. Using the same consultant will allow easier aggregation of findings to support collaborative work, thereby saving time and additional costs.
- 4.5. A waiver of tendering is being sought on the basis that it is considered to be within the Council's overall interest under CSO 10.01.2.d.

#### **5. Alternative options considered**

- 5.1. The alternative approach would be to procure a specialist through a three-quote tender process, this would add up to 8-10 weeks to the programme.
- 5.2. Given Enfield Council has researched and arrived at the conclusion that Whole Life Consultants Ltd's propriety software for calculations was not comparable to any alternate providers, and nor were there any providers with the breadth of project experience to produce estimate forms, undertaking a procurement exercise would likely result in awarding Whole Life Consultants Ltd.
- 5.3. Given the software has been designed by Whole Life Consultants Ltd, it is unlikely that a different team would be able to deliver the work without incurring additional and unnecessary fees to secure access to the modelling software from the proprietor.
- 5.4. Another option is not to commission the research. However, this would result in a gap in knowledge about the construction job opportunities in Haringey. The Council will not be able to provide the relevant training to maximise job opportunities for residents. Therefore, not meeting objectives set out with partners in the ESRAP.

#### **6. Background information**

- 6.1. The Labour Market in Haringey has been disproportionately impact as a result of Covid19, since March 2020 over 11.7% of Haringey residents have claimed universal

credit for unemployment. We have also seen a significant impact on our local economy in part because those sectors forced to close or reduce services due to public health restrictions, such as hospitality and leisure, are overrepresented in our economy.

- 6.2. Our Employment and Skills Recovery Action Plan (November 20) developed through a partnership approach with Employment and Skills Training Providers in borough committed to creating and promoting Good Work for our residents. This means supporting residents into jobs and training that pay a London Living Wage, with opportunities for skills development to help employees progress, now and in the future. We are also focused on growth sectors where there are opportunities for Good Work and career opportunities. Our sectoral focus for the next 18 months will be on the Green Sector, Health and Social Care, Construction and STEM.
- 6.3. To ensure that local residents can capitalise on local construction sector opportunities, we need to understand the likely demand, and shape our training offer by understanding what opportunities are coming forward, details of trades required, the training available and an analysis of gaps in local training provision.
- 6.4. A similar exercise is underway in Enfield Council to inform development of Meridian Water Skills Academy, with Whole Life Consultants Ltd appointed to deliver it, and it is hoped that this commission can help inform the shape of training provision provided in that centre for the benefit of Haringey residents.
- 6.5. Recruitment is currently underway in Waltham Forest Council to source an individual to oversee the procurement of a similar exercise to shape training provision provided in the London Academy of Sustainable Construction.
- 6.6. The Haringey labour analysis is integral to delivering against the Employment and Skills Recovery Action Plan (November 20) priorities to maximising local labour opportunities and promoting construction as a sector for employment. The findings from this research will help the Council to understand the scale and detail of local labour and apprenticeship opportunities from investment in borough over the next 5 years and will assist with planning for training investment required.

## **7. Contribution to strategic outcomes**

- 7.1 The project contributes directly to corporate priorities as set out in the Borough Plan of Economy, People and Place. It is also delivering against the Employment and Skills Recovery Action Plan, part of the programme of work being undertaken against the Good Economy Recovery Plan.

## **8. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)**

### **8.1. Finance**

8.2. Finance comments not required as below threshold.

- 8.3. It should be noted that there is a budget provision for the cost in the GERP budget, profiled for £25,000 in 20/21 under Commissioning Research (Employment and Skills). Homes for Haringey has committed to funding half of the total cost of the Gap Analysis, as the findings will support housing development.

### **8.4. Procurement**

No comment needed below £50,000

8.5. Legal

No comment needed below £160,000

8.6. Equality

N/A

**9. Use of Appendices**

None

**10. Local Government (Access to Information) Act 1985**

None.