

Impact Assessment for:



Norse South West (Integrated JV for Property Consultancy & Facilities Management)

Assessment of:

NPS SW & Devon Norse coming together to form a New Integrated Joint Venture to be called Norse South West

Service:

DT&BS

Head of Service:

Rob Parkhouse

Version / date of sign off by Head of Service:

A handwritten signature in black ink, appearing to read 'R. Parkhouse', enclosed within a thin black rectangular border.

08.06.2021

Assessment carried out by (job title):

Head of Category – Capital & Infrastructure

1. Description of project / service / activity / policy under review

Formation of a single Joint Venture (JV) between DCC & Norfolk County Council for Property Consultancy & Facilities Management. The new JV will bring together two JV's which previously operated independently (NPS SW & Devon Norse) into a single entity with a unified management structure. The new JV will create certain efficiencies and streamline a range of processes.

2. Reason for change / review

Both of the current JV contracts expire on 31/3/2021 and an integrated JV has been determined to be the best option to provide these services going forward. Subject to DCC Leadership decision making.

3. Aims / objectives, limitations and options going forwards (summary)

To provide a consistent service for Property Consultancy & Facilities Management (FM, cleaning and catering) and ensure there is minimal disturbance to the service needed as DCC moved into the post Covid Recovery period which may involve a period of change to the delivery of property related services. To have a cost effective and 'fit for purpose' future service delivery. Services to be provided for DCC corporate, DCC Maintained schools, and by extension to external clients including Academies and other external partner agencies as they wish.

4. People affected and their diversity profile

The service should largely be seamless and for service users, staff & communities it will very substantively continue as 'business as usual' but with the benefits of integration and improved multi-disciplinary working. There are no foreseeable Diversity Impacts. There will only be the loss (redeployment/redundancy) of one of the operations managers which is minimal in number out of a staff group of several hundred. Multi-disciplinary working should help employee agility and flexibility.

5. Stakeholders, their interest and potential impacts

Key service users & LG8 have been consulted on the planned proposals and no significant impacts have been identified.

6. Research used to inform this assessment

The proposals have been thoroughly reviewed by a DCC Negotiation Team who have extensively interacted with Norse. A review team prior to the Negotiation Commencing also thoroughly researched options for future Service Delivery and they concur that the optimal option has been progressed.

7. Description of consultation process and outcomes

The Property Services review group met widely with Elected Members, Senior Managers, Regular Corporate Service Users, Contract Managers, Other Local Authorities, Alternative providers in the supply chain in order to consider the best service delivery option.

8. Equality analysis

As this arrangement largely is a Status Quo solution – equality impacts are extremely minimal.

Giving Due Regard to Equality and Human Rights

The local authority must consider how people will be affected by the service, policy or practice. In so doing we must give due regard to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations.

Where relevant, we must take into account the protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, sexual orientation, race, and religion and belief. This means considering how people with different needs get the different services they require and are not disadvantaged, and facilities are available to them on an equal basis in order to meet their needs; advancing equality of opportunity by recognising the disadvantages to which protected groups are subject and considering how they can be overcome.

We also need to ensure that human rights are protected. In particular, that people have:

- A reasonable level of choice in where and how they live their life and interact with others (this is an aspect of the human right to 'private and family life').
- An appropriate level of care which results in dignity and respect (the protection to a private and family life, protection from torture and the freedom of thought, belief and religion within the Human Rights Act and elimination of discrimination and the promotion of good relations under the Equality Act 2010).
- A right to life (ensuring that nothing we do results in unlawful or unnecessary/avoidable death).
- The Equality Act 2010 and other relevant legislation does not prevent the Council from taking difficult decisions which result in service reductions or closures for example, it does however require the Council to ensure that such decisions are:
 - Informed and properly considered with a rigorous, conscious approach and open mind, taking due regard of the effects on the protected characteristics and the general duty to eliminate discrimination, advance equality and foster good relations.
 - Proportionate (negative impacts are proportionate to the aims of the policy decision)
 - Fair
 - Necessary
 - Reasonable, and
 - Those affected have been adequately consulted.

As this arrangement is largely a Status Quo solution – equality impacts are extremely minimal.

Nevertheless a broader, multidisciplinary service should support agility, job enrichment, supported by good quality policies and procedures.

Characteristics	Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED]	In what way will you: <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. foster good relations between groups (tackled prejudice and promoted understanding), if relevant? In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim? Are you complying with the DCC Equality Policy ?
All residents (include generic equality provisions)	None	
Age	None	
Disability (incl. sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people	None	
Culture and ethnicity: nationality/national origin, ethnic origin/race, skin colour, religion and belief	None	

Characteristics	Potential or actual issues for this group. [Please refer to the Diversity Guide and See RED]	<p>In what way will you:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
Sex, gender and gender identity (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed)	None	
Sexual orientation and marriage/civil partnership	None	

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>In what way will you:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
<p>Other relevant socio-economic factors such as family size/single people/lone parents, income/deprivation, housing, education and skills, literacy, sub-cultures, 'digital exclusion', access to transport options, rural/urban</p>	<p>Extremely Minimal</p>	<p>Only one known staff redeployment or redundancy from a substantive work group; likely two managing Director roles streamlined into one role.</p>

9. Human rights considerations:

Minimal as minimal impact for JV staff

10. Supporting independence, wellbeing and resilience. Give consideration to the groups listed above and how they may have different needs:

In what way can you support and create opportunities for people and communities (of place and interest) to be independent, empowered and resourceful?

A well run JV will ensure DCC properties are operated efficiently & effectively to benefit the users of DCC building which in many cases are building widely used by the community – schools, care facilities, service user meeting points. With good quality organisational policies, HR and wider corporate support, oversight and transparency.

In what way can you help people to be safe, protected from harm, and with good health and wellbeing?

A well run JV will ensure DCC properties are operated efficiently & effectively to benefit the users in use these building and provide a place of safety to receive the service they require, including the ability to shape and influence that service.

In what way can you help people to be connected, and involved in community activities?

A well run JV will ensure DCC properties are operated efficiently & effectively to benefit community activities as appropriate.

11. Environmental analysis

An impact assessment should give due regard to the following activities in order to ensure we meet a range of environmental legal duties. The policy or practice does not require the identification of environmental impacts using this Impact Assessment process because it is subject to (please mark X in the relevant box below and proceed to the 4c, otherwise complete the environmental analysis table):

Devon County Council's Environmental Review Process	Y
Planning Permission	Y
Environmental Impact Assessment	Y
Strategic Environmental Assessment	Y

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Reduce, reuse, recycle and compost:		KPI's in contract to reduce waste & recycle
Conserve and enhance wildlife:		Many Building Projects have Environmental Impact Assessments and where needed Impact Mitigation Plans
Safeguard the distinctive characteristics, features and special qualities of Devon's landscape:		Where required building projects are subject to Archaeological Assessments and Historic Building Impact Assessments
Conserve and enhance Devon's cultural and historic heritage:		Care will be taken to preserve DCC's listed building assets for the benefit of the community
Minimise greenhouse gas emissions:		KPI's in contract to reduce Energy use and the JV will support projects to reduce energy use
Minimise pollution (including air, land, water, light and noise):		All of these factors will be carefully considered where significant building works are carried out and plans adopted in minimise impacts
Contribute to reducing water consumption:		Reducing water use will be carefully considered where significant building works or improvement works are carried out and plans adopted in minimise water use

Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level):		The drive to reduce energy use in building should have a positive benefit for all of these factors
Other (please state below):		A range of other impacts that require consideration in Planning Process & Adoption of Building Regulations

12. Economic analysis

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Impact on knowledge and skills:		JV will invest in the skills and knowledge of staff particularly FM staff who will need extra skills to carry out a wider portfolio of tasks
Impact on employment levels:	Only one known post loss	Supports the future employment of several hundred staff
Impact on local business:		Retaining JV will minimise disruption to existing supply chain relationships

13. Describe and linkages or conflicts between social, environmental and economic impacts (Combined Impacts):

Arrangement is a Status Quo so no or very minimal impacts

14. How will the economic, social and environmental well-being of the relevant area be improved through what is being proposed? And how, in conducting the process of procurement, might that improvement be secured?

Preservation of existing but improved arrangement will ensure a fit for purpose service delivery route to look after & improve DCC properties to be used effectively by service users, the public & wider community.

15. How will impacts and actions be monitored?

There are contract KPI's and a detailed Governance process to monitor outcomes. This monitoring will be carried out by Monthly Operations Boards, Quarterly Liaison Groups at higher level & JV Directors meetings each quarter (DCC will have 3 of 6 Director slots).