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Tender

## **Provision of Organisational Development, Training and Wellbeing Framework**

Cumberland Council

F02: Contract notice

Notice identifier: 2025/S 000-000922

Procurement identifier (OCID): ocids-h6vhtk-04cf40

Published 10 January 2025, 4:34pm

### **Section I: Contracting authority**

#### **I.1) Name and addresses**

Cumberland Council

Cumbria House, 107 - 117 Botchergate

Carlisle

CA1 1RD

#### **Contact**

Miss Emma-Jane Gordon

#### **Email**

[emmajane.gordon@cumberland.gov.uk](mailto:emmajane.gordon@cumberland.gov.uk)

#### **Telephone**

+44 7836530524

#### **Country**

United Kingdom

**Region code**

UKD1 - Cumbria

**Internet address(es)**

Main address

<https://www.cumberland.gov.uk/>

Buyer's address

<https://www.cumberland.gov.uk/>

**I.3) Communication**

The procurement documents are available for unrestricted and full direct access, free of charge, at

<https://www.the-chest.org.uk>

Additional information can be obtained from the above-mentioned address

Tenders or requests to participate must be submitted electronically via

<https://www.the-chest.org.uk>

**I.4) Type of the contracting authority**

Regional or local authority

**I.5) Main activity**

General public services

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## **Section II: Object**

### **II.1) Scope of the procurement**

#### **II.1.1) Title**

Provision of Organisational Development, Training and Wellbeing Framework

Reference number

DN758396

#### **II.1.2) Main CPV code**

- 80000000 - Education and training services

#### **II.1.3) Type of contract**

Services

#### **II.1.4) Short description**

Cumberland Council employs approx. 4,500 staff. The focus of this Procurement is the Council's 4,500 workforce training requirements. There also may be a requirement for some external partners of the council to access training.

Integral to this approach to procuring learning and development is the Council's intent to ensure that all staff can access high quality learning and development opportunities, but also to ensure there is job role specific training around the safe, legal and compliance requirements within Cumberland Council, and supporting recruitment and retention strategies.

There will be a specific element around social value. Delivery may be at a local level to ensure accessibility, however there is an expectation that all staff will receive a consistent opportunity and quality of provision irrespective of where they are geographically located. Providers will need to operate in a flexible way to ensure access to training provision for staff based across the County.

#### **II.1.5) Estimated total value**

Value excluding VAT: £3,000,000

#### **II.1.6) Information about lots**

This contract is divided into lots: Yes

Tenders may be submitted for all lots

## **II.2) Description**

### **II.2.1) Title**

Lot 1 – Health, Safety and Wellbeing

Lot No

1

### **II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

### **II.2.3) Place of performance**

NUTS codes

- UKD1 - Cumbria

### **II.2.4) Description of the procurement**

Lot 1 – Health, Safety and Wellbeing

Certain service areas within Cumberland Council carry out operational activities that we classify as 'higher risk' these services include Highways, Transport and Fleet, Capital Programmes and Property, Health, and Service provision (Adults Social Care), Children's Social Care and Schools. These higher risk operational activities covered include construction and design management, delivery of public facing services and property related management issues.

The risk profile below outlines key, crosscutting H&S Management hazards that are common across all such areas.

- Management of contractors.
- Effective risk assessment and implementation of suitable H&S Management controls.
- Work related stress.
- Workplace Health and Safety - Management including property related risk.
- Occupational road risk.

Providers will be always expected to operate in a safe manner compliant with relevant health and safety legislation, published industry and Health and Safety Executive Guidance

#### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 20

Price - Weighting: 10

#### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: No

#### **II.2.11) Information about options**

Options: No

#### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

#### **II.2.14) Additional information**

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communities and the voluntary sector. Economic operators are therefore required to fully comply with all statutory obligations/applicable legislation and there will be a requirement to participate in the Authority's supplier audits on all aspects of diversity.

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The contracting authority reserve the right to use any electronic portal during the life of the agreement.

## **II.2) Description**

### **II.2.1) Title**

## Lot 2 – Place, Sustainable Growth and Transport

Lot No

2

### **II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

### **II.2.3) Place of performance**

NUTS codes

- UKD1 - Cumbria

### **II.2.4) Description of the procurement**

Lot 2 – Place, Sustainable Growth and Transport

The Training Requirements in this lot relate to several departments within the Place, Sustainable Growth and Transport Directorate. Employees within these directorate's work in the following areas: Archives, building control, Cemeteries and crematoria Climate change Culture and arts, Economic regeneration and development Festivals and events Highways and transport, Leisure Museums Nuclear development Parks, play areas and open spaces Planning Refuse and recycling Street scene.

A large amount of the training required from this lot, relates to frontline services such as Highways Streetlighting, Waste services, bridges, and structures amongst many others. All training should focus primarily on hands on practical experience in order to embed and underpin the theory side of any learning.

Where applicable the training will meet Industry Standards/Frameworks and Awarding Bodies criteria for example Lantra, City and Guilds, Construction Plant Competence Scheme (CPCS), National Plant Operators Registration Scheme (NPORS).

To meet the needs of our operations and working hours the utilization of our Highways Depots and other Cumberland Venues should be taken into consideration as should, a flexible approach to the start and finish times of the courses should be considered such as Monday to Thursday 08:00 to 16:00 and Friday 08:00 to 15:30. Other services Such as Waste teams require a similar degree of flexibility as they often work 06:00 – 15:00.

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 20

Price - Weighting: 10

**II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

**II.2.10) Information about variants**

Variants will be accepted: No

**II.2.11) Information about options**

Options: No

**II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

**II.2.14) Additional information**

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The contracting authority reserve the right to use any electronic portal during the life of the agreement.

## **II.2) Description**

### **II.2.1) Title**

Lot 3 – Adults Social Care and Housing Services

Lot No

3

### **II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

### **II.2.3) Place of performance**

NUTS codes

- UKD1 - Cumbria

### **II.2.4) Description of the procurement**

Lot 3 – Adults Social Care and Housing Services

This lot is related to employees working in the Adult Social Care and Housing directorate. These are roles such as Team Managers, Mental Health Professionals, Social Workers, Occupational Therapists, Social Care Workers, Rehabilitation Officers, Housing Officers, front-line administration, and business support.

Mental Health Services in Cumbria are established on an integrated model and training relates also to social care members of the Mental Health Teams.

A large amount of the training required from this lot relates to frontline services. All training should focus on practice experience to embed and underpin the theory side of any learning.

Training should be aligned with national bodies, standards and frameworks covering health and social care policy and legislation, for example (but not limited to) Social Work England, the Health and Care Professions Council, Skills for Care, National Health Service (NHS) and the National Institute for Health and Care Excellence (NICE) guidance, as well as national and local policy perspectives around initiatives such as End of Life Care, Dementia and Dignity.

Cumbria Adults Safeguarding Board (known as CSAB) is regarded as our partner organisation and provides the policies and procedures for safeguarding in Cumbria.

Employees accessing training from this lot will be based in Workington and Carlisle. The majority of staff will work Monday to Friday between the hours of 09:00 and 17:00, training will be expected to be delivered during these times. Innovative approaches to delivery incorporating technology and distance learning should also be considered. Full contextualisation to Cumberland Council policies, procedures and behaviours should be adopted wherever possible. And all courses training must include strength-based approaches and methodology.

Each element in this lot should be treated as a stand-alone short programme, although we would look for continuity in provider, where possible, for topics requiring initial / refresher courses.

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 20

Price - Weighting: 10

### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

### **II.2.10) Information about variants**

Variants will be accepted: No

### **II.2.11) Information about options**

Options: No

### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

### **II.2.14) Additional information**

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The contracting authority reserve the right to use any electronic portal during the life of the agreement.

## **II.2) Description**

### **II.2.1) Title**

Lot 4 – Care Services

Lot No

4

**II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

**II.2.3) Place of performance**

NUTS codes

- UKD1 - Cumbria

**II.2.4) Description of the procurement**

Lot 4 – Care Services

This Lot is specifically related to Care Services employees, roles such as managers, deputy managers, supervisors, support workers, cooks, domestics, and administrative employees. Care Services is Cumberland Councils in-house provider who employ approximately 1100 staff in a variety of settings who with and support older adults and individuals with learning disabilities.

Care services have 7 care homes and supported living services who provide 24-hour support. Day services, extra care housing services, share lives schemes as well as providing reablement and domiciliary care services through the support at home teams. There is also the community Equipment Service and the Central Business Function teams.

Care services regulated services are inspected by the Care Quality Commission (CQC) in accordance with legislation, regulations, and standards to ensure services are safe, effective, caring, responsive to people's needs and well-led.

A large amount of the training required from this lot relates to frontline services. All training should focus on practice experience to embed and underpin the theory side of any learning.

Training should be aligned with national bodies, standards and frameworks covering health and social care policy and legislation, for example (but not limited to) Skills for Care, National Health Service (NHS) and The National Institute for Health and Care Excellence (NICE) guidance, as well as national and local policy perspectives around initiatives such as End of Life Care, Safeguarding.

The majority of employees accessing training from this lot will do so at Whitehaven and Carlisle, Monday to Friday between the hours of 09:00 and 17:00, training will be expected to be delivered during these times. Innovative approaches to delivery

incorporating technology and distance learning should also be considered. Full contextualisation to Cumberland Council policies, procedures and behaviours should be adopted wherever possible. And all courses training must include strength-based approaches and methodology.

Each element in this lot should be treated as a stand-alone short programme, although we would look for continuity in provider, where possible, for topics requiring initial / refresher courses.

#### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 20

Price - Weighting: 10

#### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: No

#### **II.2.11) Information about options**

Options: No

#### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

#### **II.2.14) Additional information**

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agreement.

## **II.2) Description**

### **II.2.1) Title**

Lot 5 – Children's and Families Services

Lot No

5

### **II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

### **II.2.3) Place of performance**

NUTS codes

- UKD1 - Cumbria

### **II.2.4) Description of the procurement**

Lot 5 – Children's and Families Services

This Lot is related to employees in the Children's and Family Wellbeing directorate. This includes roles such Social Workers, Child and Family Workers, Family Hubs employees, Foster Carers, Social Care Workers, front-line administration, and business support staff.

Some of the Children's Services training courses are also open to staff from other organisations including for example, Early Years settings, Schools, Children's Centres, and Health agencies. Children's Services Practitioners cover a range of roles typically shaped by their specialisms, the principal ones of which are Support and Protect, Leaving Care Services with Children Looked After, Fostering and Adoption, and Children with Special Needs; other roles are critical in supporting these specialisms such as Family Support Workers.

Newly Qualified Social Workers are a significant part of the workforce and also work in many of the specialist roles in an entry level capacity. Some of the training will be open to Practitioners in Early Intervention Services, Schools, Children's Centres and Health Care agencies.

Mental Health Services in Cumbria are established on an integrated model and training relates also to social care members of the Mental Health Teams and, in some instances, other agencies.



Cumbria Safeguarding Children Partnership (known as CSCP) is regarded as our partner organisation and provides the policies and procedures for safeguarding in Cumbria.

A large amount of the training required from this lot relates to frontline services. All training should focus on practice experience to embed and underpin the theory side of any learning.

Training should be aligned with national bodies, standards and frameworks covering health and social care policy and legislation, for example (but not limited to) Social Work England, the Health and Care Professions Council, Skills for Care, National Health Service (NHS) and the National Institute for Health and Care Excellence (NICE) guidance, as well as national and local policy perspectives around initiatives.

Employees accessing training from this lot will be based in Workington and Carlisle. The Majority of staff will work Monday to Friday between the hours of 09:00 and 17:00, training will be expected to be delivered during these times. Innovative approaches to delivery incorporating technology and distance learning should also be considered. Full contextualisation to Cumberland Council policies, procedures and behaviours should be adopted wherever possible. And all courses training must include strength-based approaches and methodology.

Each element in this lot should be treated as a stand-alone short programme, although we would look for continuity in provider, where possible, for topics requiring initial / refresher courses.

#### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 20

Price - Weighting: 10

#### **II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

#### **II.2.10) Information about variants**

Variants will be accepted: No

#### **II.2.11) Information about options**

Options: No

#### **II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

#### **II.2.14) Additional information**

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## **II.2) Description**

### **II.2.1) Title**

Lot 6 – Professional Services

Lot No

6

### **II.2.2) Additional CPV code(s)**

- 80000000 - Education and training services

### **II.2.3) Place of performance**

NUTS codes

- UKD1 - Cumbria

### **II.2.4) Description of the procurement**

Lot 6 – Professional Services

The list of training requirements within this lot are delivered to Cumberland Council employees who work at various levels within our workforce structure ranging from Corporate Directors to front line operational staff. The specifications will cover a wide variety of job roles for instance: Accountants, Trading Standards Officers, Solicitors and

## Legal Assistants.

Our employees work in a variety of services including: Procurement, Digital / ICT, Programme Management, HR/Organisational Development, Public Health, Community Safety, Trading Standards, Private Sector Housing, Active Cumbria, Finance, Assets and Fleet Management, Democratic, Legal, Libraries, Revenues and Benefits, Registrars, Communications, Scrutiny, Strategy and Policy. In addition, this lot covers the corporate wide leadership and management, culture, and transformation programmes, for the whole Cumberland Council workforce.

The Legal service provides professional, high quality legal advice and services across the Council. Democratic Services ensure that the Cumberland Council has modern and fit for purpose governance arrangements which enable Members and Executive Directors to take decisions in a timely way and with all relevant information. Training for this service area will be dynamic requirements that arise in year around matters arising and legislative updates. These professionals need to demonstrate continuing competence to make sure solicitors can do their jobs to the standard expected of them. Public Health/Public Protection –Restrict access to tobacco and alcohol by children and young people. Disrupt the supply of counterfeit tobacco and alcohol. Restrict the supply of unsafe and mis-described food. Disrupt unlawful trading in relation to the high street supply of new psychoactive substances.

Training delivery where applicable should be aligned with industry standards, national standards, regulation, legislation, and applicable awarding bodies criteria. Also, where applicable, course materials and content should be mapped to any relevant national standards / frameworks. The conditions for any assessment / examination required must meet with the controlled assessment regulations for the qualifications.

Each element in this lot should be treated as a stand-alone short programme, although we would look for continuity in provider, where possible, for topics requiring initial / refresher courses. Include any costings for the hire of equipment, venues (if non-Cumberland Council), course/learning materials, registration, and accreditation etc.

To meet the needs of our operations and working hours a flexible approach to the start and finish times of the courses may be required and will be specified at direct award or mini - competition stage.

Innovative approaches to delivery incorporating technology and distance learning should also be considered. Full contextualisation to Cumberland Council policies and procedures should be adopted wherever possible.

### **II.2.5) Award criteria**

Quality criterion - Name: Quality / Weighting: 70

Quality criterion - Name: Social Value / Weighting: 20

Price - Weighting: 10

**II.2.7) Duration of the contract, framework agreement or dynamic purchasing system**

Duration in months

48

This contract is subject to renewal

No

**II.2.10) Information about variants**

Variants will be accepted: No

**II.2.11) Information about options**

Options: No

**II.2.13) Information about European Union Funds**

The procurement is related to a project and/or programme financed by European Union funds: No

**II.2.14) Additional information**

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## **Section IV. Procedure**

### **IV.1) Description**

#### **IV.1.1) Type of procedure**

Open procedure

#### **IV.1.8) Information about the Government Procurement Agreement (GPA)**

The procurement is covered by the Government Procurement Agreement: Yes

### **IV.2) Administrative information**

#### **IV.2.2) Time limit for receipt of tenders or requests to participate**

Date

10 February 2025

Local time

12:00pm

#### **IV.2.4) Languages in which tenders or requests to participate may be submitted**

English

#### **IV.2.7) Conditions for opening of tenders**

Date

10 February 2025

Local time

12:00pm

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## **Section VI. Complementary information**

### **VI.1) Information about recurrence**

This is a recurrent procurement: No

### **VI.4) Procedures for review**

#### **VI.4.1) Review body**

The High Court of England

London

Country

United Kingdom