



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

SOCIALLY RESPONSIBLE PROCUREMENT STRATEGY 2024-29



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Foreword

This Socially Responsible Procurement Strategy has been developed during a period of financial restraint with many challenges facing Local Government. Reduced public spending, rising costs, an ageing population, rising public expectations, decarbonising our supply chains and other social changes all increase the demands on finite budgets, with high expectations placed on what Procurement can deliver. In the context of meeting the demands of today's citizens, Merthyr Tydfil County Borough Council's Socially Responsible Procurement Strategy is designed to help provide the best possible services and value for money.

This Strategy is central to affirming Merthyr Tydfil County Borough Council as a progressive Local Authority, which uses its allocation of resources to provide quality services in accordance to its principles of fairness, ethics, probity and transparency. Our external spend has the ability to influence the way our suppliers conduct their business by developing tangible wellbeing impacts within our communities that we can measure and report.

This Strategy will also promote the development of local supply and strengthening the local economy through the application of effective procurement processes. This will include better interaction with our local business, leveraging greater local economic, social and environmental benefits and simplifying the ways in which we engage local suppliers.

To support this, the Council has developed 7 key procurement objectives which will drive the focus of Procurement activity for the next 5 years.

There are a number of key pieces of legislation that impact how the Council delivers its services through external 3rd party contractors, 2024 will see the introduction of many changes to how we manage procurement as a

strategic business. This strategy aims to address all procurement policy activity.

This strategy is guided by the Wellbeing of Future Generations Act where we will seek to promote the benefits of good procurement as a strategic tool to assist the delivery of our Wellbeing Objectives and 'acting today for a better tomorrow'.



Cllr Michelle Symonds, Cabinet Member for Regeneration, Housing and Public Protection

Introduction and Background

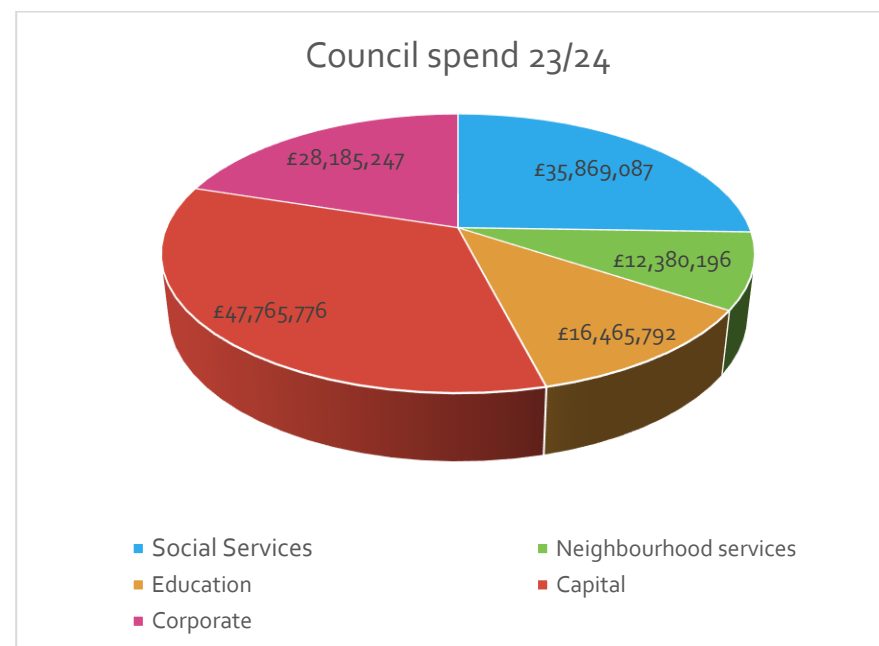
Merthyr Tydfil County Borough Council spends around £100 million per year on external goods, services and works. Many council departments are dependent upon the services delivered by external 3rd party suppliers. How we engage, commission and procure these services is influential on the positive wellbeing of our local communities.

Whilst the high level data demonstrates the spend, it is not sufficient to merely obtain these resources, the Council must do so in the most optimal way, procuring the right resources whilst obtaining real value for money and realising wider economic, social and environmental benefits. To achieve this we need to approach the way we spend money in a more controlled and managed fashion through the lens of the requirements of this procurement strategy. An ad-hoc approach to procurement will not be accepted and will not deliver the outcomes we need from our relationships with suppliers to run an efficient and effective Council, hence the need for a Procurement Strategy which sets out the councils high level corporate approach to managing all Procurement.

Support for and recognition that Procurement is a strategic corporate **activity** (not a support service) that can positively contribute to the delivery of the Council's wellbeing objectives, decarbonisation agenda, economic development and efficiency realisation will be critical to the delivery of this strategy. It will therefore require strong corporate leadership and commitment at all levels throughout the Council to help ensure that good Procurement practice is applied consistently throughout the organisation. This strategy applies to the whole council and not just to the staff working in the procurement team.

Categories of Spend

The following chart illustrates the categories of spend and the value spent within each category for the financial year 2023/24. Approximately 70% of all Council spend is within Wales which is a positive indicator of Welsh economic resilience and, around 30% of the total spend is directed locally within the County Borough of Merthyr Tydfil, further driving economic development and supporting local SME's.



The importance of the Procurement Strategy and Well-Being Objectives

The ambition for the Council and the county borough of Merthyr Tydfil is to act today for a better tomorrow, delivering on our well-being objectives. This includes increasing the resilience of our local economy, working with our communities to maintain and enhance our environment and developing interventions to promote health and well-being for adults and children. Each year we spend around £100 million buying goods, services and works from suppliers to help us deliver on this ambition. It is vital that we have a procurement strategy that is completely aligned with our aspirations.

Our financial position is challenging and good financial management is a must. However, procurement also plays a vital role in achieving societal benefits through enabling the delivery of decarbonisation, achieving social value, securing fair work and delivering community benefits that can play a significant role in bringing about a fairer society.

Our Procurement Strategy 2024-29 will enable us to buy goods, services and works that are sustainable, ethically produced, local where possible, and in line with our priorities and commitment to be an equitable organisation.

Our purpose requires clear high-level wellbeing objectives that are measurable and deliverable. These are:

- An aspirational Merthyr Tydfil focused on learning – strengthening how we enable people to grow and reach their potential
- A Healthier Merthyr Tydfil – empowering people to live independent and dignified lives
- A Safe and Prosperous Merthyr Tydfil – supporting how our economy recovers and grows

- A Clean and Green Merthyr Tydfil – supporting the creation of a clean and green environment now and in the future

Our Corporate Well-Being Plan sets out in more detail the steps we will take to deliver these commitments. Procurement plays a large part in delivering these objectives. Our corporate approach to procurement has a vital role to play through more responsible and sustainable procurement decisions; encouraging suppliers to adopt decent working practices; increasing community benefits and making contracts more accessible to micro and small local suppliers.

Our approach to procurement achieves financial value but equally, if not more importantly, it will also achieve justifiable wellbeing for current and future generations.



Key Strategy Drivers

Social Partnership and Public Procurement (Wales) Act 2023



The Act brings together 4 principles:



Social Partnership

Working to achieve a mutually agreed goal, to the benefit of all relevant groups.



Socially Responsible Procurement

Ensuring that what you buy meets quality, value and 3 criteria: to improve economic, social, environmental and cultural well-being.



Fair Work

A wide range of activities undertaken by employers in agreement with the conditions, which contribute to well-being and improve the labour delivery.



Sustainable Development

Ensuring that what you buy meets quality, value and 3 criteria: to improve economic, social, environmental and cultural well-being.

The Social Partnership and Public Procurement (Wales) Act 2023 provides a framework to enhance the well-being of the people of Wales by improving public services through social partnership working, promoting decent work and social responsible public procurement.

This Act places a statutory duty to consider socially responsible inputs/outputs when delivering procurement projects, to set objectives in relation to well-being goals, and to publish a procurement

strategy. It also requires the Council to carry out contract management duties to ensure that socially responsible outcomes are pursued through supply chains.

Reporting duties are to be imposed on public bodies in relation to the Social Partnership and Procurement Duties.

Procurement Act 2023

The transformation of public procurement represents a big change for all public bodies. It will create simpler, more flexible and effective procurement. The Procurement Act brings a range of benefits, including:

- creating a simpler and more flexible commercial system that better meets our needs while remaining compliant with international obligations

- opening up public procurement to new entrants such as small businesses and social enterprises so that they can compete for and win more public contracts.
- taking tougher action on underperforming suppliers and excluding suppliers who pose unacceptable risks
- embedding transparency throughout the commercial lifecycle so that the spending of taxpayers' money can be properly scrutinised
- procuring for the 'public good' by reducing emphasis on price.

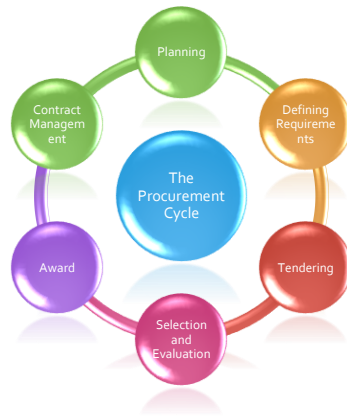
Wales Procurement Policy Statement

The Wales Procurement Policy Statement (WPPS) 2021 sets the strategic vision for public sector procurement in Wales through the application of 10 main principles. The Procurement Act 2023 requires devolved Welsh authorities to have regard to the WPPS. It will help to define our progress against the well-being goals we are pursuing for future generations putting the Well-being and Future Generations (Wales) Act 2015 at the heart of all procurement decisions supporting us to achieve the 'Wales we want'. We all have a responsibility to ensure we are preventing problems and thinking about long-term solutions, while maximising opportunities to deliver economic, social, environmental and cultural well-being.



The Procurement Cycle

The procurement cycle is a well established model which captures elements of the categories of work required to deliver our bought in services. It is through the cycle that we can identify and deliver value added services. It is essential that emphasis is placed upon planning and contract management phases.



Planning : the phase where services or works are being designed. Procurement should be incorporated at this phase to ensure that corporate outcome priorities are incorporated into service development.

Defining Requirements : developing the specification is an important phase and should consider outputs to maximise innovation.

Tendering : this phase is where our requirements are communicated to the market.

Selection and Evaluation : An important element of the procurement cycle, which is governed by various legislation and case Law. Early stages of the

procurement cycle can have an important impact on the outcome of evaluations.

Award : the process of awarding a contract to an external provider and mobilising that contract

Contract Management : It is this phase which is critical to the delivery of objectives, creating real value for money and delivering wellbeing. Failing to manage contracts will result in objectives not being met, if we do not manage our contracts, how do our suppliers know they are providing the services or works we need. A greater emphasis on contract management should be provided through the life of the Contract. Contracts will need to be reviewed prior to retender to inform continuous improvement.

Examples of the way in which value can be generated/delivered through the procurement cycle include but are not limited to:

- Encouraging innovative solutions from the market by focusing on outcomes rather than inputs and outputs
- Developing specifications that require low carbon materials or construction methods and reduce cost
- Encouraging suppliers to adopt fair working practices and policies that promote equality, diversity and inclusion.
- Structuring tender processes and documents to improve accessibility to smaller and third sector businesses
- Considering the whole life cost of decisions made
- Including contractual clauses that ensure that decent work commitments are achieved
- Securing wellbeing impact commitments that are equitable from contractors to support delivery of wider Council social priorities
- Managing contracts effectively to ensure that requirements and added value commitments are delivered

Key Procurement Objectives

The Council has identified a number of key objectives that will be delivered through its procurement strategy, rules and processes.

These objectives are underpinned by the Councils Wellbeing Objectives and seek to secure and deliver sustainable benefits for our local communities, regional partners and the wider national context.

1. We will secure community benefit through the application and delivery of wellbeing impacts
2. We will maximise our spend locally to benefit the economic wellbeing of our local communities
3. We will seek commercial opportunities through the procurement cycle and maintain sound financial management
4. We will focus on decarbonisation to contribute to the Councils net zero aims
5. We shall ensure ethical procurement promotes decent work throughout our supply chains
6. We shall promote equalities within our requirements and cascade this through our supply chains
7. We shall ensure legal compliance through transparent governance

The following pages detail the strategies and actions for the Procurement Objectives identified above.

Wellbeing Impacts

The Social Partnerships and Public Procurement (Wales) Act sets out a number of obligations that Public Sector organisations need to manage. This includes putting socially responsible procurement at the heart of public spending. The Council will organise and resource its efforts to embed wellbeing impacts into procurement processes and cascade the principles to lower value areas of spend. We will apply a uniform approach to data, outcomes and reporting to generate a socially responsible annual procurement report.

There is no specific definition of Wellbeing Impacts, it is largely associated with delivering a wider social impact from procurement activities. It can be defined as ‘The benefit to the community from a commissioning or procurement process over and above the direct purchasing of goods, services and works’.

Our Wellbeing Impact priorities

The Well-being of Future Generations (Wales) Act 2015 is about improving the economic, social, cultural and environmental well-being of Wales. Wellbeing impacts are linked directly to the seven wellbeing goals of the Act. The Council has set four corporate well-being objectives which drive the services that we deliver. These well-being objectives form the foundations of the Welsh Wellbeing impacts framework which aims to drive progress towards a more sustainable and resilient county borough. The well-being objectives make a commitment to put economic, social and environmental sustainability at the heart of the organisation.

These high-level principles have been further broken down into a number of key outcomes that we wish suppliers to contribute towards. Whilst these outcomes form our **core** Wellbeing outcomes, suppliers may propose to deliver Wellbeing outcomes in any number of ways. This is to cater for the

varied nature of public sector contracts; encourage innovative approaches to service delivery; and ensure that any benefits meet specific local needs. There is no “one size fits all” model and each procurement exercise needs to be dealt with on a case by case basis.

To achieve our priorities we will

- Deliver wellbeing through the procurement of goods, services and works;
- Consider developing internal corporate resources to centrally manage, collect and report on Wellbeing Impacts;
- Embed a joint approach to Wellbeing impacts in appropriate procurement activity; and promote it in our relationships with other organisations;
- Value and grow our relationship with the voluntary and community sector and local small businesses;
- Promote equity and fairness – targeting efforts towards those in the greatest need or facing the greatest disadvantage or deprivation;
- Ensure any outsourced contracts or large works contracts include prescribed social clauses;
- Incorporate wellbeing as key performance indicators in core contract outcomes in relevant contract documents and performance management monitoring;
- Share good practice and communicate how we are delivering Wellbeing in our supply chains to our partners and communities.

Measuring the Impacts

We will seek to determine the most appropriate indicators during our pre-procurement phases and ask our existing and potential suppliers to

complete a qualitative return against those indicators and/or request the supplier form their own measures. The Council will work with suppliers to deliver these measures throughout the duration of the Contract. Measures will be monitored through contract management processes and we will record achievements and report them each year on our website.

We will work with partners locally and regionally to further build our understanding of measurement and evaluation of Wellbeing and where possible share best practice. Contract Managers will be expected to ensure Wellbeing impacts are captured on at least an annual basis.

Where possible the council will seek to ensure that as we measure value in the supply chain, we do not add cost to the supply chain. It is imperative that the goal is to secure positive outcomes for the council, our suppliers and the communities that we serve.

Working within the local economy

Strengthening the local economy is fundamental to Council policy and can be supported considerably by following a procurement strategy that develops a strong link to the local supply base, creating better access to our Contracts and procurement opportunities for local SMEs and other organisations such as social enterprises and sheltered workshops.

Economic regeneration is an important area of the Council's Wellbeing Plan with respect to a Safe and Prosperous Merthyr Tydfil, and supporting local business is an important element of that. The Council believes that SMEs working within their own communities generate employment and wealth that is more likely to be retained locally.

The Council will not assume that larger suppliers always offer better value for money. Where appropriate and within legislative parameters, the Council will package contracts in a flexible manner that encourages local

businesses and SMEs to bid for work. We will keep our tendering process as simple as possible to minimise costs for potential bidders.

We will determine that 'local' means businesses operating within the County Borough of Merthyr Tydfil. Therefore, the main focus of this strategy will be centred upon our local economy. Wider 'local' considerations means that we will consider the regional context (South East Wales) and finally to consider Welsh based business.

Supplier Engagement Strategy

We will ensure that we regularly hold local workshops for existing and potential suppliers to inform them of upcoming opportunities by exploring our forward workplans, provide upskilling, and communicate up to date information related to wellbeing impacts, decarbonisation and changes in legislation. We have created a local business registry that will enable two-way communication directly with local suppliers, informing them of upcoming opportunities. We will maintain ongoing dialogue with our suppliers to ensure better outcomes are obtained through the procurement cycle.

We will continue to monitor our supply chains and our spend profile, identifying our top suppliers by spend and importance.

Commercial Opportunities

As annual core funding streams are reduced, the Council is required to look at alternative methods of reducing funding deficits. Commercial opportunities can be created not only through conventional means such as charging for specific service provisions but also through the ways in which the Council engages and manages its external works, goods and services contract providers.

Embedded in the Councils Procurement Cycle will be methods to maximise value through the way in which procurement of goods, services and works are planned, how existing and potential new suppliers are engaged and through the encouragement of innovations and new ideas that can enhance the provision of service delivery.

We have a duty to apply due diligence and probity to all of the public money that we spend in delivering our services to our citizens. We shall view the procurement cycle through the lens of commercialisation to ensure optimal services are delivered at an optimal and fair price. The Council shall promote internal early engagement and robust contract management regimes to ensure end-to-end commercial considerations are included throughout the entire procurement project life cycle and that the wider social agendas are not devoid of commercial opportunity.

The Council will through an agenda of transformation, develop a robust data strategy that allows rapid collection and better understanding of data to enable a faster and more effective informed decision making and enhance the development of innovative solutions to continually improve services delivered through the procurement cycle. Effective use of data and technology will ensure greater efficiency and better outcomes for our communities.

The Commercial Strategy

We will develop and publish a commercial strategy that considers wider opportunities in addition to the commercial goals through the procurement cycle. The strategy shall consider investment, energy generation and other topical areas that will form part of a 6 stranded driver to commercial and procurement in the Council delivering an intelligent approach to commercial procurement. This 6 strand approach brings together all important activities of this socially responsible procurement strategy.



Decarbonisation

The Council published its decarbonisation plan in June 2023. Procurement is a key theme within this plan as our third party spend currently equates to 83% of total GHG emissions reported for the Council. The council will actively ensure that the key themes in the action plan are given the resource and attention to meet the target of net zero by 2030.

The Council will work collaboratively to consider carbon and energy usage, and circular economies through its procurement processes

We will do this by

- Supporting initiatives that raise the awareness on climate change and circular economy – both internally and with suppliers.
- Considering circular procurement when scoping requirements to minimise waste and energy demand.
- Increasingly use a whole life costing approach in tender evaluations.
- Drafting decarbonisation processes into our Procurement Rules.
- Understanding where we have leverage to maximise decarbonisation and where possible provide incentives to increase the speed of development.
- Developing selection criteria which are underpinned by measurable targets
- Encouraging innovation in tender specifications to enable supply chain decarbonisation.
- Gaining a better understanding of markets to have an insight of carbon usage and impact within supply chains
- Carrying out deep dives into priority areas, meaning the Council can purchase more sustainably and efficiently.

- Working with service areas to help the Council meet the Welsh Government targets for decarbonisation.
- Endeavouring to include proxy measures and targets reductions within contracts that reflect carbon reductions.
- Improving the overall management of contracts ensuring decarbonisation forms part of regular discussions with our suppliers

Governance

The Council will provide overall governance of the commercial and procurement cycle through a commercial steering group, providing oversight and direction on how the Council should be developing positive commercial and social outcomes as required of this strategy.

The Council shall ensure that all aspects of the transparency regime of the Procurement Act 2023 and further reporting requirements set out in the Social Partnerships and Public Procurement (Wales) Act 2023 are adhered to and monitored via the steering group.

Ethics

In order to maintain the Council's reputation, all procurement activity will be undertaken to the highest standards of probity and professionalism. Members and officers will be fair and ethical and will avoid conduct that may contradict this or suggest a conflict of interest.

Council approved the sign-up to the Code of Practice – Ethical employment in supply chains in September 2018. Procurement will continue to deliver on the 12 commitments of the Code during the period of this Strategy.

The Council will consider relevant social issues at the design stage of procurement and consider a supplier's track history in human rights and discrimination legislation.

The Council recognises that modern slavery is a serious crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The Council has zero tolerance for slavery and human trafficking. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We will therefore use our best endeavours to:

- identify and assess potential risk areas in our supply chains;
- mitigate the risk of slavery and human trafficking occurring in our supply chains;
- monitor potential risk areas in our supply chains; and
- protect whistle blowers.

The Council regards ethical and responsible procurement as an economic and reputational imperative. We will use our best endeavours to enshrine an ethical standard into our procurement processes. We are committed to ensuring a high standard of ethical trade practices across our procurement activities and therefore expect our suppliers to observe these requirements and to demonstrate a similar commitment in their own businesses.

Equalities

There is a mandatory requirement on the Council to meet its duty under the Equality Act 2010 and Public Sector Equality Duty, and to require its suppliers to do so too. However, a better reason for doing so is that it actually helps deliver the policy objective of the Council. Through applying it to procurement activity it delivers greater value for money and higher quality services for instance by ensuring delivery to the right protected groups and creating greater supplier diversity. Through our procurement strategy we will endeavour to deliver both compliance and value.

Public bodies have a duty to serve the entire community in which they are located. The Council recognises the Equality Act 2010, the Public Service Equality Duty and the specific duties for Wales; all provide the legal framework for managing equality in procurement and securing positive outcomes that promote equal opportunity and fairness within the Council's services.

When undertaking procurement, the Council will adhere to three duties that require it to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and

- foster good relations between people who share a protected characteristic and those who do not.

The Council is committed to equality of opportunity for all in service delivery and the way in which it operates as an organisation. When undertaking any procurement, it will give due consideration to its corporate policies and plans, such as the Strategic Equality Plan 2024-2028 and the Welsh Language Standards Action Plan. These policies and plans help to make employment and services more accessible and the Council expects organisations with whom it conducts business to support these policies and plans.

The Council will where possible, aim to embed best practice in its own procurement processes and those of its supply chain for the nine protected characteristics of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

We will also assess the impact of our activities and consider what action, within legislative parameters, we can take to promote equality in procurement through using supported businesses. Supported businesses are an important part of the drive to help disabled people integrate into the workplace, increasing independence, and promoting health and wellbeing. When undertaking procurement, therefore, the Council will consider opportunities to use supported businesses. Where contracts are too large or complex to be performed by a supported business alone, the Council will advise potential bidders of its aims to encourage such businesses and prompt them to use a supported business as a subcontractor or partner.

Welsh Language

The Council promotes the use of the Welsh language to meet our duties under the Welsh Language Act 1993 and the Welsh Language (Wales) Measure 2011.

The Council will aim to publish national advertisements placed on the national e-sender in Welsh as well as English, and the Council will continue to use both Welsh and English mediums in its interaction with its customers and its contractors in accordance with current legislation.

Key Components

The Council has identified five key components that will be critical to the delivery of this Strategy:

People

- Continue to invest in our People to ensure that the Procurement Team has the right mix of skills, knowledge and expertise.
- Ensure staff across the Council have the procurement skills, knowledge and tools to work effectively and independently.

Process

- Simplify and standardise our core processes and ensure our controls maintain compliance.
- Ensure that standard templates are in place for key procurement and contracting documentation and that these are regularly reviewed.

Technology

- Invest in the use of technology and e-procurement to underpin and simplify our core processes for staff and suppliers.
- Ensure that our data held is robust and assists with the reporting requirements of Legislation and informs future procurement governance.

Information

- Provide staff with accurate timely spend data to inform procurement decisions and identify savings opportunities without compromising on our wellbeing impacts and community benefit commitments.
- Produce an annual procurement performance report.
- Support Directorates to optimise their spend in the achievement of their strategic objectives.

Culture

- Develop a culture that is innovative and challenges traditional delivery to improve what we do and drive change.
- Ensure that staff understand and appreciate the rules and policies of the Council.
- Ensure that there is early positive engagement with staff across the Council to support and encourage the delivery of innovative solutions within the agreed Council rules and wider legislation.
- Work collaboratively to maximise positive outcomes, from tendering, contract management and an internal relationships perspective.

Key Deliverables

Aims	By What Means	Intended Results
Community Benefits/Wellbeing Impacts		
Wellbeing Impacts are embedded, maximised and aligned to support the Councils Wellbeing Objectives	Adopting a consistent approach across the Council, creating an understanding of social commitments and applying this in procurement projects	Increasing the number of tenders where wellbeing impacts are incorporated, monitored and reported
Local Supply		
Make available as much information as possible on the Council's forward plan to give local business the opportunity to bid for Council requirements	Produce the annual forward plan for all intended procurement above £30k (inc VAT) and communicate this to our local supply chains	Maintained and/or improved local spend. Annual reporting of local spend indicators.
Reduce the tendering burden on small suppliers	Creating a proportionate approach to designing tenders where there is opportunity for local supply and working with partners, providing assistance to potential new suppliers on how to bid effectively.	Upskilled local businesses having the knowledge and expertise to respond to requirements
Commercial and Value for money		
Deliver the Commercial Strategy	We will develop a new commercial strategy and deliver this by the third quarter 24/25	Providing greater clarity and focus on how we drive commercial benefits through the procurement cycle
Develop a commercial procurement lifecycle	Commercial principles will be applied through the procurement process, through the application of the Councils procurement rules	Greater emphasis on procurement planning, whole life costing, contract management, value engineering (vfm) and outcomes
Greater application of data management	We will continue to develop our data handling to better inform all procurement and commercial projects	Fully informed decision making and ability to report on contract performance
Contract Register development	Build on the existing contract register through a focussed application of procurement rules	Comprehensive Contract Register that captures spend above £30k (inc VAT) and publishing this on an annual basis

Capturing cash and non-cash savings	Establishing a mechanism whereby any efficiencies delivered through the procurement process is effectively captured, monitored and reported	Budgets aligned to actual contract spend.
Decarbonisation		
To gain a good understanding of the carbon footprint of our supply chains	Continue to work locally and regionally to assess our suppliers carbon footprint	Accurate information on our top suppliers
Consider decarbonisation in tendering activity	To include pre-qualification and/or quality questions in relation to the carbon footprint of tenderers. Link our tendering activity to the regional carbon footprint assessment tool	Build a database of suppliers who have undergone assessment and reporting on the procurement activities that are contributing to the reduction of carbon in our supply chains
Ethics, Equalities and Decent Work		
Addressing the poverty agenda through our procurement activity	Ensuring that our tendering activity includes commitments to ensure our suppliers are committed to delivering decent working terms for all their employees.	Better living conditions for people employed via our Contracts
Compliance with the Social Partnership and Public Procurement Act (Wales) 2023	Ensure all in scope activity contains the relevant decent working clauses in contracts	Developing the ability to report on outcomes through tendering procedures
Ensure that our procurement processes do not disadvantage any protected groups or the Welsh Language	Apply the principles of the Equalities Act 2010 and pull through the requirements of the Equalities Strategy into procurement planning	Fair and equitable tender specifications and contract clauses that promote equalities.
Legal Compliance		
All staff involved in procurement activity have and understanding of the Procurement Rules	Ensure procurement rules, processes and systems are updated regularly and that all applicable staff are provided with adequate training.	Better understanding of the procurement cycle and the importance of following internal and prescribed process
Compliance with Law	There are multiple Acts that impact on the procurement of goods, services and works. Staff will be provided with training where available on the relevant Acts that impact the Councils procurement processes	Greater emphasis on compliance across the Council and earlier engagement with central procurement staff to mitigate any potential variances. Compliance with transparency requirements.