

This is a published notice on the Find a Tender service: <https://www.find-tender.service.gov.uk/Notice/011420-2022>

Contract

Leadership Development Services

Scottish Fire and Rescue Service

F03: Contract award notice

Notice identifier: 2022/S 000-011420

Procurement identifier (OCID): ocds-h6vhtk-0303d0

Published 4 May 2022, 8:48am

Section I: Contracting authority

I.1) Name and addresses

Scottish Fire and Rescue Service

Headquarters, Westburn Drive

Cambuslang

G72 7NA

Email

ashley.gould@firescotland.gov.uk

Telephone

+44 1416464637

Country

United Kingdom

NUTS code

UKM95 - South Lanarkshire

Internet address(es)

Main address

<http://firescotland.gov.uk>

Buyer's address

https://www.publiccontractsscotland.gov.uk/search/Search_AuthProfile.aspx?ID=AA19543

I.4) Type of the contracting authority

Body governed by public law

I.5) Main activity

Public order and safety

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Leadership Development Services

Reference number

T3C-072-2122

II.1.2) Main CPV code

- 79633000 - Staff development services

II.1.3) Type of contract

Services

II.1.4) Short description

Leadership Development Services

II.1.6) Information about lots

This contract is divided into lots: Yes

II.1.7) Total value of the procurement (excluding VAT)

Value excluding VAT: £5,905,840

II.2) Description

II.2.1) Title

Management and Leadership Accredited Development

Lot No

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

II.2.4) Description of the procurement

Chartered Management Institute accredited management and leadership qualifications reflecting different leadership levels within The Service – Supervisory; Middle, Strategic and Executive

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional services relevant and related to the published core requirements

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

Middle Manager Level

Achievement of Chartered Management Institute Level 5 Diploma

Strategic Manager Level

Achievement of Chartered Management Institute Level 7 Advanced Diploma

Achievement of the National Fire Chief Council Executive Leadership Programme

Executive Manager Level

Achievement of Chartered Management Institute Level 8 Diploma

II.2) Description

II.2.1) Title

Management and Leadership Competence External Quality Assurance

Lot No

2

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

II.2.4) Description of the procurement

External assurance of competence reflecting different leadership levels within the organisation

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional services relevant to the scope of the overall requirement

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

Implementation of a quality assurance and external verification system to support the application of good practice in implementing the verification process for SFRS Leadership Levels [Crew, Watch, Station, Group and Area] assessment of competence as detailed within the Code of Practice for Assessment of Competence [see Fire and Rescue Service Role Maps and NOS separate document]

II.2) Description

II.2.1) Title

Management and Leadership Development Materials/Resources

Lot No

3

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

THroughout Scotland

II.2.4) Description of the procurement

Provision of leadership development programmes and resources (including self-directed learning)

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional services relevant to the overall scope of the requirement.

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

Access to a range of current management and leadership digital/virtual/online resources that are maintained in line with national and global leading-edge trends and practice to develop the Service's leadership skills, behaviours and mindsets.

II.2) Description

II.2.1) Title

Health and Safety Accredited Leadership Development

Lot No

4

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

II.2.4) Description of the procurement

Appropriate understanding of Health and Safety issues and role-specific responsibilities for managers

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirement

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

Supervisory Manager Level, achievement of IOSH Managing Safely Qualification. Middle

Manager Level, achievement of NEBOSH General Certificate Qualification. Strategic Manager Level, Achievement of IOSH Leading Safely Qualification. Executive Manager Level, Achievement of IOSH Leading Safely Qualification

II.2) Description

II.2.1) Title

Thought Leadership Programmes, Seminars and Networks

Lot No

5

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

II.2.4) Description of the procurement

Provision thought leadership and leadership insight at the leading edge of leadership theory and practice

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirements

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

Access to a leading-edge management and leadership thought leaders to develop the Service's leadership mindset, climate and practice in leading beyond authority and delivering positive impact in large complex systems with increasingly diverse stakeholders

II.2) Description

II.2.1) Title

Leadership Coaching

Lot No

6

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

II.2.4) Description of the procurement

Provision of ad-hoc and bespoke executive coaching to meet specific needs of The Service senior leaders as individuals and collectively as a leadership team

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirement.

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

To establish a bank of executive coaches that Senior Leadership can engage with and select from, on an as and when needed basis, for individual and/or team based executive coaching.

II.2) Description

II.2.1) Title

Leadership Development Psychometrics

Lot No

7

II.2.2) Additional CPV code(s)

- 80532000 - Management training services

II.2.3) Place of performance

NUTS codes

- UKM - Scotland

Main site or place of performance

Throughout Scotland

II.2.4) Description of the procurement

Provision of baseline psychometric information to guide individualised development planning in pursuit of effective leadership succession planning

II.2.5) Award criteria

Quality criterion - Name: Technical Quality / Weighting: 70

Price - Weighting: 30

II.2.11) Information about options

Options: Yes

Description of options

Additional relevant services within the overall scope of the requirement.

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

Utilising psychometric assessments to enable increased self-awareness and understanding that underpin the development of leadership mindset, behaviours and practice required by the service now and in the future for all Service leadership levels

Section IV. Procedure

IV.1) Description

IV.1.1) Type of procedure

Open procedure

IV.1.3) Information about a framework agreement or a dynamic purchasing system

The procurement involves the establishment of a framework agreement

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

The procurement is covered by the Government Procurement Agreement: No

IV.2) Administrative information

IV.2.1) Previous publication concerning this procedure

Notice number: [2021/S 000-031833](#)

Section V. Award of contract

Lot No

1

Title

Management and Leadership Accredited Development

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 May 2022

V.2.2) Information about tenders

Number of tenders received: 2

Number of tenders received from SMEs: 0

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 2

Number of tenders received by electronic means: 2

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

City of Glasgow College

Riverside Campus

Glasgow

G5 9XB

Telephone

+44 1413755426

Country

United Kingdom

NUTS code

- UKM82 - Glasgow City

The contractor is an SME

No

V.2.3) Name and address of the contractor

Edinburgh College

Sighthill Campus

Edinburgh

EH11 4DE

Telephone

+44 1312978318

Country

United Kingdom

NUTS code

- UKM75 - Edinburgh, City of

The contractor is an SME

No

V.2.4) Information on value of contract/lot (excluding VAT)

Initial estimated total value of the contract/lot: £330,220

Total value of the contract/lot: £330,220

Section V. Award of contract

Lot No

2

Title

Management and Leadership Competence External Quality Assurance

A contract/lot is awarded: No

V.1) Information on non-award

The contract/lot is not awarded

No tenders or requests to participate were received or all were rejected

Section V. Award of contract

Lot No

3

Title

Management and Leadership Development Materials/Resources

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 May 2022

V.2.2) Information about tenders

Number of tenders received: 5

Number of tenders received from SMEs: 2

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 5

Number of tenders received by electronic means: 5

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

Common Purpose UK

38 Artillery Lane

London

E1 7LS

Telephone

+44 7889650277

Country

United Kingdom

NUTS code

- UKM - Scotland

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

FranklinCovey

Blenheim Court, 19 George Street

Banbury

OX16 5BH

Telephone

+44 7788313080

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.3) Name and address of the contractor

Assessment Services Ltd (trading as Excellence Squared Academy)

96 Allestree Sreet, Alvaston

Derby

DE24 8TU

Telephone

+442 038805059

Country

United Kingdom

NUTS code

- UKF11 - Derby

The contractor is an SME

No

V.2.4) Information on value of contract/lot (excluding VAT)

Initial estimated total value of the contract/lot: £1,663,700

Total value of the contract/lot: £2,663,700

Section V. Award of contract

Lot No

4

Title

Health and Safety Accredited Leadership Development

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 May 2022

V.2.2) Information about tenders

Number of tenders received: 4

Number of tenders received from SMEs: 1

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 4

Number of tenders received by electronic means: 4

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

City of Glasgow College

Riverside Campus

Glasgow

G5 9XB

Telephone

+141 3755426

Country

United Kingdom

NUTS code

- UKM82 - Glasgow City

The contractor is an SME

No

V.2.3) Name and address of the contractor

Supportive Solutions Ltd

22 Bonnymuir Crescent

Bonnybridge

FK4 1GD

Telephone

+44 7712669373

Country

United Kingdom

NUTS code

- UKM76 - Falkirk

The contractor is an SME

No

V.2.3) Name and address of the contractor

Woodward Safety Health and Environment Ltd

ENERGUS, Blackwood Road, Lillyhall Industrial Estate

Workington

CA14 4JW

Telephone

+44 1900609175

Country

United Kingdom

NUTS code

- UKD1 - Cumbria

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Initial estimated total value of the contract/lot: £750,000

Total value of the contract/lot: £738,400

Section V. Award of contract

Lot No

5

Title

Thought Leadership Programmes, Seminars and Networks

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 May 2022

V.2.2) Information about tenders

Number of tenders received: 4

Number of tenders received from SMEs: 1

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 4

Number of tenders received by electronic means: 4

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

Common Purpose UK

38 Artillery Lane

London

E1 7LS

Telephone

+44 7889650277

Country

United Kingdom

NUTS code

- UKM - Scotland

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

FranklinCovey

Blenheim Court, 19 George Street

Banbury

OX16 5BH

Telephone

+44 7788313080

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.3) Name and address of the contractor

Assessment Services Ltd (trading as Excellence Squared Academy)

96 Allestree Sreet, Alvaston

Derby

DE24 8TU

Telephone

+44 2038805059

Country

United Kingdom

NUTS code

- UKF11 - Derby

The contractor is an SME

No

V.2.4) Information on value of contract/lot (excluding VAT)

Initial estimated total value of the contract/lot: £2,000,000

Total value of the contract/lot: £1,705,280

Section V. Award of contract

Lot No

6

Title

Leadership Coaching

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 May 2022

V.2.2) Information about tenders

Number of tenders received: 8

Number of tenders received from SMEs: 5

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 8

Number of tenders received by electronic means: 8

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

Know You More Ltd

101 Rose Street South Lane

Edinburgh

EH2 3JG

Telephone

+44 7891871595

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

The Keil Centre

18 Atholl Crescent

Edinburgh

EH3 8HQ

Telephone

+44 1312218266

Country

United Kingdom

NUTS code

- UKM75 - Edinburgh, City of

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Morden Solutions (UK) Ltd

'Adam Shah', Rectory Road , East Ogwell

Newton Abbot

TQ12 6AH

Telephone

+44 7825677789

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

Bazon Limited

1 Herswell

Wellington

ta21 9lt

Telephone

+44 7772304203

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

FranklinCovey

Blenheim Court, 19 George Street

Banbury

OX16 5BH

Telephone

+44 7788313080

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.3) Name and address of the contractor

Future Proof Learning

14 Buckstone Bank, Fairmilehead

Edinburgh

EH10 6PW

Telephone

+44 1316232343

Country

United Kingdom

NUTS code

- UKM75 - Edinburgh, City of

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Initial estimated total value of the contract/lot: £70,000

Total value of the contract/lot: £68,640

Section V. Award of contract

Lot No

7

Title

Leadership Development Psychometrics

A contract/lot is awarded: Yes

V.2) Award of contract

V.2.1) Date of conclusion of the contract

3 May 2022

V.2.2) Information about tenders

Number of tenders received: 4

Number of tenders received from SMEs: 2

Number of tenders received from tenderers from other EU Member States: 0

Number of tenders received from tenderers from non-EU Member States: 4

Number of tenders received by electronic means: 4

The contract has been awarded to a group of economic operators: Yes

V.2.3) Name and address of the contractor

The Keil Centre

18 Atholl Crescent

Edinburgh

EH3 8HQ

Telephone

+44 1312218266

Country

United Kingdom

NUTS code

- UKM75 - Edinburgh, City of

The contractor is an SME

Yes

V.2.3) Name and address of the contractor

FranklinCovey

Blenheim Court, 19 George Street

Banbury

OX16 5BH

Telephone

+44 7788313080

Country

United Kingdom

NUTS code

- UK - United Kingdom

The contractor is an SME

No

V.2.3) Name and address of the contractor

Coaching Direct Ltd

11 Rutland Street

Edinburgh

EH1 2DQ

Telephone

+44 7595119672

Country

United Kingdom

NUTS code

- UKM75 - Edinburgh, City of

The contractor is an SME

Yes

V.2.4) Information on value of contract/lot (excluding VAT)

Initial estimated total value of the contract/lot: £270,000

Total value of the contract/lot: £264,600

Section VI. Complementary information

VI.3) Additional information

(SC Ref:692132)

VI.4) Procedures for review

VI.4.1) Review body

Glasgow Sheriff Court and Justice of the Peace Court

1 Carlton Place

Glasgow

G5 9TW

Country

United Kingdom

VI.4.3) Review procedure

Precise information on deadline(s) for review procedures

The Scottish Fire and Rescue Service (SFRS) must, by notice in writing as soon as possible after the decision has been made, inform all

tenderers and candidates of its decision to award the contract, conclude the framework agreement or establish a dynamic purchasing

system. The SFRS will incorporate a minimum 10 calendar day standstill at the point information on the contract award is communicated to

tenderers. The SFRS is obliged to comply with the regulations and any eligible economic operator can bring an action in the Sheriff Court

or the Court of Session where as a consequence of a breach by the SFRS, they suffer or risk suffering loss or damage. The bringing of court

proceedings during the standstill period means that the SFRS must not enter into the contract, conclude the framework agreement or

establish the dynamic purchasing system unless the proceedings are determined, discontinued or disposed of: or the court, by interim order,

brings to an end the prohibition. The bringing of court proceedings after the standstill period has elapsed and the remedies that are available

to the courts are detailed in the regulations.