Oxfordshire County Council

Equalities Impact Assessment

Social Value Policy

11/11/25

Contents

Section 1: Summary details

Directorate and Service Area	Commercial and Procurement
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	New Social Value Policy and way of working
Is this a new or existing function or policy?	Existing policy, with major update
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	The new social value policy updates our way of working with suppliers by taking our social value offering in house. This allows OCC to better customise its social value offering to better suit its corporate objectives and deliver the best for Oxfordshire residents. Key aspects of change include: -Removal of fees to use Social Value Portal Platform -More streamlined evaluation approach -Removal of admin for contract managers and suppliers, decreasing admin time and cost of procurement involvement.
Completed By	Max Button
Authorised By	Richard Scarlett
Date of Assessment	11/11/25

Section 2: Detail of proposal

Context / Background Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.	The social value mechanism will be The measure we would like suppliers to deliver on are as follows: Early Careers Opportunities - Objective: Create pathways for young people, aged 16-24, currently not in education, employment or training (NEET) and new entrants into the workforce, supporting Oxfordshire's ambition to be a place where everyone can reach their full potential. Supported Employment - Objective: Enable Oxfordshire residents facing barriers to employment to access meaningful work, fostering a fairer and more inclusive county. Local Area Regeneration - Objective: Invest in Oxfordshire's places and spaces, enhancing community wellbeing and supporting environmental sustainability. Youth Engagement and Support - Objective: Inspire and empower Oxfordshire's school aged children (aged 5-16), ensuring they have the support and opportunities to thrive.

	Healthy Lives; Healthy Future • Objective: Promote the health and wellbeing of Oxfordshire residents, supporting both physical and mental health.
Proposals Explain the detail of the proposals, including why this has been decided as the best course of action.	Key aspects of change include: -Removal of fees to use Social Value Portal Platform -More streamlined evaluation approach -Removal of admin for contract managers and suppliers, decreasing admin time and cost of procurement involvement.
Evidence / Intelligence List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities	Feedback from internal and external stakeholders identified the need to change our approach, as many found the existing social value approach too onerous and costly (especially for SMEs). Internal stakeholders found the online platform difficult to use and therefore uptake was low. Only 53 of our suppliers are/ or have been on the portal which is a very small in comparison to our total supplier base.

or groups and our ability to deliver our climate commitments.	
Alternatives considered / rejected Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.	We have previously worked with a third party which we decided against for this update due to the complexity of agreements, added cost and lack of flexibility when considering social value deliverables.

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	☒	☐	☐				
Disability	☐	☒	☐	Enhanced employment opportunities through SV measures			
Gender Reassignment	☒	☐	☐				
Marriage & Civil Partnership	☒	☐	☐				
Pregnancy & Maternity	☒	☐	☐				
Race	☒	☐	☐				
Sex	☒	☐	☐				
Sexual Orientation	☒	☐	☐				
Religion or Belief	☒	☐	☐				

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	☐	☒	☐				
Armed Forces	☐	☒	☐				
Carers	☐	☒	☐				
Areas of deprivation	☐	☒	☐				

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	☐	☒	☐				
Other Council Services	☐	☒	☐				
Providers	☐	☒	☐				
Social Value [1]	☐	☒	☐	Overhaul of SV measures to ensure ease of delivery for supplier and better aligned outcomes to OCC strategic priorities.			

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[1] If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	**November 2027**
Person Responsible for Review	**Max Button**
Authorised By	**Richard Scarlett**