

New Year's Eve (NYE) Events Equality, Diversity & Inclusion (EDI) Questions (TOTAL 4% Weighting)

1. Equality Diversity and Inclusion (EDI) (2% per Question = TOTAL 4% Section Weighting)

EDI Questions are scored, with a minimum score required to pass the question. Bidders that fail to meet the minimum score to pass will not be evaluated on their commercial bids.

DRAFT: Subject to Change

| | Evaluation Criteria | | | | |
|--|---|---|---|---|---|
| | Rating Scale 1-5 | | | | |
| Question | 1- Poor Response | 2 - Limited Response | 3 - Meets The Requirement | 4 - Good Response | 5 - Excellent Response |
| <p>Question 1: Supply chain diversity (2% Weighting) TfL has a commitment to work towards spending 20% of goods and services with SMEs, whether directly or indirectly and we have a specific programme of work to increase spend with diverse-owned/ led businesses through the London Anchor Institutions Network. To support this, we expect our Tier One suppliers to maximise opportunities for subcontracting to SMEs and diverse-owned/led organisations.</p> <p>Please detail: (a) What programmes or initiatives you have in place to increase spend with SMEs and diverse-owned businesses on this contract (b) How you will support fair sub-contract opportunities for Small and Medium-sized Enterprises (SMEs)* and/or diverse-owned/led* suppliers within your supply chain on this contract (c) What support will you provide to SMEs* and/or diverse owned/led* suppliers on this contract i.e. mentoring, upskilling, networking and training events</p> <p>*Definition of terms: SME means a supplier with less than 250 employees and an annual turnover of less than 50m Euros or a balance sheet total of less than 43m Euros Diverse-owned/led means a supplier where 50% or more of the owners or senior leaders are Black, Asian or minority ethnic/women/disabled/LGBTQ+</p> | <p>The supplier provides an insufficient response to the questions with major gaps in the response.</p> | <p>The supplier provides an adequate response to most but not all of the sub-sections and hence some reservations on the suppliers ability.</p> | <p>The supplier provides a response showing evidence of the following areas:</p> <ul style="list-style-type: none"> • How resources are allocated to identify, advertise and communicate relevant sub-contract opportunities to diverse-owned/led and/or SMEs • What activity is conducted to make the tendering process more open and attractive to diverse owned/led and/or SME suppliers | <p>The supplier provides a response showing evidence of the following areas, in addition to the areas outlined in response "3 - Meets the Requirements"</p> <ul style="list-style-type: none"> • Support provided through meet the buyer events, training and workshops, for example, to *diverse owned/led and/or SME suppliers to improve their performance in your procurement process <p>OR</p> <p>the bidder provides good evidence in other areas deemed relevant to their organisation.</p> | <p>The supplier provides a response showing extensive evidence of the following areas, in addition to the areas outlined in responses "3 - Meet the Requirements" and "4 - Good Response"</p> <ul style="list-style-type: none"> • Activity to monitor manage and report the success rate of micro, small and diverse owned/led suppliers at each stage of the procurement process in order to identify and remove potential barriers • Evidence of spend monitored with *diverse owned/led suppliers and how this is carried out |

| | | | | | |
|--|--------------------------------|---------------------------------|--|--------------------------|--|
| | Evaluation Criteria | | | | |
| | Rating Scale 1-5 | | | | |
| Question | 1- Poor Response | 2 - Limited Response | 3 - Meets The Requirement | 4 - Good Response | 5 - Excellent Response |
| (1,000 words max, excluding tables, graphs, charts, figures, etc.) | | | <ul style="list-style-type: none"> • A process is in place for sub-contracted SME spend data to be shared with TfL in accordance with the contract schedule | | OR the bidder provides extensive evidence in other areas deemed relevant to their organisation. |

| | Evaluation Criteria | | | | |
|---|---|---|---|---|--|
| | Rating Scale 1-5 | | | | |
| Question | 1- Poor Response | 2 - Limited Response | 3 - Meets The Requirement | 4 - Good Response | 5 - Excellent Response |
| <p>Question 2: Workforce diversity (2% Weighting) TfL's Action on Inclusion sets out the strategy to attract and develop the best talent from the many communities we serve. To do this, we recognise we must work with our third-party suppliers to make sure that, together, we are as inclusive and representative as we can be.</p> <p>Provide an overview of your work to improve workforce diversity in your organisation.</p> <p>As a minimum, to meet the requirement, bidders should consider:</p> <ul style="list-style-type: none"> • Senior management engagement and their EDI objectives • Activity for collecting employee diversity data to improve workforce representation and inclusion • Activity to improve workforce diversity, reduce pay gaps and workforce progression associated with protected groups • Activity to recruit and develop a workforce that reflects the diversity of London or the local community where the majority of the workforce will be based including Protected Groups <p>Bidders are encouraged to provide additional relevant information to go beyond meeting the requirement, please refer to the scoring criteria for more details. (1,000 words max, excluding tables, graphs, charts, figures, etc.)</p> | <p>The supplier provides an insufficient response to the questions with major gaps in the response.</p> | <p>The supplier provides an adequate response to most but not all of the sub-sections and hence some reservations on the suppliers ability.</p> | <p>The supplier provides a response showing evidence of the following areas:</p> <ul style="list-style-type: none"> • Senior management engagement and their EDI objectives • Activity for collecting employee diversity data to improve workforce representation and inclusion • Activity to improve workforce diversity, reduce pay gaps and workforce progression associated with protected | <p>The supplier provides a response showing evidence of the following areas, in addition to the areas outlined in response "3 - Meets the Requirements":</p> <ul style="list-style-type: none"> • Activity for collecting, analysing and acting on employee diversity data to improve workforce representation and inclusion, including in the recruitment process • An outline of your workforce diversity ambitions, benchmarks, and improvements in % terms, over the lifetime of the project. This could include pay gaps, workforce progressions, etc. | <p>The supplier provides a response showing extensive evidence of the following areas, in addition to the areas outlined in responses "3 - Meet the Requirements" and "4 - Good Response":</p> <ul style="list-style-type: none"> • Activity on how you are improving levels of data sharing from employees to increase the collection of workforce data collection • How you are measuring the success of activity and how this will be demonstrated to TfL over the life of the contract. <p>Responses will be</p> |

| | Evaluation Criteria | | | | |
|-----------------|--------------------------------|---------------------------------|---|---|---|
| | Rating Scale 1-5 | | | | |
| Question | 1- Poor Response | 2 - Limited Response | 3 - Meets The Requirement | 4 - Good Response | 5 - Excellent Response |
| | | | <p>groups</p> <ul style="list-style-type: none"> • Activity to recruit and develop a workforce that reflects the diversity of London or the local community where the majority of the workforce will be based including Protected Groups | <ul style="list-style-type: none"> • How you engage with those with barriers to entering the work place such as long-term unemployed, ex-offenders, care leavers, ex-military or neurodiverse individuals in the local area <p>OR</p> <p>the bidder provides good evidence in other areas deemed relevant to their organisation.</p> | <p>considered favourably where additional relevant information is provided, that evidences additional value for workplace diversity, beyond those listed above.</p> <p>OR</p> <p>the bidder provides extensive evidence in other areas deemed relevant to their organisation.</p> |