

## Why does Treloar's include equality, diversity and inclusion (EDI) in procurement?

We celebrate diversity amongst our students, staff and visitors and recognise the contribution which individuals with a wide range of backgrounds and experiences can make to the life of Treloar's.

Treloar's recognises that some individuals and groups experience discrimination and disadvantage in their access to education, training and employment. We are committed to policies and practices which promote equality and redress disadvantage within the current legislative framework.

In particular, Treloar's believes that no individual or group should receive less favourable treatment as a consequence of their protected characteristics.

We have a comprehensive EDI Policy and Annual EDI Annual Report, which sets out the details of this commitment. It can be found on our website under the 'About Us' section.



# Treloar's

## Treloar Trust

Powell Drive  
Holybourne  
Alton  
Hampshire GU34 4GL

Registered company 4466362

Tel: 01420 547400  
Fax: 01420 547429  
www.treloar.org.uk

Registered Charity 1092857



# Treloar's

## Welcome to Treloar Trust Commitment to Procurement

Treloar Trust is proud to be an 'Outstanding' organisation (College Education December 2016 and School Residential March 2017). We have been recognised by the National Centre for Diversity to be a Leader in Diversity. We have also been ranked as 5th place 2016 and 2017 in the Top 100 index.



This guide for potential contractors and suppliers has been published to help you understand how Treloar's integrates equality into procurement. It gives information and advice on how we promote equality in the procurement of goods and services.

## **The role of procurement in promoting EDI**

Treloar's provides a range of services to its stakeholders. In some cases these are provided directly by us, in other cases on our behalf by contractors and partners.

Treloar's enters into contracts for buying goods and services on behalf of our users. Therefore, the services we provide to our stakeholders are geared towards their diverse needs and requirements.

Treloar's has a statutory duty to ensure that money is spent in a way that ensures value for money and does not lead to unfair discrimination and social exclusion.

The promotion of equality in procurement will help us to:

- Ensure that money is not spent on practices which lead to unfair discrimination.
- Create a diverse and integrated workforce.
- Deliver more responsive and flexible services in combating social exclusion and building stronger and cohesive communities.

## **Public authorities, in the exercise of their duties**

As an organisation we are subject to the Public Sector Equality Duty (PSED) when carrying out activities that constitute public functions. When undertaking procurement we have to ensure we comply with the duty.

We must have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## **The procurement and the equality framework**

Treloar's will ensure that procurement and equality are appropriately integrated ensuring compliance with statutory obligations. This is to ensure that:

- Equality is reflected appropriately in the process and procedures associated with tendering and procurement.
- Stakeholders' needs are reflected in service design, delivery and review.
- Contractors fulfil their own equal opportunity obligations as employers and service providers in respect of equality areas when carrying out work.

## **What Treloar's will do in procuring goods and services**

Treloar's will take into account in its tender evaluation and contracting processes, a potential contractor's approach to equality in terms of its employment practices and service delivery.

It will do this by asking potential contractors relevant questions and include appropriate provisions in its contract documents relating to these matters. The response to these questions will be evaluated as part of the selection process.