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Tender

Continuous Improvement Capability

Essex County Council

UK4: Tender notice - Procurement Act 2023 - [view information about notice types](#)

Notice identifier: 2026/S 000-014503

Procurement identifier (OCID): ocds-h6vhtk-06567c

Published 17 February 2026, 4:37pm

Scope

Reference

E011PA

Description

Previous requirements for these services have been deployed to support the organisation meet the demands placed on it through significant changes to how public services are delivered. These deployments have been on an ad-hoc basis.

We are now looking to implement a new contractual arrangement to continue this work and support an increasing demand for continuous improvement and change over the next 3 years.

On average we have delivered 6 Yellow Belt training courses of up to 14 people, per course, on a yearly basis. There has been on average 6 employees attending open green belt training and 6 white belt training courses with 2-3, 1 hour lunch and learn sessions.

For Change, we previously delivered around 12 specific 'change' related capability building sessions as part of our LearnFest annual learning programme. These have

included topics relating to Leading Change, Managing Change and Change Culture. In addition, the CCoP, launch in June 25, have delivered approx. 4 sessions a month, plus two sessions for Management Fundamentals.

The scope of this requirement is to deliver Continuous Improvement and Change training and mentoring across Essex County Council. Whilst both are in scope, Change Capability has been added as an additional service.

There could be potential for the range of services to change, the scope of work, to expand or reduce; furthermore, the range of materials could increase, decrease or for new products to be included or substituted as technology develops.

Where there is a requirement for additional services then Bidders will need to ensure themselves that they meet these requirements, before submitting their response. There is no guarantee that these services will be required.

The size of cohorts and number of sessions per annum will be agreed by all parties prior to commencement of the services. The number of sessions per annum may vary dependant on demand.

The main location of the population is County Hall, Chelmsford, Essex. However, ECC staff work on a hybrid basis (incorporating working from other locations, alongside working from the office as required). This means delivery of development services will need to be truly blended, including some virtual and some on-site face to face delivery (at Council sites across the County) for the duration of this contract. Our channel of choice for virtual delivery is Microsoft Teams (though staff can also access other platforms).

The Bidder will not be required to arrange meeting rooms for face-to-face sessions as this will be managed by ECC.

Contract length of 36 months with no extension options.

Every digital service that ECC provides must be accessible to as many people as possible and must be compliant with Web Content Accessibility Guidelines (WCAG 2.2). This includes standalone digital services and digital services that form part of the delivery of a wider requirement, applicable requirements may be subject to successfully completing accessibility testing undertaken by ECC, before they can be accepted.

Total value (estimated)

- £480,000 excluding VAT

- £576,000 including VAT

Above the relevant threshold

Contract dates (estimated)

- 1 April 2026 to 31 March 2029
- 3 years

Main procurement category

Services

CPV classifications

- 80530000 - Vocational training services

Contract locations

- UKH3 - Essex

Participation

Particular suitability

Small and medium-sized enterprises (SME)

Submission

Enquiry deadline

27 February 2026, 5:00pm

Tender submission deadline

13 March 2026, 3:00pm

Submission address and any special instructions

The tender can be accessed via <https://procontract.due-north.com/Opportunities/Index>, project reference DN807139

Tenders may be submitted electronically

Yes

Languages that may be used for submission

English

Award decision date (estimated)

23 March 2026

Award criteria

Name	Type	Weighting
Technical Quality	Quality	65%
Price	Price	30%
Social Value	Quality	5%

Other information

Description of risks to contract performance

The government's English Devolution White Paper, Power and Partnership: Foundations for Growth, published on 16 December 2024, states that the government wants all remaining two-tier areas in England to be eventually restructured into single-tier unitary authorities and is termed Local Government Reorganisation (LGR). This reorganisation is part of a broader devolution strategy to simplify local government structures, save public funds, and improve local accountability. LGR will impact the County of Essex as it currently operates a two-tier Local Government structure.

It is anticipated, that during the life of this contract, the LGR process will commence and/or progress potentially impacting this contract. Impacts may include, but are not limited to, modifications such as a transfer of the legal entity you currently contract with, significant increases and/or decreases in the value/volume of services required due to the change in size/scope of the Contracting Authority, and/or changes to the scope of the nature of service required. Although any contract scope changes should broadly relate to the nature of the existing scope, new services of a related nature may be required that were not previously included.

The scale and exact timing of the changes are unknown at this point, but it is known that LGR will impact the County of Essex. All suppliers who work with the Authority need to be aware and where possible, work with the Authority to adapt to any changes/modifications as required to ensure smooth transition and continuity of services.

Applicable trade agreements

- Government Procurement Agreement (GPA)

Conflicts assessment prepared/revised

Yes

Procedure

Procedure type

Open procedure

Special regime

Light touch

Reduced tendering period

Yes

Light touch contract - no minimum

Documents

Associated tender documents

[E011PA CI Training Specification.docx](#)

Continuous Improvement Capability - specification of requirements

Contracting authority

Essex County Council

- Public Procurement Organisation Number: PWVM-4844-NRQH

County Hall, Market Road

Chelmsford

CM1 1QH

United Kingdom

Email: abbey.wellington@essex.gov.uk

Website: <https://procontract.due-north.com>

Region: UKH36 - Heart of Essex

Organisation type: Public authority - sub-central government