


## DECISIONS DELEGATED TO OFFICERS

<b>Decision title:</b>	Appointment of four training providers to a 4-year framework
<b>Decision date:</b>	10 April 2024
<b>Source of delegation:</b>	This decision was delegated to officers under Part 4.4 of the Council's Constitution: all executive functions except those in Part 4.5, 4.6 and 4.7 are delegated to the officers in the senior management structure.
<b>What decision was made?</b>	<p>To bring four providers (Max Talent, Inclusive Employers, 10X Managers and CM Talent) on to a 4-year framework. The framework is of zero guaranteed value, but up to a maximum spend of £150K over 4 years.</p> <p>A mini competition will be requested for each piece of work which is needed within the 4 years.</p>
<b>Purpose:</b>	<p>The decision allows the provision of a range of training modules, individually or holistically, to Oxford City Council staff.</p> <p>The first intended initiative is the launch of a 12-month programme for aspiring managers which is also a positive action project, where 9/12 places will be for groups underrepresented in senior roles in the Council. It will include training by specialist diverse providers, as well as mentoring and coaching.</p>
<b>Reasons:</b>	<p>A full procurement activity was undertaken, including observing and scoring a micro teach session and a full Request For Quote. The scoring panel included the following three people:</p> <p>Sobia Afridi, EDI Specialist  Mark Chandler, Customer Service Manager  Melissa Hope, Organisational development Manager</p> <p>Following the observations and scoring by the panel, the four named providers proved to be a good fit for the Council's needs.</p>
<b>Decision made by:</b>	Helen Bishop, Head of Business Improvement
<b>Other options considered:</b>	Not to appoint the providers to the framework. This option was rejected as it would not allow the required training modules to be made available for staff.
<b>Documents considered:</b>	None

<b>Key or Not Key:</b>	Not key
<b>Wards significantly affected:</b>	None
<b>Declared conflict of interest:</b>	None
<b>This form was completed by:</b> <b>Name &amp; title:</b> <b>Date:</b>	Melissa Hope Organisational Development Manager 10 April 2024

### Approval checklist

<b><i>Approver</i></b>	<b><i>Name and job title</i></b>	<b><i>Date</i></b>
<b>Decision maker</b>	Helen Bishop, Head of Business Improvement 	10 April 2024