



Haringey Council

Equality Impact Assessment

| | | | |
|--|-------------------|---|--------------------------------|
| Name of Project | TFM Framework | Cabinet meeting date If applicable | 18 th November 2014 |
| Service area responsible | Asset Management | | |
| Name of completing officer | Malcolm Greaves | Date EqIA created | September 2014 |
| Approved by Director / Assistant Director | Stephen McDonnell | Date of approval | 6 November 2014 |

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a 'Specific Duty' to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council's website.

Stage 1 – Names of those involved in preparing the EqIA

1. Project Lead Malcolm Greaves 5.
2. Equalities / HR – Inno Amadi/ Tina Ohagwa 6.
3. Legal Advisor (where necessary)- Stuart Best 7.
4. Trade union 8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups

The proposal is to seek award of a Total Facilities Management contract for the Council's corporate estate.

The services are currently being provided through a mixed delivery model of contracted out Hard FM building repair and maintenance, cleaning, security services and internally resourced Soft Facilities management services.

The proposal is to combine all Facilities Management services with delivery through award of a contract under a Framework Agreement (FA) procured by the Tri-borough authorities (Westminster, Hammersmith & Fulham and Kensington & Chelsea). It is proposed to award the FA to Amey Community Ltd. The FA was procured by the Tri-borough authorities, commencing October 2013. The FA is available to London boroughs and a review against haringeys requirements has identified the TFM FA as the recommended model. The procurement process took due regard to the general and specific public authority duties within the Equalities Act 2010.

Potentially, the proposal has implications for staff and is therefore relevant to the Council's general equality duty. Under terms of the proposal Haringey FM/ Site delivery staff (approx 35) based in the corporate team and library service will transfer to the new provider. This number will be finalised during discussions on the final contract terms. However, the impact on these groups will be minimised by the application of TUPE to all transferees, there are no planned redundancies. Incumbent contractor staff will also be subject to TUPE transfer. It means that in effect, no group existing employees will be adversely affected.

The framework is single supplier framework and the service will be mainly directly delivered by Amey and its supply chain. The incumbent contractors comprise mainly national organisations with some local labour and some local suppliers. Consideration has been given to the impact of procuring the TFM supplier and the potential exclusion of local suppliers, whilst TUPE may apply to some of their staff it may not resolve commercial impacts. A jointly promoted supplier day for existing suppliers is proposed in December 2014 to discuss opportunities for remaining part of the supply chain and any other opportunities within Amey's areas of business. This is to ensure that interested existing suppliers and others wishing to do so have equal opportunity to bid.

A full EqIA was carried out prior to the Tri-borough Cabinet report approving the award of the Tri-borough contract to Amey. The procurement process was carried out within the Council's corporate procurement guidelines which have general equality duty considerations at all the key

stages including evaluation of qualitative criteria on the submitted bids.

| | |
|--|---|
| <p>Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.</p> | |
| <p>Data Source (include link where published)</p> | <p>What does this data include?</p> |
| <p>EqIA Profile on Harinet</p> | <p>Age, gender, ethnicity, disability information – for the Council and the Borough</p> |
| <p>EqIA profile of affected employees.</p> | <p>Age, gender, ethnicity, disability information – for the Facilities Management and Library Site Management staff</p> |

| | |
|---|--|
| <p>Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment This section to be completed where there is a change to the service provided</p> | |
| <p>Data Source (include link where published)</p> | <p>What does this data include?</p> |
| <p>No change to service provided</p> | |

| <p>Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery: Positive and negative impacts identified will need to form part of your action plan.</p> | | | |
|---|----------|----------|---|
| | Positive | Negative | Details |
| Sex | | | None – why? There are no proposed changes to the services provided |
| Gender Reassignment | | | There are no proposed changes to the services provided |

| | | | | |
|--|--|--|--|--|
| Age | | | | There are no proposed changes to the services provided |
| Disability | | | | There are no proposed changes to the services provided |
| Race & Ethnicity | | | | There are no proposed changes to the services provided |
| Sexual Orientation | | | | There are no proposed changes to the services provided |
| Religion or Belief (or No Belief) | | | | There are no proposed changes to the services provided |
| Pregnancy & Maternity | | | | There are no proposed changes to the services provided |
| Marriage and Civil Partnership | | | | There are no proposed changes to the services provided |

| Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan. | | | |
|---|----------|----------|---|
| | Positive | Negative | Details |
| Sex | | | None – why? Existing staff TUPE transferred with same T&C's |
| Gender Reassignment | | | Existing staff TUPE transferred with same T&C's |
| Age | | | Existing staff TUPE |

| | | | | | |
|--|--|--|--|--|---|
| | | | | | transferred with same T&C's |
| Disability | | | | | Existing staff TUPE transferred with same T&C's |
| Race & Ethnicity | | | | | Existing staff TUPE transferred with same T&C's |
| Sexual Orientation | | | | | Existing staff TUPE transferred with same T&C's |
| Religion or Belief (or No Belief) | | | | | Existing staff TUPE transferred with same T&C's |
| Pregnancy & Maternity | | | | | Existing staff TUPE transferred with same T&C's |
| Marriage and Civil Partnership | | | | | Existing staff TUPE transferred with same T&C's |

Stage 6 - Initial Impact analysis

There will be no disproportionate adverse impact on particular groups, directly or indirectly on existing staff as they will all transfer to the new provider under TUPE and will retain the same terms and conditions.

There will be no impact on the services provided as all existing services will continue to be provided by the new provider.

Actions to mitigate, advance equality or fill gaps in information

Ensure compliance with TUPE transfer processes, including providing LBH information and supporting information flow between incumbent and new suppliers.

Regular engagement with affected employees/unions/suppliers to review any consequential impacts and address issues and concerns

Stage 7 - Consultation and follow up data from actions set above

Data Source (include link where published)

Councillors and Chief Officers have been consulted on this proposal and

What does this data include?

So far, information and briefing, Q&A sessions with staff, meetings

the award of the framework as detailed in the report will deliver significant cost reductions and service improvement in respect to the delivery of FM services across the Councils Estate. Staff consultation has commenced and will continue throughout the period of discussion on final terms and subsequent mobilisation period prior to operational commencement in May 2015.

with trade unions

Stage 8 - Final impact analysis

There is no impact on services as result to this proposals as all services will still be provided through a different provider..

There is no impact on staff as a result of these proposals as all affected staff will transfer with existing terms and conditions under the TUPE regulations 2006.

Stage 9 - Equality Impact Assessment Review Log

The EqIA will be reviewed prior to contract signing in January 2015 and operational commencement in May 2015.

Review approved by Director / Assistant Director

Date of review

Review approved by Director / Assistant Director

Date of review

Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.

