



Haringey Council

Equality Impact Assessment

Name of Project	TFM Framework	Cabinet meeting date If applicable	14 th July 2015
Service area responsible	Asset Management		
Name of completing officer	Malcolm Greaves	Date EqIA created	Oct 2014
Approved by Director / Assistant Director	Stephen McDonnell	Date of approval	22 June 2015

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 Council's 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 – William Shanks/ 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 of existing employees will be adversely affected. The FM delivery team also currently includes reception staff who will move to Customer Services prior to the implementation of this contract and will not therefore transfer with the FM team.

There will be other staff TUPE transferring from current Hard FM suppliers on non-LB Haringey terms and conditions. These perform different roles and will not affect the FM staff transferring from the Council. 20 new apprenticeship opportunities will be created and these will be on the Contractors terms and conditions.

Informal consultation with staff has commenced and regular meetings with the Trades Unions in accordance with the 2000 agreement on Trades Unions Involvement in Outsourcing.

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 July 2015 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.

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.

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough
EqIA profile of affected employees. No change since first dataset provided in November 2014	Age, gender, ethnicity, disability information – for the Facilities Management and Library Site Management staff

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

Data Source (include link where published)	What does this data include?
No change to service provided	

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.**

	Positive	Negative	Details	None – why?
Sex				There are no proposed changes to the services provided
Gender Reassignment				There are no proposed changes to the services provided
Age			There will be 20 new apprenticeship opportunities through the contract.	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	None – why?
Sex				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

Actions to mitigate, advance equality or fill gaps in information

There will be no disproportionate adverse impact on particular groups,

Ensure compliance with TUPE transfer processes, including

<p>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.</p> <p>There will be no impact on the services provided as all existing services will continue to be provided by the new provider.</p>	<p>providing LBH information and supporting information flow between incumbent and new suppliers.</p> <p>The contract offers min 20 apprenticeships for the life of the contract. These will be employed on the Contractors terms and conditions.</p> <p>Regular engagement with affected employees/unions/suppliers to review any consequential impacts and address issues and concerns.</p> <p>Robust contract management through a dedicated client team will ensure compliance with contract terms and equalities related matters.</p>
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Stage 7 - Consultation and follow up data from actions set above	
Data Source (include link where published)	What does this data include?
<p>Councillors and Chief Officers have been consulted on this proposal and 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.</p> <p>Staff consultation has commenced informally and will continue throughout the period of discussion on final terms and subsequent mobilisation period. Formal consultation will commence following a decision to award the contract, prior to operational commencement in November 2015.</p> <p>Trade Unions have been consulted in accordance with the Council /Trades Unions Agreement on Trades Unions Involvement in Outsourcing dated 2000 and have input to the scope and content of a delivery model options appraisal. As part of an ongoing series of meetings additional employment related measures (TUPE plus) are under exploration and consideration.</p>	<p>So far, information and briefing, 2x Q&A sessions with staff on 7th November 2014 and 22nd May 2015.</p> <p>Regular meetings with trade unions and sharing of documents and information in accordance with the 2000 agreement on Trades Unions Involvement in Outsourcing.</p> <p>Where issues have been raised we have responded including further appraisal of options. Scope, evaluation and criteria agreed with Unions.</p>

Stage 8 - Final impact analysis
Initial assessment:

There is no impact on services as result fo 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.

This will be updated following formal consultation.

Stage 9 - Equality Impact Assessment Review Log

The EqIA will be reviewed prior to contract signing in August 2015 and operational commencement in November 2015.

Review approved by Director / Assistant Director	<input type="text"/>	Date of review	<input type="text"/>
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Stage 10 – Publication

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