

**HealthTrust Europe LLP: ITT to establish a framework agreement for consultancy solutions and advisory services Contract Notice (FTS) Ref: 2023-041574**

**Social Value – SV2\_Social Value Tackling Inequality\_Ethical Healthcare Consulting**

SV2: Please describe the commitment your organisation will make to ensure that opportunities under the contract to demonstrate action to identify and tackle inequality in employment, skills and pay in the contract workforce. Please include:

• your ‘Method Statement’, stating how you will achieve this and how your commitment meets the Award Criteria, and

• a timed project plan and process, including how you will implement your commitment and by when. Also, how you will monitor, measure and report on your commitments/the impact of your proposals. You should include but not be limited to:

- timed action plan

- use of metrics

- tools/processes used to gather data

- reporting

- feedback and improvement

- transparency

● how you will influence staff, suppliers, customers and communities through the delivery of the contract to support the Policy Outcome, e.g. engagement, co- design/creation, training and education, partnering/ collaborating, volunteering.

**EHC Response:**

EHC will report against all the listed metrics under the Award Criteria and will go beyond these metrics to demonstrate our commitment to this area of social value.

At EHC, our status as an SME allows us to directly contribute to social and economic development within our community. Our small size enables us to provide personalised, effective services to our clients. This approach aligns with government policies that advocate for SME inclusion in supply chains, recognising our role in driving social value. Our commitment to community engagement and impact makes us a strong choice for projects focused on meaningful social contributions.

1. **Understanding Current Challenges**

EHC is aware of the slow but steady progress in closing the gender pay gap. From The Office for National Statistics, over the last ten years, the gap has shrunk by about a quarter for full-time employees, now sitting at 7.7% as of April 2023. However, there's a noticeable difference when you break it down by age. Those over 40 are still facing a much wider pay gap than their younger colleagues under 40. This highlights the ongoing need for EHC to develop focused and effective strategies to address these disparities in the workplace.

1. **EHC Current Strategies and Processes:**

We maintain a comprehensive grievance procedure to address any instances of unfair discrimination, with a strong stance against harassment and unequal treatment. Our disciplinary actions reflect the seriousness with which we take these matters, ensuring a workplace that is respectful and inclusive.

Our Equal Opportunities Policy, provided with our supporting documentation ***‘SD16 Equal Opportunity Policy***’ is under regular review, encompasses several critical areas:

* We ensure diversity and equity in our recruitment, with criteria based on personal capability and regular reviews to maintain fairness.
* Decisions in these areas are merit-based, with careful monitoring to prevent indirect discrimination and ensure equal opportunities for career development.
* We regularly review the terms of employment, benefits, facilities, and services to avoid any form of unlawful discrimination.
* These are structured to support those who raise concerns in good faith, with protection against victimisation.
* Our criteria and procedures in these areas are examined to prevent discriminatory practices.

EHC's policy requires all partners, including recruitment agencies, to follow our equality principles. We urge anyone facing discrimination to report it confidentially through our grievance process. We're also encouraging employees to update their details on our specific HR platform, Breathe, for a clearer picture of our diversity, aligning with our commitments to equality and inclusivity.

1. **Method Statement**

Our method for ensuring equality in employment, skills, and pay under this contract include the following commitments:

1. EHC is committed to understanding and addressing inequality in employment, skills, and pay in our industry, our organisation, and among our key subcontractors.
2. EHC is committed to fostering a responsible and sustainable supply chain that upholds the highest standards of ethical practice and social responsibility.
3. EHC commits to implementing measures addressing inequality in employment, skills, and pay within our workforce.
4. EHC commits to collaborative engagement and training for impactful policy support.

**4. Project Plan and Process**

Please see below a timed project plan and process, including identified metrics and the processes we will use to monitor, measure and report on delivery.

We will implement these measures over a 12-month period, setting specific targets for year one. These will be reviewed annually, with the aim to exceed these benchmarks progressively, adapting our approach as needed for continuous improvement, especially considering the framework will be operating for four years.

[Please see next page]

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| **Commitment** | **Action** | **Reporting Metrics** | **Stakeholder** | **Reporting** | **Timeline** |
| EHC is committed to understanding and addressing inequality in employment, skills, and pay in our industry, our organisation, and among our key sub-contractors. | We will measure the diversity of our workforce and monitor the effective-ness of our policies regularly | Total percentage of full-time equivalent (FTE) people from groups under represented in the workforce employed under the contract, as a proportion of the total FTE contract workforce, by UK region | Customers  Employees  EHC Supply Chain/ Associates | Annual training and aware-ness report. | Q4 2024 |
| Number of full-time equivalent (FTE) people from groups under-represented in the workforce employed under the contract, by UK region |
| Total percentage of people from groups under represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+) under the contract, as a proportion of the all people on apprenticeship schemes (Level 2, 3, and 4+) within the contract workforce, by UK region. |
| Number of people from groups under-represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+) under the contract, by UK region. |
| Total percentage of people from groups under represented in the workforce on other training schemes (Level 2, 3, and 4+) under the contract, as a proportion of the all people on other training schemes (Level 2, 3, and 4+) within the contract workforce, by UK region. |
| Number of people from groups under-represented in the workforce on other training schemes (Level 2, 3, and 4+) under the contract, by UK region. |

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| **Commitment** | **Action** | **Reporting Metrics** | **Stakeholders and Beneficiaries** | **Reporting** | **Timeline** |
| EHC is committed to fostering a responsible and sustainable supply chain that upholds the highest standards of ethical practice and social responsibility. | We will audit our supply chain to assess and review for year-on-year improvement | Percentage of all companies in the supply chain under the contract to have committed to the five foundational principles of good work. | Customers, Employees, EHC Supply Chain/  Associates | Annual training and aware-ness report. | Q4 2024 |
| Number of companies in the supply chain under the contract to have committed to the five foundational principles of good work. |
| Percentage of the supply chain for which supply chain mapping has been completed to the appropriate tier or to source in order to reduce the risks of modern slavery |
| Number of people-hours devoted to supporting victims of modern slavery under the contract |

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| **Commitment** | **Action** | **Reporting Metrics** | **Stakeholders** | **Report** | **Timeline** |
| EHC commits to implement measures addressing inequality in employment, skills, and pay within our workforce. | We will conduct an audit analysing diversity within EHC to help baseline and make improvements year on year | Total percentage of full-time equivalent (FTE) people from groups underrepresented in the workforce employed under the contract, as a proportion of the total FTE contract workforce | Employees | Annual aware-ness report. | Q4 2024 |
| Number of people from groups under-represented in the workforce in management roles |
| Number of people from groups under-represented in the workforce on the Board of Directors |
| Equality & Diversity Index Score |
| We will conduct an audit analysing diversity within EHC to help baseline and make improvements year on year | Overall, Gender Pay Gap |
| Comparison of Base Salary |
| Bonus and Incentive Pay Gap |
| Representation of each gender in higher-paying roles within the organisation |
| Promotion Rates for different genders and if this affects their pay. |
| Part-Time and Full-Time Pay Gap |
| We will conduct regular surveys on employee perceptions of equality and diversity within EHC | Survey Response Rate  Aggregate score from survey responses | Employees | Report on survey findings and analysis   Recommends for improvement | Q4 2024 |

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| **Commitment** | **Action** | **Reporting Metrics** | **Stakeholders** | **Reporting** | **Timeline** |
| EHC commits to collaborative engagement and training for impactful policy support. | We will involve diverse stakeholder groups in our Equal opportunity policy reviews. | Stakeholder diversity % in co-creation sessions. | Customers, Employees, EHC Supply Chain/  Associates | Post-session reports and policy review feedback. | Q3 2024 |
| We will appoint internal equality champions and provide training to support this. | Number of Champions appointed trained   Completion rate of training modules. | Employees,  EHC Associates,  Management Teams. | Annual training and awareness report. | Q4 2024 |
| Encouraging employees to volunteer in community-based equality initiatives. | Total volunteer hours logged | Customers, Employees,  Non-Profit Organisations,  Community Groups. | Annual report. | Q4 2024 |

**5.Going Further**

**Monitoring, Reporting, and Transparency**

To guarantee the integrity and impact of our social value efforts, we are collaborating with Loop (<https://loop.org.uk/>), a leader in social value assessment and optimisation. Loop's expertise enhances our ability to measure and enhance our societal contributions effectively, ensuring our actions are not only implemented but also yield meaningful benefits to the communities we engage with. Loop was created by a team of social value economists using a Social Cost-Benefit Analysis (CBA) approach and aligned with HM Treasury Green Book guidance. Please see supporting documentation, ***‘SD17 National Social Value Standard – Guide'*** which is the framework EHC use to measure Social Value.

**Social Value in call off contracts**

Contract-specific commitments will be proposed during the competitive bidding phase, guided by an estimation using metrics aligned with the Social Value Model or other framework used by the customer. This estimation process will incorporate factors like social and local economic impacts. As the project progresses and a detailed statement of work is established, we will refine our estimates of the potential social value opportunities. These will be agreed upon as part of the service management process, wherein we will outline how we plan to keep the client informed about our progress in meeting these social value objectives.