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Planning

Leadership, management, personal effectiveness framework (including equality, diversity and inclusion)

Defra Network eTendering Portal

F01: Prior information notice

Reducing time limits for receipt of tenders

Notice identifier: 2022/S 000-024372

Procurement identifier (OCID): ocds-h6vhtk-0364a0

Published 31 August 2022, 6:30pm

Section I: Contracting authority

I.1) Name and addresses

Defra Network eTendering Portal

17 Nobel House

London

SW1P 3JR

Email

DGCEnquiries@defra.gov.uk

Telephone

+44 2072385921

Country

United Kingdom

Region code

UK - United Kingdom

Internet address(es)

Main address

<https://www.gov.uk/government/organisations/department-for-environment-food-rural-affairs>

I.3) Communication

Additional information can be obtained from another address:

Defra group Commercial

London

Email

DGCEnquiries@defra.gov.uk

Country

United Kingdom

Region code

UK - United Kingdom

Internet address(es)

Main address

<https://www.gov.uk/government/organisations/department-for-environment-food-rural-affairs>

Tenders or requests to participate must be submitted electronically via

<https://defra.bravosolution.co.uk/web/login.html>

Tenders or requests to participate must be submitted to the above-mentioned address

I.4) Type of the contracting authority

National or federal Agency/Office

I.5) Main activity

Environment

Section II: Object

II.1) Scope of the procurement

II.1.1) Title

Leadership, management, personal effectiveness framework (including equality, diversity and inclusion)

II.1.2) Main CPV code

- 79632000 - Personnel-training services

II.1.3) Type of contract

Services

II.1.4) Short description

The Environment Agency is refreshing its learning and development curriculum for leadership, management and personal effectiveness skills and are seeking providers to design, develop and deliver 'interventions'.

We wish to engage, collaborate and work in partnership with suppliers who share our values and ambition to create a better place to work, where sustainability and equality, diversity and inclusion are at the heart of what we do and how we work.

We need to be bold, innovative and agile to enable us to effectively respond to the climate and nature emergency and implement our ambitious strategies. We need to adapt post-pandemic to embrace hybrid working and explore innovative ways of learning to support the diverse needs of our people as we work in new ways.

Our leaders need the skills and confidence to create an inclusive environment and to role model and encourage the behaviours that will enable our desired culture to thrive, where people are valued and trusted.

The framework will be structured into five lots across a range of key development areas

that include;

Developing personal effectiveness,

Building management and leadership skills and harnessing leadership potential at all levels of the organisation,

Providing focused development options for our executive leadership population,

Providing online and digital resources to support team and individual development

We require equality, diversity and inclusion to be embedded throughout with sustainable approaches to accommodate hybrid working.

II.1.5) Estimated total value

Value excluding VAT: £96,000,000

II.1.6) Information about lots

This contract is divided into lots: Yes

II.2) Description

II.2.1) Title

Lot No

1 Personal effectiveness skills

II.2.2) Additional CPV code(s)

- 79632000 - Personnel-training services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

National

II.2.4) Description of the procurement

To equip our staff with the core skills they require to build confidence to carry out their roles (management, technical, and non-technical), through building personal effectiveness and developing specific skills that enhance their performance and personal growth. This lot is intended to provide foundation level skills on which to build.

All interventions should enable staff to work inclusively with access to different learning approaches and Equality, diversity and inclusion requirements integrated throughout.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £2,800,000

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

Start date

1 April 2023

End date

31 March 2027

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) Description

II.2.1) Title

Lot No

2 - Leadership development for managers including technical and aspiring managers

II.2.2) Additional CPV code(s)

- 79632000 - Personnel-training services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

National

II.2.4) Description of the procurement

To equip new and existing team leaders, managers and technical specialists with the capability and confidence to carry out their roles, apply management and leadership skills and develop organisational leadership behaviours. This would include building cohesive and high performing teams.

To support learning and career development opportunities for staff in non-managerial roles to progress into management and leadership roles.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £4,000,000

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

Start date

1 April 2023

End date

31 March 2027

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) Description

II.2.1) Title

Lot No

3 - Executive management and talent development

II.2.2) Additional CPV code(s)

- 79632000 - Personnel-training services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

National

II.2.4) Description of the procurement

We seek access to bespoke development support for executive managers and senior leadership teams to build confidence in their roles in leading the organisation in a world of uncertainty and continual change, helping them to role model the culture and behaviours the organisation seeks to achieve.

Access also to professional expertise to support the organisation in talent development, to help unlock the potential of our next generation of leaders and enhance both retention and attraction of future talent.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £1,000,000

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

Start date

1 April 2023

End date

31 March 2027

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) Description

II.2.1) Title

Lot No

4 - Online learning and development resources platform

II.2.2) Additional CPV code(s)

- 79632000 - Personnel-training services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

National

II.2.4) Description of the procurement

To enable all staff to have access to up to date, relevant and on demand digital curated learning and development resources that complement and enhance the Environment Agency's learning and development curriculum. Our aim is to enable employees to have access to learning they need, when they need it and without reliance on formal training course interventions.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £1,000,000

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

Start date

1 April 2023

End date

31 March 2027

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) Description

II.2.1) Title

Lot No

5 - Equality, diversity and inclusion specialists

II.2.2) Additional CPV code(s)

- 79632000 - Personnel-training services

II.2.3) Place of performance

NUTS codes

- UK - United Kingdom

Main site or place of performance

National

II.2.4) Description of the procurement

Access to Equality, Diversity and Inclusion (EDI) professionals to provide specialist knowledge and professional expertise and guidance to support our learning and development provision on a wide range of topics related to protected characteristics.

To enable the Environment Agency to access best practice approaches for enabling and embedding EDI and to build skills and knowledge transfer within the business.

II.2.5) Award criteria

Price is not the only award criterion and all criteria are stated only in the procurement documents

II.2.6) Estimated value

Value excluding VAT: £800,000

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

Start date

1 April 2023

End date

31 March 2027

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.3) Estimated date of publication of contract notice

13 October 2022

Section IV. Procedure

IV.1) Description

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

The procurement involves the establishment of a framework agreement

Framework agreement with several operators

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.2.5) Scheduled date for start of award procedures

21 March 2023

Section VI. Complementary information

VI.2) Information about electronic workflows

Electronic ordering will be used

Electronic invoicing will be accepted

Electronic payment will be used

VI.3) Additional information

Defra is currently going through esourcing system migration. It is expected that the tender will be published using the atamis esourcing solution. advice and guidance will be published at tender notice.

VI.4) Procedures for review

VI.4.1) Review body

Defra

London

Country

United Kingdom