



EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT (EHRIA)

EHRIA PUBLICATION

Date: 02/06/2021

This is a summary of the key decisions/actions taken in the recent EHRIA, and has been separated from the full EHRIA document for publication on SCRA's external website in compliance with statutory requirements.

The Scottish Children's Reporter Administration (SCRA) are pleased to publish the outcome of this Equalities and Human Rights Impact Assessment on:

Our Corporate Procurement Strategy – March 2021 Revision

The Procurement Reform (Scotland) Act 2014 requires a contracting authority with expected annual procurement spend above £5 million to produce a Procurement Strategy.

We are required to carry out an annual review of the Strategy, publish it on SCRA's website and send a link to the Scottish Ministers.

The intended outcome of the strategy is to ensure continued compliance with current legislation and best practice and to highlight improvements we have made in our procurement processes, including further developments to make our processes more inclusive and to attract a more diverse range of suppliers. The proposed changes are intended to have a positive impact on the protected characteristics by making our procurement processes more inclusive.

The previous Strategy was approved by SCRA's Board and sent to the Scottish Ministers, SCRA's Contracts Review Group and Delegated Purchasers for information. It was also published on SCRA's external website and Connect. No feedback was received from these sources, however feedback was received from the Equalities Review Group on the previous EHRIA.

Consultation on this revision to date has been with the Head of Finance & Resources, Procurement Officer and Inclusion & Diversity Manager.

Best practice guidance was also reviewed, including the Procurement Journey and Scottish Procurement Policy Notes. Consideration of Equality through the procurement process is also addressed via the use of the Sustainability Test. Equality has also previously been discussed at Central Government Sector Cluster Group meetings attended by SCRA.

The ENEI Inclusive Procurement Guide was consulted and discussed with the Inclusion & Diversity Manager.

We have reviewed the Corporate Procurement Strategies of other public sector organisations to understand what they include in their Strategies.

The feedback from the previous Impact Assessment has highlighted the need to consult groups who will be affected by the changes to the Strategy. This will mainly be external Suppliers, SCRA's Procurement Team and to some extent Delegated Purchasers.

Due difficulties around the current COVID-19 pandemic and timescales for publishing the revised Strategy, this has not been possible but we will ensure we carry out early consultation for future revisions of the Strategy.

We have learned that there are a number of things which we should consider implementing into our procurement processes and include in the Strategy. A number of these will be implemented early in the 2021/22 financial year, however some areas will have to be considered further before taking any action.

We have also realised that it would be useful to make our Strategy available in different formats

We will work with the Inclusion & Diversity Manager to better understand how to make our procurement processes more inclusive and we will work with Budget Holders, Contract Managers and Suppliers to understand how we can implement these changes for individual procurement exercises.

This approach will contribute to eliminating discrimination, harassment and victimisation.

This change will have no negative impacts on the above groups, SCRA staff or children and young people. Our intention is that it will have a positive impact on our Suppliers by making our processes more inclusive. There may also be a positive impact on some of the above groups, by including Community Benefit Clauses (CBCs) in some of our contracts, wherever relevant and proportionate. CBCs can include, for example, Suppliers agreeing to provide work placements for disadvantaged groups selected by SCRA. There will be a positive impact on children and young people as our future contracts will be more inclusive.

It will contribute to advancing equality of opportunity.

This change will contribute to advancing equality of opportunity because we have made our procurement processes more inclusive in a number of areas, one of which will be to include Fair Work First criteria in our tender documents. The changes should encourage marginalised suppliers to tender for our contracts.

We have not previously had any negative feedback from any group of suppliers from specific communities, e.g. minority ethnic communities.

We will introduce a Diversity Form to further monitor the classification of suppliers in relation to equalities.

It will contribute to a fairer Scotland.

This change will contribute to a fairer Scotland because more emphasis will be placed on including Fair Work First criteria in our procurement exercises, together with the inclusion of community benefit clauses where relevant and proportionate.

It will uphold human rights articles.

Recommended course of action:
Select relevant outcome and check the relevant box:

Outcome 1: Proceed – no potential for unlawful discrimination/adverse impact on equality duty or interference with human rights has been identified.

SCRA Equalities Review Group

June 2021