

## 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 JW Consulting Ltd to support delivery of the Inclusive Economy transformation programme
<b>Date of decision</b>	13/9/2024
<b>Decision</b>	Approval to waive Contract Standing Order 8.03 in accordance with CSO 10.01.1 (b) and 10.01.2 (d) (ii) to enable the appointment JW consulting Ltd to support delivery of the Inclusive Economy transformation programme. The contract value for this work is £15,000.
<b>Reasons for the decision</b>	<p>JW Consulting Ltd has been commissioned by the HR Department to support with the transformation of their service. There is therefore an understanding of the strategic direction and the corporate context for change withing Haringey. This background knowledge is key to designing and implementing the culture change programme required for the delivery of the Inclusive Economy Framework.</p> <p>HR have recommended JW consulting and following a scoping call and initial proposal from the provider there is a clear scope and delivery plan which aligns with the objectives of the department. It is therefore proposed for reasons of continuity, quality and efficiency to award the contract for this work to JW Consulting.</p>
Details of any alternative options considered and rejected by the officer when making the decision	Option 1: Seek quotations from three suppliers for the contract

	<p>The Council could choose not to waive CSO 8.03, and instead seek quotations from three suppliers for the contract. However, as JW Consulting are already working as an advisor to our HR department, the provider would have a competitive advantage in the event of a competitive procurement.</p>
<p><b><u>Conflicts of interest – Executive decisions</u></b></p> <p><b>Details of any conflict of interest declared by a Cabinet Member who is consulted by the officer which relates to the decision and</b></p> <p><b>details of dispensation granted by the Council’s Head of Paid Service</b></p>	<p>N/A</p>
<p><b><u>Conflicts of interest – Non executive decisions</u></b></p> <p><b>Where the decision is taken under an express delegation e.g. by a Committee, the name of any Member who declared a conflict of interest in relation to this matter at the committee meeting,</b></p>	<p>N/A</p>
<p><b>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)</b></p> <p><b>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</b></p>	<p>N/A</p>

<p><b>Reasons for exemption with reference to categories of exemption specified overleaf, or</b></p> <p><b>Reason why decision is confidential (see overleaf)</b></p> <p><b>Note: decisions containing exempt or confidential information falling within the categories specified overleaf are not required to be published.</b></p>	<p>N/A</p>
<p><b>Signature of Decision Maker</b></p>	
<p><b>Name of Decision Maker</b></p>	<p>David Lee</p>
<p><b>Does the decision need to be published?</b></p> <p><input checked="" type="checkbox"/> X</p> <p><b>Yes</b></p> <p><input type="checkbox"/></p> <p><b>No</b></p>	

## DECISION MAKING REPORT

**Report for** David Lee – Head of Programme Management, Regeneration and Economic Development

**Item number:** n/a

**Title:** Approval to waive Contract Standing Order (CSO) 8.03 in accordance with CSO 10.01.1 (b) and 10.01.2 (d) (ii) to award a contract to JW Consulting Ltd for the support of the Inclusive Economy Culture Change Programme.

**Authorised by:** Helen McDonough, Head of Inclusive Economy

**Lead Officer:** Lauren Sinclair, Programme Manager

**Ward(s) affected:** All

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

### 1. Describe the issue under consideration

- 1.1 In 2023, following the adoption of the Council's Opportunity Haringey, Inclusive Economy Strategy, the Council began a transformation programme of the Inclusive Economy department, supported by the Council's Human Resources (HR) Service.
- 1.2 The first stage of this transformation programme was a staff restructure, which formally commenced in February 2024 and implemented in August 2024. This restructure was followed by stage two of the programme which saw staff working collaboratively to develop an Inclusive Economy Service Plan, which was also adopted in August 2024.
- 1.3 To support employees, adapt to the restructure of the service, and embrace the changes required to deliver Opportunity Haringey, the third stage of the transformation programme will focus on culture change. Initially the Council's HR service had indicated they would lead this. However, HR have now recommended that external support is commissioned and have provided details of their preferred supplier.
- 1.4 Following engagement with and a recommendation from the Council's HR Service, JW Consulting Ltd has been identified as the appropriate provider to support the Inclusive Economy transformation programme. The delivery of this programme is both time sensitive and organisationally important. The contract value for this work is £15,000.

## 2. Recommendations

- 2.1 For the Head of Programme Management, Regeneration and Economic Development to waive Contract Standing Order 8.03 in accordance with CSO 10.01.1 (b) and 10.01.2 (d) (ii) to enable the appointment JW consulting Ltd to support delivery of the Inclusive Economy transformation programme. The contract value for this work is £15,000.

## 3. Reasons for decision

- 3.1 JW Consulting Ltd has been commissioned by the HR Department to support with the transformation of their service. There is therefore an understanding of the strategic direction and the corporate context for change within Haringey. This background knowledge is key to designing and implementing the culture change programme required for the delivery of the Inclusive Economy Framework.
- 3.2 HR have recommended JW consulting and following a scoping call and initial proposal from the provider there is a clear scope and delivery plan which aligns with the objectives of the department. It is therefore proposed for reasons of continuity, quality and efficiency to award the contract for this work to JW Consulting.

## 4. Alternative options considered

- 4.1 Seek quotations from three suppliers for the contract

The Council could choose not to waive CSO 8.03, and instead seek quotations from three suppliers for the contract. However, as JW Consulting are already working as an advisor to our HR department, the provider would have a competitive advantage in the event of a competitive procurement.

## 5. Background information

- 5.1 The Inclusive Economy Service worked with key partners and businesses in borough to develop Opportunity Haringey Strategy. This Framework aims to support economic growth and prosperity throughout the Borough. Recognising the current economic climate within Haringey, the predominance of micro businesses, high levels of unemployment and a growing number of residents inactive in the labour market for various reasons including ill health, five key themes were created:

- Theme 1 Job Creation
- Theme 2 Investment
- Theme 3 Good Work & Skills
- Theme 4 High Streets and Industrial Estates
- Theme 5 Workplaces and Spaces

- 5.2 Following the adoption of the strategy, the Inclusive Economy change programme commenced, which sought to align the organisational structure with to the Inclusive Economy delivery Framework.
- 5.3 The first stage of the change programme was a staff restructure which formally commenced in February 2024 and implemented in August 2024. Following this, the Inclusive Economy Service Plan was adopted, also in August 2024.
- 5.4 The next stage of the programme is aimed at culture change. The objective of this stage is to equip the delivery teams with the knowledge and support to meet the demands of the local and changing operating environment. It is proposed that culture change programme be delivered through two workstreams; (i) Leading change programme (ii) All team delivery programme
- 5.5 On the recommendation of Internal HR Services, external facilitation support is being sought to progress with this stage of the programme.
- 5.6 JW Consulting was recommended following their work with the Council's internal HR department. JW Consulting is a Leadership Development Consultant with a demonstrable record of working with organisations such as Transport for London, Arup, Police Now and the BBC to transform team dynamics through methods to enhance communication, psychological safety, and organisational alignment.
- 5.7 This report seeks to waive the Council's contract standing orders to award a contract to JW Consulting based on the above recommendation and experience.
- 5.8 In July 2024, Good Economy Delivery Board agreed to allocate £15,000 of the Labour Market Resilience Reserve to support the cohesion of the service for the delivery of Opportunity Haringey. It is therefore recommended that this commission is funded through this reserve.

## **6. Contribution to strategic outcomes**

- 6.1 The recommendation will contribute to the successful delivery of the Council's Opportunity Haringey Inclusive Economy Framework by providing employees with the knowledge and support to work cohesively with internal and external stakeholders and strategic partners.

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

Not required, as the contract award is under £50,000.

## **8. Use of Appendices**

N/A

