1. Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT (EQIA) TEMPLATE

MAKING BETTER AND FAIRER DECISIONS

A. Proposal

1. Title of proposal

1. Wales Procurement Policy Statement (WPPS)

2. What is your proposal aiming to achieve?

2. The WPPS provides the strategic direction for public procurement in Wales and seeks to maximise the economic, social, environmental and cultural value generated through more than £11 billion of annual public expenditure.
3. The WPPS introduces a single overarching priority: strengthening the Welsh economy through public procurement. It aims to build a stronger, fairer and more resilient economy, retain more value within Wales, and increase the benefits delivered to Welsh businesses, workers and communities.
4. In this document, “Welsh Contracting Authorities” or “WCAs” means all contracting authorities undertaking procurement in Wales or spending Welsh public funds, unless the context indicates otherwise. References to a legal duty to have regard to the WPPS apply only to those WCAs within the scope of section 14 of the Procurement Act 2023. However, the Welsh Government intends the principles and expectations described in this document to be relevant to all contracting authorities undertaking procurement in Wales or spending Welsh public funds. WCAs that are not subject to the statutory duty are therefore strongly encouraged to apply the WPPS, where relevant and appropriate.

3. When did work start on the proposal?

5. April 26

4. Which organisations, groups or communities are likely to be affected?

6. WCAs and procurement practitioners; businesses and suppliers, including small and medium-sized enterprises (SMEs) and voluntary, community and social enterprises (VCSEs); employees and workers in public contract supply chains; apprentices, people seeking work and people seeking to retrain or progress; users of public services; communities affected by procurement outcomes; organisations representing people who share protected characteristics; trade unions and workforce representatives; and delivery partners responsible for guidance, learning, data, reporting and oversight

5. Have you registered your EqIA on iShare?

Yes

B. Impact on, and engagement with, people in protected groups

AGE

1. What evidence is available and what is its source? Include the findings from any engagement.

7. The WPPS includes proposals relating to apprenticeships, jobs and skills, workforce development, fair work, digital transformation and public-service outcomes. These levers may affect younger people entering work, working-age people and older workers or service users differently. For example, applying workforce development to help retrain older workers for new roles, or apprenticeship to support older workers to enter a new career. During the initial development of the WPPS internal stakeholders whose portfolios were identified as being impacted by the proposed WPPS were engaged (August 2026) and their feedback considered.

2. Is any evidence unavailable or uncertain?

8. Specific evidence on how the WPPS will impact various age groups is currently unavailable. Further stakeholder engagement is planned through a public consultation enabling WCAs, suppliers and the wider public to comment.

3. Who have you engaged with, why and how?

9. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work; Steel policy officials; Food policy officials; Procurement delivery officials; Procurement policy and legislation officials; Environmental policy officials, including those with expertise in: decarbonisation net zero climate circular economy foundational economy; Social value policy officials and Health and Social Care policy officials. The public consultation on the WPPS will offer an opportunity for WCAs, suppliers and members of the public, including those from affected and representative organisations, to review the WPPS and provide comment. If specific impacts are identified these will be acknowledged and the Equality Impact Assessment updated.

4. How has evidence affected your proposal?

10. The Policy team evaluated the internal stakeholder feedback received and, where appropriate, the WPPS has been amended. Specific age-related impacts were not identified during this initial stakeholder engagement.

5. What are the likely impacts of the proposal?

11. WCAs should apply the WPPS as appropriate, according to the statement given at paragraph 4. Where applied appropriately, there is the potential for positive impacts where WCAs promote apprenticeships or encourage workforce development and training within their individual procurements. These levers could develop the skills of those entering the workforce for the first time, or for those in work, enhance their current job skills. Negative impacts may arise where WCAs do not appropriately consider how individual procurements could

assist in providing opportunities for different age groups, such as not including the potential for apprenticeships or workforce development.

6. What steps will you take to enhance positive or reduce negative impacts?

12. The policy team will review consultation responses and revise the assessment where needed.

DISABILITY

7. What evidence is available and what is its source? Include the findings from any engagement.

13. The WPPS refers to equality, safe and inclusive working practices, accessible tender information, fair access to procurement and digital transformation. These provisions could be relevant to disabled workers, business owners, suppliers and service users.

8. Is any evidence unavailable or uncertain?

14. Specific evidence on how the WPPS can remove barriers, or minimise them, for disabled people is not available. Public consultation will enable the wider public to review the WPPS and provide comment. If specific impacts (positive or negative) are identified these will be acknowledged and the Equality Impact Assessment updated.

9. Who have you engaged with, why and how?

15. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. The public consultation on the WPPS will offer an opportunity for WCAs, suppliers and members of the public, including those from affected and representative organisations, to review the WPPS and provide comment.

10. How has evidence affected your proposal?

16. The Policy team evaluated the internal stakeholder feedback received and ensured that Fair work was a cross-cutting theme throughout the WPPS.

11. What are the likely impacts of the proposal?

17. The WPPS has the potential to support more inclusive employment, supplier participation and services. Fair Work is a cross-cutting theme in the WPPS. WCAs should apply the WPPS as appropriate, according to the statement given at paragraph 4, including how they can apply the Fair Work procurement levers within the WPPS, such as promoting secure and rewarding employment, and equality and safe and inclusive working practices in their contracts, with suppliers applying this in their work practices.

12. What steps will you take to enhance positive or reduce negative impacts?

18. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated

with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

RACE

13. What evidence is available and what is its source? Include the findings from any engagement.

19. The WPPS seeks to support fair work, equality, local supply chains, SMEs and VCSEs. These aims could affect workers, entrepreneurs, suppliers and communities from different ethnic backgrounds.

14. Is any evidence unavailable or uncertain?

20. No specific evidence is available on how the WPPS can remove or minimise barriers for people with the protected characteristic of race. Public consultation will enable the wider public to review the WPPS and provide comment. If specific impacts (positive or negative) are identified these will be acknowledged and the Equality Impact Assessment updated.

15. Who have you engaged with, why and how?

21. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. The public consultation on the WPPS will offer an opportunity for WCAs, suppliers and members of the public, including those from affected and representative organisations, to review the WPPS and provide comment.

16. How has evidence affected your proposal?

22. The Welsh Government Fair Work Team reviewed the WPPS to ensure it aligned with fair work policies. Specific race-related impacts were not identified during this initial stakeholder engagement.

What are the likely impacts of the proposal?

23. WCAs within statutory scope must have regard to the WPPS, including its expectation that they consider how public procurement can promote fair work, such as by encouraging equality and safe working practices within their contracts. Other WCAs are strongly encouraged to apply this approach where relevant and appropriate. This has the potential to reduce barriers if applied consistently by WCAs in their contracts and through effective contract management.

17. What steps will you take to enhance positive or reduce negative impacts?

24. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts. Additional supporting materials – a resource library – are planned to support WCAs in implementing the WPPS. Further supporting material could be drafted,

depending on WCAs feedback, that assists WCAs in promoting equality and fair work practices within the public procurement processes and contracts.

RELIGION, BELIEF OR NON-BELIEF

18. What evidence is available and what is its source? Include the findings from any engagement.

25. The WPPS contains general commitments relating to equality, fair work and inclusive employment, but people with the protected characteristic religion, belief and non-belief are not directly referenced. Currently, only internal stakeholders whose portfolios were identified as being impacted by the proposed WPPS have been engaged, (August 2026), and their feedback considered.

19. Is any evidence unavailable or uncertain?

26. Specific evidence is unavailable on how the WPPS may remove or minimise barriers for people with the protected characteristic of religion, belief or non-belief. Public consultation will enable the wider public to review the WPPS and provide comment. If specific impacts (positive or negative) are identified these will be acknowledged and the Equality Impact Assessment updated.

20. Who have you engaged with, why and how?

27. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. No comments were received concerning how the WPPS may impact people with the protected characteristic of religion, belief and non-belief.

21. How has evidence affected your proposal?

28. The Policy team evaluated the internal stakeholder feedback received and, where appropriate the WPPS has been amended. Specific impacts related to religion, belief or non-belief were not identified during this initial stakeholder engagement.

22. What are the likely impacts of the proposal?

29. The WPPS has the potential for both positive and negative impacts, though indirect, dependent on how WCAs implement the procurement levers within the statement. There is the potential for positive impact through WCAs promoting secure and rewarding employment, and promoting non-discrimination practices through supporting equality, and encouraging safe and inclusive practices that contribute to well-being and improved service delivery. Negative impacts may result where equality, safe and inclusive working practices are not promoted. WCAs should apply the WPPS as appropriate, according to the statement given at paragraph 4.

23. What steps will you take to enhance positive or reduce negative impacts?

30. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review

consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

SEX

24. What evidence is available and what is its source? Include the findings from any engagement.

31. The WPPS includes fair work, workforce development, equality, safe working practices, jobs and skills, and activity in sectors with differing workforce profiles. These provisions may affect women and men differently.

25. Is any evidence unavailable or uncertain?

32. No specific evidence is currently available. Public consultation will enable the wider public to review the WPPS and provide comment.

26. Who have you engaged with, why and how?

33. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. The public consultation on the WPPS will offer an opportunity for WCAs, suppliers and members of the public, including those from affected and representative organisations, to review the WPPS and provide comment. If specific impacts are identified these will be acknowledged and the Equality Impact Assessment updated.

27. How has evidence affected your proposal?

34. The Policy team evaluated the internal stakeholder feedback received, amending the WPPS where relevant. No feedback was received in relation to how the WPPS may remove or reduce barriers for people with the protected characteristic of sex.

28. What are the likely impacts of the proposal?

35. WCAs should apply the WPPS as appropriate, according to the statement given at paragraph 4, including how they can apply the fair work procurement levers within the WPPS. There is the potential to advance equality through the consistent application of secure and rewarding employment, safe and inclusive employment practices, with WCAs encouraging fair and equal access to training and workforce development.

29. What steps will you take to enhance positive or reduce negative impacts?

36. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

GENDER REASSIGNMENT

30. What evidence is available and what is its source? Include the findings from any engagement.

37. The WPPS does not refer specifically to gender reassignment, but does refer to equality and safe and inclusive working practices. These commitments may be relevant to people who share the protected characteristic of gender reassignment. No specific evidence is available

31. Is any evidence unavailable or uncertain?

38. No specific evidence is available. Public consultation will offer an opportunity for further stakeholder engagement, where WCAs, suppliers and members of the public, including those from affected and representative organisations, can review the WPPS and provide comment. If specific impacts (positive or negative) are identified these will be acknowledged and the Equality Impact Assessment updated.

32. Who have you engaged with, why and how?

39. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. No specific comments were received concerning how the WPPS may reduce or remove barriers for people with the protected characteristic of gender reassignment.

33. How has evidence affected your proposal?

40. Following internal stakeholder consultation, the Policy team reviewed the feedback received, and, where appropriate, the WPPS was amended.

34. What are the likely impacts of the proposal?

41. While the impacts are likely to be indirect, there is the potential for positive impacts. WCAs within statutory scope must have regard to the WPPS, including its expectation to have regard to fair work practices and inclusive working practices, and to ensure that suppliers have adhered to relevant fair work policies and practices. Other WCAs are strongly encouraged to apply this approach where relevant and appropriate.

35. What steps will you take to enhance positive or reduce negative impacts?

42. The Socially Responsible Procurement Annual report, under the Social Partnership and Public Procurement (Wales) Act 2023, where applicable, could be used to demonstrate how procurement activity has contributed to fair work and well-being. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

SEXUAL ORIENTATION

36. What evidence is available and what is its source? Include the findings from any engagement.

43. The WPPS does not refer directly to sexual orientation, but does refer to equality and safe and inclusive working practices, which may impact gay, lesbian, bi-sexual or heterosexual people. No specific evidence is currently available.

37. Is any evidence unavailable or uncertain?

44. There is no specific evidence on how the WPPS may remove or reduce barriers for gay, lesbian, bi-sexual or heterosexual people. Public consultation will enable the wider public to review the WPPS and provide comment. If specific impacts are identified these will be acknowledged and the Equality Impact Assessment updated.

38. Who have you engaged with, why and how?

45. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. No specific comments were received concerning how the WPPS may reduce or remove barriers for gay, lesbian, bi-sexual or heterosexual people.

39. How has evidence affected your proposal?

46. The Policy team evaluated the internal stakeholder feedback received and, where appropriate the WPPS has been amended.

40. What are the likely impacts of the proposal?

47. While the impacts are likely to be indirect, there is the potential for reducing barriers for gay, lesbian, bi-sexual or heterosexual people. The WPPS promotes safe and inclusive working practices, equality and safe and rewarding employment. WCAs should apply the WPPS as appropriate, according to the statement given at paragraph 4, including how they can apply these Fair Work procurement levers within their public procurements. Potential negative impacts could result where WCAs do not promote fair work principles within their procurements, contract specifications and contract management.

41. What steps will you take to enhance positive or reduce negative impacts?

48. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

PREGNANCY AND MATERNITY

42. What evidence is available and what is its source? Include the findings from any engagement.

49. The WPPS does not refer directly to pregnancy and maternity. However, the WPPS commitments on fair work, equality, secure and rewarding employment, workforce development and safe working practices may be relevant to pregnant workers and those on or returning from maternity leave. No specific evidence is available.

43. Is any evidence unavailable or uncertain?

50. There is no specific evidence available on how the WPPS may reduce or remove barriers for women who are pregnant or in maternity. Public consultation will enable the wider public to review the WPPS and provide comment. If specific impacts (positive or negative) are identified these will be acknowledged and the Equality Impact Assessment updated.

44. Who have you engaged with, why and how?

51. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. No specific comments were received concerning how the WPPS may reduce or remove barriers for women who are pregnant or in maternity.

45. How has evidence affected your proposal?

52. The Welsh Government Fair Work Team reviewed the WPPS to ensure it aligned with fair work policies. Specific pregnancy or maternity-related impacts were not identified during this initial stakeholder engagement.

46. What are the likely impacts of the proposal?

53. WCAs should apply the WPPS as appropriate, according to the statement given at paragraph 4, including considering how they can apply (and monitor) the fair work commitments within the WPPS. There is potential for the WPPS to support positive workplace outcomes where these fair work principles are applied and monitored. There is a potential for negative impacts where there is inconsistent application of fair work principles within contracts.

47. What steps will you take to enhance positive or reduce negative impacts?

54. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

MARRIAGE AND CIVIL PARTNERSHIP

48. What evidence is available and what is its source? Include the findings from any engagement.

55. The WPPS does not refer directly to marriage and civil partnership. However, the WPPS includes fair work and equality commitments, which aims to reduce or remove discrimination in work. This may be relevant to removing or reducing barriers in work or employment for people by marriage or civil partnership.

49. Is any evidence unavailable or uncertain?

56. The WPPS promotes fair work principles. Specific evidence on how the WPPS will remove or reduce remove barriers in work or employment for people by marriage or civil partnership is unavailable. Public consultation will enable the

wider public to review the WPPS and provide comment. If specific impacts (positive or negative) are identified these will be acknowledged and the Equality Impact Assessment updated.

50. Who have you engaged with, why and how?

57. Initial engagement has been with internal Welsh Government stakeholders, including procurement and Fair Work interests. Specific impacts related to marriage or civil partnerships were not identified during this initial stakeholder engagement.

51. How has evidence affected your proposal?

58. The Policy team evaluated the internal stakeholder feedback received and, where appropriate the WPPS has been amended. No comments were received in relation to how the outlined procurement levers addressing discrimination in work or employment would be relevant to reducing or removing barriers for people by marriage or civil partnership.

52. What are the likely impacts of the proposal?

59. WCAs within statutory scope must have regard to the WPPS, including its expectation that they consider how public procurement can promote fair work, for example, through supporting secure and rewarding employment, equality, worker voice, and safe and inclusive working practices. These have the potential – if applied consistently and monitored – to reduce discrimination and indirectly reduce or remove barriers in employment and work for people by marriage or civil partnership. Negative impacts could result from inconsistent application of fair work principles across procurements and uneven contract management/monitoring. Other WCAs are strongly encouraged to apply this approach where relevant and appropriate.

53. What steps will you take to enhance positive or reduce negative impacts?

60. The consultation document has a question dedicated to the IIA, which seeks views on whether the draft IIA has identified the principal impacts associated with the proposed WPPS. Following consultation, the policy team will review consultation responses and revise the assessment where needed. If negative impacts are identified, mitigations will be put in place to minimise these impacts.

C. Publication and Monitoring

1. Is this EqIA ready for publication on the Welsh Government website?

No

2. If you cannot publish the EqIA please explain why.

61. The EqIA is still in progress. Public consultation will enable the wider public to review the WPPS and the IIA and provide comment on both documents. Feedback from this consultation will be reviewed and, if specific impacts (positive or negative) are identified, these will be acknowledged and the EqIA updated. The IIA and the EqIA will be provided as a supporting document when

the WPPS is laid before the Senedd in early 2027. The intention is to publish the EqIA and the IIA following this process.

3. Is this EqIA an update on a version previously published?

No

4. How will you monitor and evaluate progress on the equality issues identified in this EqIA?

62. The EqIA should remain under review as the WPPS, supporting guidance and implementation arrangements develop. Monitoring should be proportionate to the material risks identified and should not commit to collection of unavailable, unreliable or disproportionate data.