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Planning

Anti-Racism Framework

NHS Blood and Transplant

F01: Prior information notice

Prior information only

Notice identifier: 2023/S 000-010999

Procurement identifier (OCID): ocids-h6vhtk-03bf4a

Published 17 April 2023, 3:57pm

Section I: Contracting authority

I.1) Name and addresses

NHS Blood and Transplant

500 North Bristol Park

Bristol

BS34 7QH

Contact

Aliya Azam

Email

commercialteamestatesandservices@nhsbt.nhs.uk

Country

United Kingdom

Region code

UKK11 - Bristol, City of

Internet address(es)

Main address

<https://www.nhsbt.nhs.uk/>

Buyer's address

<https://www.nhsbt.nhs.uk/>

I.3) Communication

Additional information can be obtained from the above-mentioned address

Electronic communication requires the use of tools and devices that are not generally available. Unrestricted and full direct access to these tools and devices is possible, free of charge, at

<https://health-family.force.com/s/Welcome>

I.4) Type of the contracting authority

Other type

Body governed by public law

I.5) Main activity

Health

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Anti-Racism Framework

Reference number

C163995

II.1.2) Main CPV code

- 79414000 - Human resources management consultancy services

II.1.3) Type of contract

Services

II.1.4) Short description

NHSBT is looking for an organisation to work in partnership with to assist in the implementation of an Anti-Racism Framework. The supplier should be recognised as a specialist in this field with a depth of experience and expertise in the areas of race, equity and developing inclusion based activities across a diverse, public facing organisation. A supplier is required to assist in developing the underpinning action plans that will be required to bring the Framework to life.

The Framework has five broad pillars covering:

1. Prioritising Anti-Racism

- o Leading from the front - Addressing the diverse needs of our people and service users
- o Dedicated D&I resources - D&I professionals are seen as a key part of the organisation's leadership
- o Mission critical - Anti-racist practice is identified and considered in all work, not just in D&I plans
- o Actions not words - Commitment to real action, always doing more than the minimum to tackle inequality

2. Understanding Lived Experience

- o Listen and learn - Action to tackle discrimination is informed by meaningful engagement
- o Empowering your talent - Diverse talent is empowered, decision-making groups are intentionally made diverse
- o Cultural competency - Leaders listen to diverse experiences, and are better placed to make fair decisions
- o Data plus - Data from the whole employee lifecycle is disaggregated and informs fair

policies & practices

3. Growing Inclusive Leaders

- o Visibility matters - Our most senior leaders should come from a diverse range of backgrounds
- o Where is your talent? - Diverse talent is supported to grow by tackling structural and team-level inequalities
- o Levelling up middle leadership - All line managers are supported and trained to respond to diversity needs
- o Real opportunities - Ambitious positive action is taken, e.g., in targeted recruitment, mentoring, coaching and sponsorship

4. Acting to Tackle Inequalities

- o More than a tick box - Assurance frameworks and tools are used to prioritise, leverage, and monitor change
- o Zero tolerance matters - An active stance is taken to tackle harm, we constantly learn how to do better
- o We do this together - Partnership working is used to address the inequalities that are bigger than NHSBT
- o Fair and just - Processes and systems are fair, and are applied fairly in practice to all staff

5. Reviewing Progress Regularly

- o How are we performing – Leaders understand their key inclusion targets and their performance / accountability is taken seriously
- o What's our approach? - A clear, sustained intention, strategy, and roadmap with a range of actions and measures is in place
- o Our Voices Matter - Outcomes and feedback from affected staff are analysed and reported on to ensure meaningful change
- o Open and Transparent - Credibility around anti-racism comes from the community of staff and service users

II.1.6) Information about lots

This contract is divided into lots: No

II.2) Description

II.2.2) Additional CPV code(s)

- 80000000 - Education and training services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

II.2.4) Description of the procurement

The supplier must have the capacity to implement this work taking note of the following four broad activities:

1. Support to finalise the design of a suite of co-creation workshops including the preparation of an agenda and question set to be used in all workshops.
2. The requirement to run up to 25 co-creation workshops, 90 – 120 mins in length, delivered across the NHSBT national estate footprint and virtually. The expectation is that the workshops will be attended by between 25 – 40 attendees and each session will generate a report outlining how attendees would seek to implement the Framework across NHSBT directorates.
3. Participation and leadership into a working group who will take all the reports generated through the co-creation workshops and synthesise them together into a series action plans for each directorate within NHSBT that will allow them to bring the Framework to life,
4. Delivery of training to a cadre of anti-racism champions that will allow them to independently roll out the action plans across various directorates.

It is expected that the above work will take a maximum of 6 months to complete. The training under point 4 will be delivered to a maximum of 25 staff over a period not to exceed 2 days and will cover both facilitation techniques alongside race equity measures.

II.2.14) Additional information

To express your interest please email commercialteamestatesandservices@nhsbt.nhs.uk quoting C163995- Anti-Racism Framework.

II.3) Estimated date of publication of contract notice

17 April 2023

Section IV. Procedure

IV.1) Description

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

The procurement is covered by the Government Procurement Agreement: Yes