



Appendix 1 of this report is exempt by virtue of paragraph 3 of the Access to Information Procedure Rules set out in the Constitution pursuant to Schedule 12A Local Government Act 1972, as amended in that they contain information relating to the financial or business affairs of any particular person (including the authority holding that information). The public interest in maintaining the exemption outweighs the public interest in disclosing the information.

CABINET

Subject Heading:

Highfield Towers Phase 1 - Renewal of Cladding

Cabinet Member:

Councillor Paul McGeary - Lead Member for Housing & Property

ELT Lead:

Neil Stubbings, Strategic Director of Place

Report Author and contact details:

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Policy context:

This report supports:

The HRA Business Plan and Capital Programme and the Housing Asset Management Plan. In addition, the statutory requirement to maintain the Council's homes to a decent standard and our requirements under the Building Safety Act, As well as the need to improve the thermal performance of Council housing to reduce energy bills for residents and contribute towards carbon reduction targets.

Financial summary:

This report seeks authorisation to tender on a two-stage basis, for the renewal of the rainscreen cladding at Highfield Towers.

The indicative project budget is £7.5m. Provision has been made within the HRA capital programme. The report includes an exempt appendix containing Information relating to the financial or business affairs of any particular person (including the authority holding that information).

Is this a Key Decision?

Yes. Expenditure of £500,000 or more.

When should this matter be reviewed?

N/A

Reviewing OSC:

Places Overview & Scrutiny Sub-Committee.

The subject matter of this report deals with the following Council Objectives

People - Supporting our residents to stay safe and well	X
Place - A great place to live, work and enjoy	X
Resources - Enabling a resident-focused and resilient Council	

SUMMARY

1. The Building Safety Act 2022 required the Council to register its tower blocks, defined as Higher Risk Building or HRBs, with the Building Safety Regulator (BSR) and to compile a Building Safety Case for each building. The Building Safety Cases include various surveys and reports, some of which recommend works to address maintenance issues or improve the building. The Council needs to undertake works to the cladding at Highfield Towers as stated in its Building Safety Case.
2. Whilst the cladding works are being undertaken we will also include window, Automatic Opening Vent (AOV) and roofing replacement as together these form the external building envelope and have an interface with the cladding. This will also ensure economies of scale in terms of scaffolding/external access. They are also life-expired and combining the works will make economic use of expensive scaffolding.
3. In addition, the works will include the installation of sprinklers and LD1 fire alarms (the alarm standard for maximum life protection for a domestic property) to deliver a new, aspirational, fire strategy for the building. On completion of the works Highfield Towers will have an improved level of fire safety.
4. The works to the building's external envelope will improve the building's thermal properties, thus helping reduce heating bills and CO2 emissions.
5. The works are complex and multi-faceted, so it is proposed to procure them on the basis of a two-stage tender process. This will enable the contractor to be engaged early (Stage 1) and be involved in the development of designs, specifications, resident consultation and programming of the works before actually undertaking the works (Stage 2). The procurement team have advised tendering the works through a suitable public sector framework (the LHC framework) to ensure only suitably experienced, pre-vetted contractors are invited to tender in a legally compliant manner. It is proposed to use the LHC's tender portal for speed and efficiency.
6. Tenders for the works will be assessed on a 30/70 price/quality basis as the work includes specialist professional advice on the cladding and other fire safety works at design stage (Stage 1) and, in addition, the works themselves (Stage 2) are highly specialist in nature. Selecting the right contractor is therefore of the utmost importance. This is a deviation away from the 70/30 price/quality split stated in rule 18.4 of the Council's Contract Procedure Rules (CPRs) and therefore approval of the proposals contained in this report will constitute a waiver under rule 14.1 of the CPRs.
7. There will be a contractual obligation to deliver the works to specific quality standards. The contractor will also be required to deliver specific social value requirements that align with Havering's social value priorities. The Resident Engagement Team and Resident Liaison Team will be heavily involved in this aspect of the project and the Home Ownership team will deal with leaseholder consultation.
8. The Pre-Construction Services (Stage 1) and the works (Stage 2) have a combined indicative value of £7.5M. In addition to these costs there will be associated costs relating to specialist consultancy.

9. The works will need building regulations approval from the Building Safety Regulator prior to commencement and the selected contractor will need to be able to act as Building Regulations Principal Designer and Building Regulations Principal Contractor.

RECOMMENDATIONS

For the reasons detailed in this report and its appendices Cabinet is recommended to:

- a. Approve in principle the procurement of a two stage tender to replace the rainscreen cladding, AOVs, windows and roofing and install sprinklers and LD1 fire alarms at Highfield Towers comprising Pre-Construction Services (Stage 1) and Works (Stage 2) utilising the LHC – Fire Safety (FS2) Lot 7A framework with a combined indicative value of £7.5Million.
- b. Approve a waiver of the Council’s default evaluation criteria of 70% Price: 30% Quality and instead award the contracts on the MEAT basis of a 60% Quality, 30% Price, and 10% Social Value weighting for the reasons set out in Section 7 of this report, Procurement Route.
- c. Delegate the approval of the award of the Pre-Construction Services Agreement (Stage 1) and the works contract (Stage 2) to the Strategic Director of Place, acting in consultation with the Strategic Director of Resources and the Deputy Director of Legal & Governance.
- d. Delegate the change of procurement route from a framework to a Dynamic Procurement system (DPS), if required, to the Strategic Director of Place.

REPORT DETAIL

1. BACKGROUND

- 1.1 Highfield Towers is a 16-storey, 76-unit tower block located in Hillrise Road, Collier Row. 13 of the units are subject of a long lease. It was built in the late 1960s from reinforced concrete which used a lightweight aggregate. The block was over-clad in the late 1990s using an insulated rainscreen cladding system to improve thermal performance and, possibly, arrest the rate of wear and tear.
- 1.2 The Building Safety Act 2022 introduced new roles and legal duties for people and organisations who are responsible for managing building safety risks in high-rise (18m+) residential buildings in England. These buildings are classified in the act as High Risk Buildings (HRBs).
- 1.3 Each HRB in England must have one clearly identifiable person, known as the principal accountable person (PAP) and Havering Council are the PAP for Highfield Towers.

1.4 The PAP must:

- a. Register existing HRBs with the Building Safety Regulator, and
- b. Prepare a Building Safety Case in anticipation of being asked to apply for a Building Assessment Certificate. The Building Safety Case must include various reports, some of which are likely to identify a need for works.

1.5 The UK is aiming to achieve a 68% reduction in greenhouse gas emissions by 2030 as part of its contribution to the Paris Agreement and, subsequently, to reduce greenhouse gas emissions 100% by 2050 compared to 1990 levels. The recladding and improvement works to Highfield Tower will assist in the Council achieving these targets.

2. REASONS FOR THE WORKS

2.1 The works comprise, externally, replacement of the rainscreen cladding and the associated replacement of AOV's, windows and roof coverings and internally, the installation of sprinklers and LD1 fire alarms.

2.2 There are two principal reasons to replace the rainscreen cladding:

1. Firstly, to improve the fire safety of the building in accordance with the action plan included in the Building Safety Case.

The standards that cladding designs and materials are required to achieve have changed for tall buildings since the Grenfell Tower fire. Following the introduction of the Building Safety Act 2022 it has become standard practice to undertake a Fire Risk Appraisal of External Walls (FRAEW) in accordance with the PAS9980 methodology on HRBs. PAS9980 sets out a process to identify and assess risks in the external wall construction and make recommendations as to what action may be required to reduce any risks present to a more tolerable level. The most recent FRAEW that was undertaken at Highfield Towers in late 2024 concluded that the cladding should be replaced. In addition to this, it was identified that there are a number of smaller areas of cladding which will need to be replaced ahead of the main works. The removal of that cladding will be addressed under a separate governance report and contract.

2. Secondly, to further improve the insulation of the building's external envelope and by doing so reduce the heating requirement thus lowering bills, reducing CO2 output and facilitating a future switch to non-gas low-carbon heating throughout the building. The works will contribute to the Council's target for all housing units to achieve at least EPC C by 2030 and net zero by 2040.

2.3 It will also be necessary to replace the AOV's, windows and main roof covering as part of the works as they form part of the building's external envelope and have an interface with the cladding. This will also make economic use of expensive scaffolding.

2.4 Internally it is proposed to install sprinklers and LD1 fire alarms to deliver a high standard of fire safety in the building as proposed in the building's aspirational fire strategy.

3. FIRE STRATEGY

- 3.1 The Building Safety Case included a description of the existing fire safety features of the building. This is akin to what is known as a fire strategy, which is typically produced when a new building is being designed and which forms part of the design information. It describes the features present and how they inter-relate with each other to ensure the desired level of fire safety (a level usually set by the building regulations).
- 3.2 The Building Safety Case action plans for all of Havering Council's HRBs included recommendations for works that can broadly be categorised as follows:
- A. Repair (e.g. damaged fire safety related components)
 - B. Replacement of components (e.g. where there is no clear evidence of compliance with appropriate standards)
 - C. Required improvements (e.g. items identified within the Building Safety Case file)
 - D. Recommended improvements (e.g. installation of sprinklers and LD1 alarms)
- 3.3 The replacement of the rainscreen cladding at Highfield Towers falls into Category C as outlined above. These works are required due to changes in legislation since the installation of this element. However, it should be noted that the building has been maintained over many years and has been the subject of periodic Fire Risk Assessment, with any issues identified being addressed.
- 3.4 The requirement for works as outlined in Categories C and D above has led to aspirational fire strategies for each of Havering Council's HRBs being commissioned. An aspirational fire strategy is a document that describes the existing and additional measures required to deliver an improved level of fire safety from that which is present and/or is described in the building's current fire strategy. When the proposed works have been completed the aspirational fire strategy will become the current fire strategy and should be retained for use by those who manage and maintain the building to help ensure the building's fire safety features are properly understood. These improved fire strategies will also form part of the golden thread of information for each building.

4. Heat Pump System and De-Gassing the Building

- 4.1 At present the flats within Highfield Towers are heated (both space heating and hot water) using individual gas boilers in each flat. However, gas heating is not compatible with future targets for net zero carbon emissions and having gas in a tower block carries obvious risk (carbon monoxide, explosion). Blocks of flats, by their nature, lend themselves to having communal heating systems. Part of the solution to help achieve net zero could be to replace the individual gas boilers with a communal heating system fed by heat pumps. Heat pumps only produce low-grade heat so, where they are fitted, the building requires a higher level of insulation. In addition, a communal heat pump system would need to have distribution pipework installed up and down the building. This pipework would need to be insulated and concealed within vertical ducts. These ducts could be formed in the space behind new, insulated cladding. De-gassing the building and moving to a low-carbon form of heating would therefore be facilitated by the cladding replacement.
- 4.2 The justifications for the works that are subject of this report stand on their own. But, in addition, once they have been delivered a second phase of works to install low-carbon communal heating to Highfield Towers can be proposed and delivered.

5. LIFE-CYCLE REPLACEMENT

- 5.1 The rainscreen cladding was installed in the 1990s. Its expected lifespan is not known, however it is showing signs of wear and is likely to be a considerable way through its expected life.
- 5.2 The Automatic Opening Vents (AOVs), which allow smoke to be released if a fire occurs, are old, partially defective and in poor condition. They therefore need to be replaced.
- 5.3 The windows will need to be replaced in connection with the cladding works as they have an interface with the cladding. The existing windows are 25 years old, suffer from wear and tear issues and do not perform to current standards. The asset database records show that they will be at end of life in 2030. Replacing them at the same time as the cladding is a sensible and economic use of scaffolding and minimises resident inconvenience.
- 5.4 The main roof covering, which also needs to be replaced, has a lifecycle of 20 years, and the asset database records that it has 1 year of remaining life. Replacing it whilst the scaffolding is in place will make economic use of it and help deliver good value for the Council and its residents including leaseholders.

6. BUILDING REGULATIONS APPROVAL

- 6.1 The works will require building regulations approval and, as the building is a regulated building under the Building Safety Act, the application will need to be submitted to the BSR.
- 6.2 The selected contractor will need to act in the statutory roles of Building Regulations Principal Designer (BR-PD) and Principal Contractor (BR-PC).

7. PROCUREMENT ROUTE

- 7.1 The specialist nature of the works and the project-specific buildability issues favour two-stage tendering rather than single stage tendering. With the latter method the client commissions a design from suitable specialist consultants and then invites contractors to submit a tender to deliver the works. However, there is more expertise on the contractor side, rather than with consultants in both the design and execution of this type of works. It therefore makes sense for the contractor to be involved in the design stages under the management of the consultant, otherwise there is an increased risk that what the contractor is asked to build will not be feasible.
- 7.2 Two-stage tendering allows this to happen as the contractor is appointed under a Pre-Construction Services Agreement at Stage 1, to assist with completing the design and specification. When the design is complete the contractor prices the works on an open book basis, applying the rates for overheads and profit they submitted with their tender to build up an overall price for the whole works. The contractor is appointed to undertake the works at Stage 2 once a contract sum has been agreed and the appointment is approved.
- 7.3 The type of contractor required for these works will have experience of working on tall buildings, cladding replacement in particular, and will have design capability.

- 7.4 They also need to have sufficient capacity to take on the work and the ability to meet the project programme set by the Council. They will be required to take on the roles of BR-PD and BR-PC in addition to the roles of CDM Regulations Principal Contractor and Principal Designer. Ideally they will have experience of making an application to the BSR for building regulations approval.
- 7.5 The BSR will also need evidence from the Council that all designers and contractors engaged on the works are competent. The selected contractor must be able to satisfy the requirement to produce evidence of competence. The Council will seek appropriate warranties from the relevant contractors for the works.
- 7.6 The Council's procurement specialists have been involved in this project to help ensure the procurement of a suitable contractor in a legally compliant manner. This is a high risk project thus it is of particular importance that a suitable contractor is selected to undertake the works. The Council's procurement team proposed to conduct a tendering exercise through either a framework or a Dynamic Purchasing System (DPS). In the words of the Crown Commercial Service, "Frameworks help public and third sector buyers to procure goods and services from a list of pre-approved suppliers, with agreed terms and conditions and legal protections." DPSs are similar to frameworks, but allow suppliers to join and add new services at any point. If an open tender process is used there will be far more work required by the Council to thoroughly de-risk the contractor selection process and it will be much more expensive and time-consuming as a result.
- 7.7 The procurement team identified three framework providers who had a framework for fire safety and/or cladding replacement work. Each framework charges a fee which is calculated as a percentage of the works costs.
- 7.8 Expressions of interest (EOI) were invited from contractors on each framework to ascertain which contractors were interested and which framework would produce the most competitive tender process. The returns are listed in the exempt appendix.
- 7.9 It is proposed the LHC framework be selected by the Council for the following reasons:
- a) They will pay the Council a community benefit rebate and if this is taken into consideration they are cheaper than the others.
 - b) There is a good range of experienced, competent contractors of a suitable size on the framework. All are listed on Constructionline.
 - c) All contractors listed on the framework underwent a vigorous technical selection criteria based on the following areas of assessment:
 - Technical capability
 - Qualifications & accreditations
 - Safe working on site
 - CDM Compliance
 - Complaints procedure
 - Fire risk Appraisal of External Walls
 - General technical competence
 - Communication and collaboration
 - Customer service
 - Project management

- Social value – improving the environment
 - Regional Response for London and SE England
 - Delivery of social value
 - Regional delivery approach
 - Evidence of regional experience
 - d) They can help advise on social value.
 - e) They can undertake the tender process through their portal which will be efficient and save time.
- 7.10 It is not proposed to re-charge leaseholders for the cladding works. The reasons for this are:
- a) The Building Safety Act affords protections for leaseholders by not permitting leasehold recovery for the cost of cladding safety works.
 - b) Havering Council are applying to the government's Cladding Safety Scheme to recover leaseholder contributions for the cladding part of the works.
- 7.11 Leaseholders will be consulted in accordance with the Section 20 process and this will enable the Council to recover leasehold contributions for all of the other works in accordance with the terms of the leases.
- 7.12 In the event a leaseholder wishes to nominate a contractor to tender for the works then, if the nominated contractor is suitable, the procurement process may need to transfer to a DPS route.
- 7.13 The procurement proposal was put before GRG on 23 January 2025 and was approved.
- 7.14 The tender documents for this procurement will be prepared by Calford Seaden specialist construction consultants. Tenders for the works will be assessed on a 30/70 price/quality basis as the work includes specialist professional advice on the cladding and other fire safety works at design stage (Stage 1) and, in addition, the works themselves (Stage 2) are highly specialist in nature. Selecting the right contractor is therefore of the utmost importance. This is a deviation away from the 70/30 price/quality split stated in rule 18.4 of the Council's Contract Procedure Rules (CPRs) and therefore approval of the proposals contained in this report will constitute a waiver under rule 14.1 of the CPRs. 10% of the quality score will be reserved for social value.
- 7.15 A financial analysis of the tenders will be undertaken by the consultant and their findings reported to the Council and the Council's finance team. The quality scoring will be carried out by the Council's major projects staff and Calford Seaden, with the moderation by a member of the Council's procurement team. The winning tender will be that which scores highest as the Most Economically Advantageous Tender (the MEAT score).
- 7.16 An Experian credit ratings check on the proposed contractor will be made prior to awarding the contract.

8. PROJECT DELIVERY & RISK

8.1 The proposed project timetable is as follows: (assumes cabinet approval on 9 April 2025)

Task	Timeline with S.20
Section 20 stage 1 notices issued (expire after 30 days)	17 March 2025
Complete outline Employer's Requirements and tender documents	17 April 2025
Invite tenders Via Framework	24 April 2025
Complete tender evaluation	5 June 2025
ED for award of contract approved by Strategic Director following GRG approval	4 July 2025
Notify bidders of outcome of tender	11 July 2025
Section 20 stage 2 notices issued (expire after 30 days)	11 July 2025
Appoint contractor for Stage 1 under a PCSA (followed by standstill of 10 days)	18 August 2025
Appointed contractor to undertake surveys and investigations and to develop designs in collaboration with consultant in order to: a) Obtain planning consent b) Submit Gateway 2 application for Building Regulations consent c) Ensure there is enough detail for the works to be priced and planned out.	28 August to 12 December 2025
Confirm contract sum with contractor	2 January 2026
Obtain Building Regulations consent	6 February 2026
Draft ED for award of Stage 2 building contract	15 January 2026
ED for award of building contract signed by Strategic Director	29 January 2026
Appoint contractor for Stage 2 under a JCT D&B contract (followed by standstill of 10 days)	12 February 2026
Mobilisation	23 February to 12 April 2026
Start of works on site	13 April 2026
Completion of works on site	14 March 2027

8.2 This is a tight timetable and relies on a number of matters being dealt with smoothly. Obtaining building regulations consent within the time allowed will be of particular importance and will be mitigated by meticulous preparation of the proposals and the application pack.

9. QUALITY

9.1 Quality will be monitored throughout the project by the consultant. The works will be expected to be completed in accordance with the designs and specifications, the contract terms and any specific quality monitoring commitments that were made by the contractor as part of their tender.

9.2 Quality of work will also be monitored by the Council's own Clerk of Works team as it progresses to ensure compliance with the contract standards.

10. SOCIAL VALUE

- 10.1 The Community Engagement Team and Resident Liaison Team will be asked for input into the social value deliverables.
- 10.2 A social value delivery plan will be developed and monitored throughout the contract to ensure it has been delivered.
- 10.3 The contractor will be contractually required to deliver the specific social value commitments that were made in their tender. This will be monitored by the Council's Resident Liaison Team.

11. RESIDENT LIAISON

- 11.1 Resident liaison will be led by the Council's own Resident Liaison Team. Residents will be involved in the steering of the project before, during and after works are undertaken.
- 11.2 The Employer's Requirements document will state the contractor must provide a specified number of resident liaison officers to work on the contract and their involvement will be overseen by the Council's Senior Resident Liaison Officer.

REASONS AND OPTIONS

12. REASONS FOR THE DECISION

- 12.1 The Council has a statutory and contractual obligation as a landlord to provide repairs, maintenance and compliance works to its properties. It is also essential that the Council complies with the new Building Safety Act.

13. OTHER OPTIONS CONSIDERED

- 13.1 The option of doing nothing was rejected on the grounds that these works are required to bring the building in line with the legislative framework.
- 13.2 Tendering via an open tender was rejected due to the complexity of the works and the need to seek contractors who can properly demonstrate they have the qualifications, knowledge and experience in cladding and fire safety works to HRBs. To undertake a thorough open tendering exercise, bearing in mind the risks associated with poor contractor selection, would require specialist consultant expertise, be very time consuming and therefore expensive.

IMPLICATIONS AND RISKS

14. FINANCIAL IMPLICATIONS AND RISKS

14.1 Since February 2025, the authority has installed a waking watch, due to an updated external wall appraisal received from consultants. A separate non-key decision is likely to have been approved by the time of this report to procure a contractor by direct award to remedy the most significant and urgent matter concerning the exterior of the block. This has been estimated at £400,000 and the authority will seek to claim funding from the Government via the Cladding Safety Scheme (CSS).

14.2 This Cabinet Report proposes to use the LHC Framework at an estimated cost of £300,000 based on the indicative procurement envelope of £7.5m. This cost would be picked up by the successful contractor and assumed included within the contract. The framework includes a Social Value rebate of approximately £50,000 which can aid the social value delivery plan. The paper also includes a decision to potentially switch to a DPS from the Framework option should this become preferred.

14.3 The HRA Capital Programme was approved by Full Council in March 2025 for which this project is included within. Due to the timing of the decisions, design and procurement there may be a requirement to re-profile the allocations at either a future Cabinet or the next budget planning cycle.

14.4 In addition, and for information, the associated capital costs of the project are outlined below along with the estimated profile of the £7.5m this decision relates to:

Highfield Towers	24/25	25/26	26/27	27/28	Total
	£'000	£'000	£'000	£'000	£'000
Urgent works procurement*	400	0	0	0	400
Design & Build procurement**	0	1,000	4,000	2,500	7,500
Consultancy	0	100	175	50	325
Project Team (internal)	0	191	191	191	572
Project Overview	400	1,291	4,366	2,741	8,797

*Non-Key decision **this decision.

14.4 As with schemes of this nature, there is a risk of cost increase, for which the project has set aside an appropriate contingency. The consultant and project team will also need to mitigate any risk associated with having a contractor design their own build. The financing of the project is expected to be a mixture of HRA Major Repairs Reserve, HRA Borrowing, Leaseholder contributions (within regulatory remit) and the CSS.

14.5 As set out within this report, Leaseholders are expected to contribute to the project funding with exception to the cladding works element. It will therefore be important that the project clearly separates these elements. There are currently 13 leaseholders within Highfield Towers representing 17% of the units in the block. It is therefore important that the funding of the block is fairly attributed between the landlord and leaseholders of Highfield Towers. Although the installation of new windows and a roof will likely be an improvement on the existing components, those components have reached or about to reach the end of their expected life and need replacement.

- 14.6 The project's impact on the HRA revenue budget should be positive on the whole. This is because there should be less remedial repairs and maintenance required than current. This is expected to slowly rise year on year after completion.
- 14.7 Although energy improvements have been mentioned in this report they are not within the scope of the procurement. It is purely making the block future proof in respect of energy works and in doing this now offers value for money from this perspective as no material rework will be expected and the works will facilitate further energy saving works.

15. LEGAL IMPLICATIONS AND RISKS

- 15.1 The Council has a general power of competence under section 1 of the Localism Act 2011 to do anything an individual may generally do subject to any statutory limitations. No limitations apply.
- 15.2 The Council has a legal responsibility to deliver its duties as the PAP for Highfield Towers under the Building Safety Act (2022) in preparing a Building Safety Case and ensuring the ongoing management of fire and structural safety risks in the building.
- 15.3 The Council has a legal responsibility as a landlord under section 20 of the Landlord and Tenant Act 1985 to consult leaseholders before carrying out major works that will be charged back to the leaseholders as a service charge. As set in the body of this report, officers will carry out the necessary consultations to meet this duty, including having due regard to the statutory guidance issued by the Ministry of Housing, Communities and Local Government and Department for Levelling Up, Housing and Communities.
- 15.4 The Council has the power to procure contracts for these works through section s111 Local Government Act 1972, which allows the Council to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions
- 15.5 Officers seek authorisation to procure works through Lot 7A of the LHC – Fire Safety (FS2) (Lot 7A) framework, procured under Regulation 33 of the Public Contracts Regulations 2015 (PCR). A call-off from an active, fit-for-purpose framework under Regulation 33 is a permissible route to procurement.
- 15.6 As part of the contract agreement, the contractor will be responsible for securing all necessary guarantees and warranties before the commencement of the works contract.
- 15.7 The recommendations in this report are in line with the Council's powers and the Council can procure the contracts.

16. HUMAN RESOURCES IMPLICATIONS AND RISKS

- 16.1 The recommendations made in this report do not appear to give rise to any identifiable HR risks or implications that would affect either the Council or its workforce.

17. EQUALITIES IMPLICATIONS AND RISKS

17.1 The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have ‘due regard’ to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: ‘Protected characteristics’ are age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

17.2 The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

17.3 An EqHIA (Equality and Health Impact Assessment) is usually carried out and on this occasion this isn’t required.

17.4 The Council seeks to ensure equality, inclusion, and dignity for all in all situations.

17.5 There are not equalities and social inclusion implications and risks associated with this decision.

18. HEALTH AND WELLBEING IMPLICATIONS AND RISKS

18.1 There are no specific implications although the proposals as outlined in this report will significantly contribute to the overall safety of Highfield Tower.

19. ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

19.1 The reasons for the works include facilitating the future de-gassing of the building which will result in a reduced carbon footprint and improving the insulation to help get the building net zero ready.

19.2 Environmental and climate change implications in the delivery of the contract will be assessed at tender stage as part of the quality evaluation process. Tenderers will be evaluated on their proposals to reduce the environmental impact and carbon footprint of how the work is delivered, by doing things such as using local supply chains, electric vehicles, developing waste reduction plans, recycling and so on.

19.3 Sustainability of materials will be built into the specifications by ensuring the manufacturers comply with BES 6001 “Responsible Sourcing of Construction Products”, to prove that their products have been made with constituent materials that have been responsibly sourced.

BACKGROUND PAPERS

None.

EXEMPT APPENDIX

APPENDIX 1 - Responses to LHC FS2 Lot 7A invitation for expressions of interest.