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Greater London Authority



**PROCURA+**  
European Sustainable  
Procurement Network



# London's Social Sustainability Challenges

## Poverty

- 590,000 children (37%) live in poverty in London

## Diversity

- The employment rate for people from a BAME background is 10% lower than those from a white background

## Employment

- Around 20% of 16 – 24 year olds in London are unemployed
- 15% of the population of London are economically inactive

# The Greater London Authority Responsible Procurement Policy

MAYOR OF LONDON

## THE GLA GROUP RESPONSIBLE PROCUREMENT POLICY

The GLA Group Responsible Procurement Policy

### The Mayor's Vision and Statement of Intent

My vision for London is simple – I want all Londoners to have the same opportunities that our city gave me: a home they can afford, a job with fair pay and employment terms, an affordable and modern transport system and a safe, clean and healthy environment.

I'm passionate about the importance of fairness and social justice and will ensure that opportunity and prosperity are shared, and that vulnerable people are protected from exploitation. My mission is to advance London's competitiveness and status as a world-leading city for business, creativity, fairness and environmental sustainability. I want London to be a global beacon of tolerance, acceptance and respect.



*How can Responsible Procurement help deliver my vision for London?*

I want the GLA Group's extensive public procurement of products and services to deliver lasting positive change. This will be achieved by:

- Working to improve our communities in partnership with local people and organisations to address their specific needs through relevant contract requirements and performance measures.
- Driving fair employment practice with our suppliers to ensure that their employees receive fair employment terms and pay, including the London Living Wage to the extent permitted by law.
- Breaking down barriers that restrict SMEs, community sector organisations and under-represented groups from entering our supply chain to generate employment, skills and training opportunities.
- Encouraging innovative approaches that advance London's competitiveness as a world leading city for business, creativity and fairness.
- Leading by example in the procurement of clean technologies and using resources efficiently.
- Preserving and regenerating our natural environment and protected buildings/sites.
- Building on and sharing good practice within the GLA Group and externally.

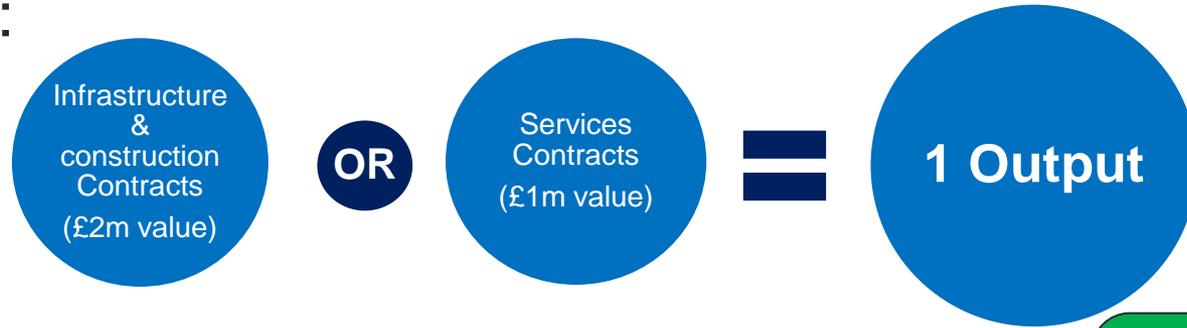
Through the GLA's responsible procurement, we can help to make London a more equal, fair and sustainable city and so generate benefits for all London's communities now and in the future.

Sadiq Khan  
Mayor of London

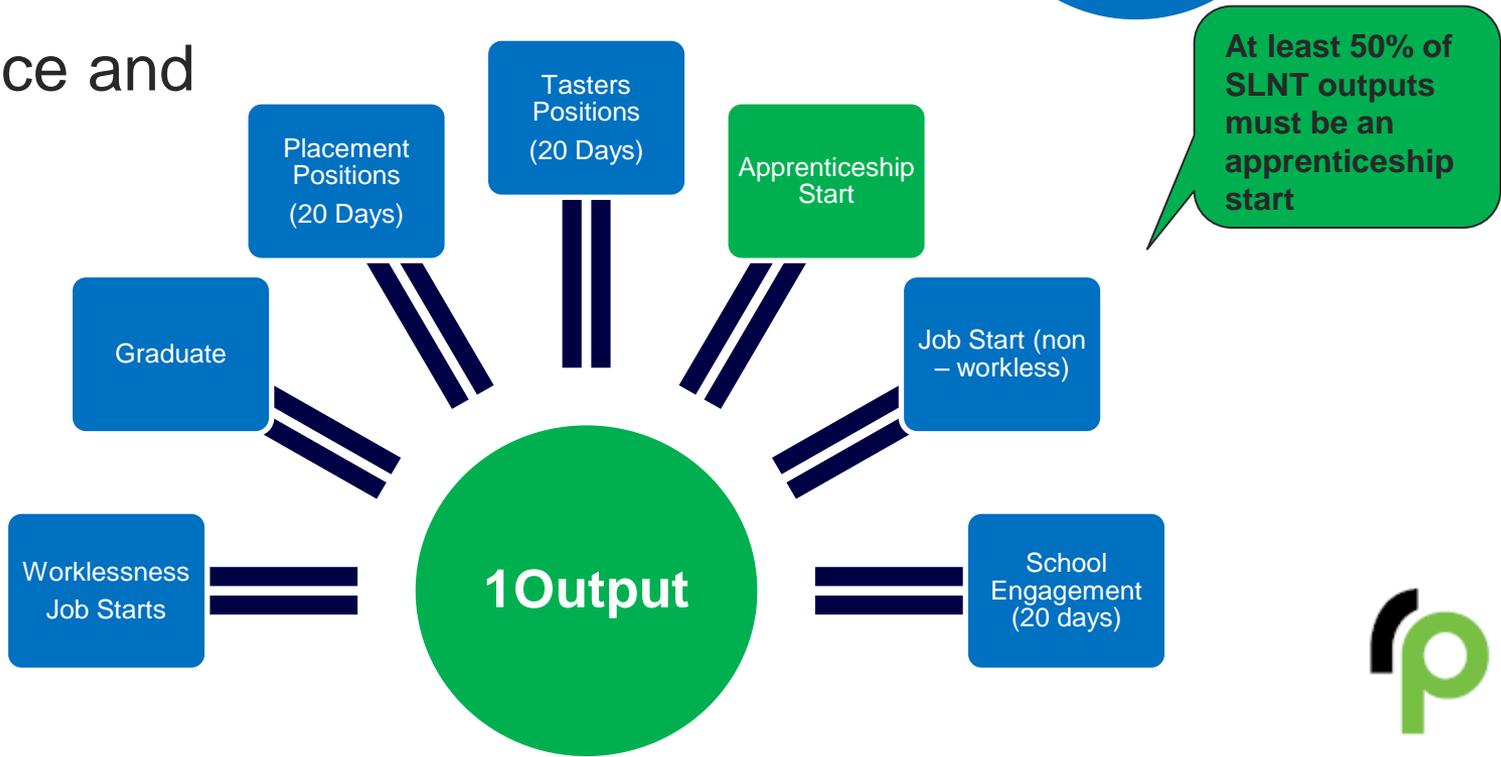
1. Enhancing social value
2. Encouraging equality and diversity
3. Embedding fair employment practices
4. Enabling skills, training and employment opportunities
5. Promoting ethical sourcing practices
6. Improving environmental sustainability

# Skills and employment contractual approach

## Trigger Points:



## Equivalence and Priority:



# Pre-employment and Work Experience Programmes

- Partnerships between GLA, key supplier and employability groups and charities
  - 1-2 week pre-employment training
  - 2-4 week work placement
  - Guaranteed face-to-face interview or assessment

**Women** into  
**Construction**

**Gingerbread**

 **Peabody**



  
responsible  
procurement

# Delivery Summary 2009 – 18

- Supported suppliers to create 5,500 new apprenticeship positions within the supply chain
- Provided work, training and placement opportunities for a range of under-represented groups including NEET's, ex-offenders and people with disabilities.
  - ~150 ex-offenders into employment

## Recognition:

- Winner of the Lord Mayor of London's Dragon Award for Enterprise and Employment 2016
- Highly Commended for Leadership at the UK Social Mobility Awards 2017



# Practical Tips

- Internal buy-in
  - Senior level support and sponsorship
- Supplier Skills / Responsible Procurement Team provides support and guidance
  - Avoid 'let and forget'
- Partnership working between TfL and its suppliers
  - Clearly articulate the 'why'
  - Addressing common priorities - mutually beneficial activities
- Working with the right partners
- Celebrate success!



# Questions