



REPORT TITLE: Social Value – sustaining the recovery and levelling up

Cabinet Date	30 th March 2022
Cabinet Member	Councillor Philip Robinson, Economy, Education and Skills
Key Decision	No
Purpose of Report	To seek approval of the updated Social Value policy and reporting measures set out at Annex A and to develop a set of local Themes, Outcomes and Measures (“TOMs”) that will assist in leveraging investment in skills, environment, and wellbeing through the Council’s ongoing activities (procurement, planning etc.). The revised Social Value policy and reporting measures will also assist in delivering “levelling up” by way of incentivising third parties to deliver Social Value in both Gloucestershire and, where appropriate, discrete areas within the county.
Recommendations	For Cabinet to adopt the revised Social Value Policy and reporting measures set out at Annexes A to C and to develop a set of local Themes, Outcomes and Measures in connection therewith.
Reasons for recommendations	Whilst there is a legal duty to consider Social Value, a more structured approach to secure wider social, economic, and environmental benefits has been shown to deliver additional Social Value to taxpayers and have the potential to contribute to potential to contribute to the key national agendas, ‘levelling up’ and ‘build back better’.
Resource Implications	The resources of £35,000 have already been incurred and the costs of implementation will be covered from within existing budgets.
Background Documents	Procurement Policy Note 06/20 – taking account of social value in the award of central government contracts - GOV.UK (www.gov.uk) National Themes Outcomes and Measures 2021 The National TOMs - Social Value Portal
Statutory Authority	The Public Services (Social Value) Act 2012
Divisional Councillor(s)	All

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Timeline	Policy to be formally introduced from 1 April 2022

Background

1. The Public Services (Social Value) Act 2012 came into force on 31 January 2013. It requires people who commission public services to think about how they can also secure wider social, economic, and environmental benefits – together known as ‘social value’. These wider benefits are in addition to any Core requirement that might be procured by the council. For instance, in procuring an Energy from Waste Facility, the benefits of diversion of waste from landfill and the production of electricity are core benefits, however the creation of apprenticeships and employment opportunities are a wider benefit. Before they start any procurement process, commissioners should think about whether the services they are going to procure, or the way they are going to procure them, could secure these wider benefits for their area or stakeholders.
2. The Public Services (Social Value) Act 2012 provides enabling legislation that helps commissioners get more value for money out of procurement and other corporate activity. It also encourages commissioners to talk to their local provider market or community to design better services, often finding new and innovative solutions to difficult problems.

Legislative context

3. The Public Services (Social Value) Act 2012 requires an authority to consider how what is proposed to be procured might improve the economic, social, and environmental wellbeing of the relevant area, and how, in conducting the process of procurement, it might act with a view to securing that improvement.
4. The said Act does not prescribe what form this consideration might take or how the procurement process should be adapted to incorporate social value. The key question with respect to social value in a procurement process (or in performance management, for that matter) is the same as it is for any other element, namely on what basis does the procuring or contracting party determine the most advantageous of the options presented and/or whether the option(s) available are better or worse than any given benchmark, or the outcomes originally promised or forecast? In general terms, comparability – and therefore some form of measurement system – are key to incorporating social value in procurement.

Policy vision & scope

5. There is a clear strategic case, therefore, for Gloucestershire County Council to embed social value in its procurement. The new GCC “Building Back Better in Gloucestershire” Strategy (2022 – 2026) highlights the Council’s commitment to using a Social Value approach through putting in place a policy and providing officers with the tools needed to build social value into the way the council designs, delivers and commissions its services. But we don’t want to stop there, GCC will adopt the spirit of the Act by implementing this policy beyond procurement and into all aspects of its commercial, planning, and corporate activity, wherever practicable, to better serve the needs of our communities. To date, the embedding of Social Value has been piecemeal across GCC. There

are several workstreams currently seeking to address Social Value across the Council and these are;

- Prevention, Wellbeing and Communities (Public Health) who are seeking to build a network of Anchor Institutions which have goals similar to GCC in Gloucestershire and will better focus their collective resource locally where possible.
 - The Covid 19 Recovery Group headed by Executive Director Economy, Environment, and Infrastructure,
 - Strategic Procurement worked with the Local Government Association to produce their Sustainable Procurement Toolkit (November 2021) for use in connection with the council’s procurement processes.
6. All the above work stream groups are now part of the council’s Covid-19 Recovery Group and are working closely with each other. This proposal seeks to support the work being carried out by such groups and place its outcomes within a robust policy and measurement framework. By doing so, it will be possible to use Social Value as a tool to deliver on the national agendas “levelling up” and “build back better”.
7. In the Levelling Up white paper the Government has signalled its intention to “legislate to put social value at the heart of government spending – weaving a thread of social improvement and civic responsibility through the UK Government’s £300bn annual expenditure on procurement”¹. This work has anticipated that commitment and was commenced late in 2020 to deliver initially a platform for Covid 19 recovery. That said the table below shows the high level of correlation between the two policies, and whilst not 100%, it shows that delivering Social Value will significantly contribute towards the delivery of Levelling up. We will also refine our Social Value outcomes to assist in delivering levelling up.

Social Value Themes	Levelling Up Theme	Levelling Up Outcome
Jobs – Promoting Local Skills and Employment	Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging	<p>By 2030, pay, employment and productivity will have risen in every area of the UK, with each containing a globally competitive city, and the gap between the top performing and other areas closing.</p> <p>By 2 030, the number of people successfully completing high-quality skills training will have significantly increased in every area of the UK. In</p>

¹ [Levelling Up the United Kingdom: Executive Summary \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/104222/levelling-up-white-paper-executive-summary.pdf) February 2022

Social Value Themes	Levelling Up Theme	Levelling Up Outcome
		England, this will lead to 200,000 more people successfully completing high-quality skills training annually, driven by 80,000 more people completing courses in the lowest skilled areas.
Growth - supporting the growth of responsible regional businesses	Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging	
Social – Healthier, Safer, and more resilient communities	Spread opportunities and improve public services, especially in those places where they are weakest	<p>Health - By 2030, the gap in Healthy Life Expectancy (HLE) between local areas where it is highest and lowest will have narrowed, and by 2035 HLE will rise by five years.</p> <p>Well-being - By 2030, well-being will have improved in every area of the UK, with the gap between top performing and other areas closing.</p>
Environment - De-carbonising and safeguarding our world	Boost productivity, pay, jobs and living standards by growing the private sector, especially in those places where they are lagging	By 2030, local public transport connectivity across the country will be significantly closer to the standards of London, with improved services, simpler fares, and integrated ticketing.
Innovation – Promoting Social Innovation	Restore a sense of community, local pride and belonging, especially in those places where they have been lost	

Policy objectives

8. Gloucestershire County Council is committed to improving the quality of life for every community, support businesses to be successful and make sure the county is a place where people want to live, work and visit. To maximise the local impact of the Council's activity and spending in achieving our mission, this policy is a key enabler in securing additional benefits – social, economic, and environmental, together known as social value – that support this vision. The objectives of implementing this social value policy are to:

- Introduce a social value management tool that supports the delivery of our strategic priorities for the people and environment of Gloucestershire

- Provide a consistent approach to measuring and reporting social value throughout the provision cycle, including continuous improvement
- Define and implement a robust, transparent, and efficient digital solution for assessing and awarding the social value segment of tenders, and managing relevant supplier performance during the contract lifecycle
- Allow organisations to compare their own social value performance by sector and build, over time, industry benchmarks to understand ‘what good looks like’ in Gloucestershire
- Reduce the uncertainty surrounding social value measurement for organisations, allowing them to make informed decisions based on robust assessments and hence to embed social value into their corporate strategies.

Measurement framework

9. Incorporating social value into GCC’s commissioning and procurement process is very low cost, yet it is a change that can make a real difference to people in the local community, to service delivery and to the council spending plans. To quote Lord Kelvin,², “What gets measured gets managed”, as a result the Council has initially adopted the National Social Value Measurement Framework (Annex C) or more commonly the “TOMs” (its structure is based on Themes, Outcomes and Measures) to underpin and empower the objectives of this policy. Having one reporting standard allows us to unlock, measure and report the social value delivered by suppliers, delivery partners and ourselves during the provision of goods, works and services.
10. In recent years, the TOMs have become the most used framework in the UK, thus promoting consistency and comparability amongst providers and buyers of public services across the UK. The National TOMs were launched in 2017 by the [National Social Value Taskforce](#), chaired by the Local Government Association, with over 40 members from organisations representing central and local government, the private sector and the third sector.
11. The National TOMs provide a flexible, measures-based calculation framework designed to articulate social value outcomes in terms that can be objectively assessed. It was conceived and developed to be evidence-led and applicable over the ‘whole life’ of a contract or single purchase, as well as throughout the provision cycle.

² Elements of Natural Philosophy 1872 “When you can measure what you are speaking about, and express it in numbers, you know something about it, when you cannot express it in numbers, your knowledge is of a meagre and unsatisfactory kind.

THEMES	OUTCOMES
JOBS: PROMOTING LOCAL SKILLS & EMPLOYMENT	More local people in employment
	More opportunities for disadvantaged people
	Improved skills for local people
	Improved employability of young people
GROWTH: SUPPORTING GROWTH OF RESPONSIBLE REGIONAL BUSINESS	More opportunities for local SMEs and VCSEs
	Improving staff wellbeing and mental health
	Reducing inequalities
	Ethical Procurement is promoted
	Social Value embedded in the supply chain
SOCIAL: HEALTHIER, SAFER & MORE RESILIENT COMMUNITIES	Creating a healthier community
	Vulnerable people are helped to live independently
	More working with the Community
ENVIRONMENT: DECARBONISING & SAFEGUARDING OUR WORLD	Carbon emissions are reduced
	Air pollution is reduced
	Safeguarding the natural environment
	Sustainable Procurement is promoted
INNOVATION: PROMOTING SOCIAL INNOVATION	Other measures (TBD)

Figure 1: Gloucestershire County Council Social Value TOMs framework

12. Each of the Measures behind the Outcomes have been assigned a proxy value which allows organisations to report their delivery in financial and non-financial terms. These values were agreed by the National Social Value Taskforce and stem from public sector data sources such as the Unit Cost Database (UCD), following benefit analysis techniques as outlined in the HM Treasury Green Book and other relevant monetary valuation techniques, such as benchmarking of market prices.
13. There are several benefits to using both the National TOMs and the tendering and contract management portal, known as the Social Value Portal (“the Portal”) for the Council. We will be able to:
- Objectively compare and benchmark year on year social value delivered between contracts and services, to seek sharing of best practice and drive better performance
 - Gain a deeper understanding of where social value is being generated within our suppliers and areas - as well as where more social value could be unlocked to improve outcomes
 - Puts a common language (the £) against the positive impact our spending brings to the area, to inform service planning and commissioning
 - Being better informed, about where further social value could be unlocked locally, will develop, and support our communities, in turn creating a more resilient, healthier, and prosperous workforce to contribute to a flourishing Gloucestershire.

14. GCC plans to develop this further by developing a “Gloucestershire TOMs” which can take account of social deprivation in specific areas of the county.

Work done to date

15. The Council has trialled this new policy during several procurements. The initial outcomes have been very encouraging and in one procurement the return in terms of Social Local Economic Value (SLEV) was 42%. This compares very favourably with established with even the best performing sectors whose SLEV is around 20-25%.

Summary of the proposed Social Value policy set out in Annex A to this Report

16. To maximise the effectiveness of the proposed social value policy, while still maintaining the efficiency of the procurement cycle, only those procurements for goods or services whose values exceed the Public Procurement threshold (currently £177,897.50 (excluding VAT) will be subject to such policy. This will ensure that sufficient resource is available to provide support for all such procurements by a trained Procurement Officer with a knowledge of Social Value.
17. Prior to tenders going live, the council will engage with suppliers in the market to upskill their knowledge on the council's new approach to social value. Candidate bidders will then receive the Invitation to Tender (ITT) document(s) and be able to enter the details of their social value bid response onto the Portal by the deadline, ready for bid evaluation and business award processes.
18. The Council will review the additional social, economic, and environmental benefits that candidate bidders have offered to deliver for local communities. This will form part of the decision-making process, alongside the separate evaluation of Price and Quality undertaken by the Council directly. A target of 15% social value evaluation weighting will be applied to all eligible tender exercises. This may be varied by $\pm 5\%$ subject to approval by an Executive Director. This compares with 20% for Birmingham City Council and a minimum of 10% for the NHS and Bristol City Council.
19. Contract managers will then monitor social value commitments, with agreed reporting periods to track progress ensuring commitments are undertaken in their entirety and using the Council leverage when suitable to support delivery. The Council will seek to hold suppliers to all their contractually specified social value commitments and these will be treated like any other commitment specified in the price or quality component of the supplier's bid submission.

Governance

20. The Cabinet Member for the Economy, Education and Skills will lead and govern this Policy. They are supported by a Social Value Board and Social Value Leads, managers, and officers.
21. To further communicate the proposed social value policy's effectiveness and progress to all stakeholders, the Council will release an annual Social Value Statement from 2022 to outline key areas of focus, future targets, operational procedures, successes and to communicate key messages to staff, partners, suppliers, and other locally based organisations impacted by our social value performance. This statement will include key stats and reports measured through the Portal to share our progress. An example is shown as Annex B.

Financial implications

22. The initial cost of £35,000 has already incurred. Other costs of running competitions and training staff will be covered from within existing budgets.

Climate change implications

23. As Climate Change is an element of Social Value then it will have a positive effect on Climate Change.

Equality implications

24. Has an Equalities Impact Assessment (EIA) been completed? No; each procurement will still have to complete an EIA for its core requirement. Social Value will only enhance this but cannot be assessed until bids are returned.

Data Protection Impact Assessment (DPIA) implications

25. The Social Value Portal website contract has already been assessed as part of contract award and there are no data protection issues.

Officer recommendation

26. That Cabinet approves the revised Social Value Policy and reporting measures set out in Annex A to C of this report and the development of a set of local Themes, Outcomes and Measures in connection therewith.



Social Value Policy

(Issue 2.1 dated March 2022)

BACKGROUND

1. The revised Social Value Policy described here sets out the key principles and actions whereby the Council embeds practical and effective commissioning for social value in every aspect of its procurement and grants and other relevant activities, commencing (as the Public Services (Social Value) Act 2012 requires) at the pre-procurement or equivalent stage.

WHAT WE MEAN BY SOCIAL VALUE

2. The Public Services (Social Value) Act 2012 states: “If a relevant authority proposes to procure or make arrangements for procuring the provision of services, or the provision of services together with the purchase or hire of goods or the carrying out of works...the authority must consider how what is proposed to be procured might improve the economic, social and environmental well-being of the relevant area and, in conducting the process of procurement, how it might act with a view to securing that improvement.” It must also “consider whether to undertake any consultations as to matters to be considered” under that process. For the purposes of this policy, we refer to this improvement of wellbeing as social value. To implement this, we seek measurable and verifiable social value outcomes that:
 - (i) are relevant to what is proposed to be procured and proportionate to the contract / grant value,
 - (ii) can legitimately be included in contract / grant specifications and
 - (iii) contribute to achieving the Council’s priorities.

POLICY OBJECTIVES

3. Gloucestershire County Council is committed to improving the quality of life for every community, support businesses to be successful and make sure the county is a place where people want to live, work and visit. To maximise the local impact of the Council’s activity and spending in achieving our mission, this policy is a key enabler in securing additional benefits – social, economic, and environmental, together known as social value – that support this vision. The objectives of implementing this social value policy are to:
 - Introduce a social value management tool that supports the delivery of our strategic priorities for the people and environment of Gloucestershire

- Provide a consistent approach to measuring and reporting social value throughout the provision cycle, including continuous improvement
- Define and implement a robust, transparent, and efficient digital solution for assessing and awarding the social value segment of tenders, and managing relevant supplier performance during the contract lifecycle
- Allow organisations to compare their own social value performance by sector and build, over time, industry benchmarks to understand 'what good looks like' in Gloucestershire
- Reduce the uncertainty surrounding social value measurement for organisations, allowing them to make informed decisions based on robust assessments and hence to embed social value into their corporate strategies.

IMPLEMENTATION OF SOCIAL VALUE IN PROCUREMENT AND PERFORMANCE MANAGEMENT

4. Gloucestershire County Council will strive to ensure that suppliers' tender responses and/or proposals are assessed fairly and independently. The Council will be using the Portal during the tendering process, as well as to monitor supplier performance in the delivery of this added social value during the contract lifecycle.
5. The new supplier will have a performance management account created for them on the Portal. This account will be used periodically during the contract term by the supplier and Gloucestershire County Council, to keep track of the delivery of the social value offer made during the earlier tender exercise. The supplier's performance data will be available in unit measures and converted into £ GBP value, enabling useful analysis and purposeful discussion to take place.
6. Existing suppliers, whose contracts have already started, can still choose to submit social value proposals onto the Portal, and to have their delivery performance monitored against these proposals for the remaining duration of their contract. This will enable the Council to unlock this added social value more quickly than waiting for each tender exercise to take place as scheduled.

SPEND THRESHOLD

7. To maximise the effectiveness of this social value policy, while still maintaining the efficiency of the procurement cycle, a spend threshold has been set at Public Procurement thresholds (currently £177,897.50 (excluding VAT)). The threshold assessment should be conducted at the start of the provision cycle and be based on the estimated spend during the contract or purchase's whole lifecycle.
8. Any proposed contracts or single purchases below this threshold can proceed through the provision cycle without needing to comply with the requirements of this policy. This means there is no need for suppliers of lower value goods, works or services to interact with the Portal or submit any social value tender responses. However, any supplier may choose to submit a social value proposal

(at any point during their contract's lifecycle) to the Portal, even if the contract or purchase has previously been assessed as below threshold.

9. All contracts or single purchases above this threshold will need to comply with the requirements of this policy unless permission has been obtained from an Executive Director.

TENDER EVALUATION WEIGHTINGS

10. To support and deliver on the Council priorities as set out in our Corporate and Business Plans, it has been agreed that a standalone evaluation weighting will be applied to each tender exercise that has been assessed as above the spend threshold. The evaluation weighting is intended to measure the economic, social, and environmental outcomes offered by suppliers and linked to the National TOMs (as adapted to suit the Council priorities).

TENDER FRAMEWORKS

11. Where a tender framework allows, it is expected that the evaluation weightings for quality and price will be reduced in equal proportions, to preserve the respective ratios that existed prior to the introduction of this social value policy. For example, where price is evaluated at 60% and quality at 40% of the overall score, then future tenders will be evaluated as follows:

Price:	54%
Quality:	34%
Social Value:	12%

12. Where a tender framework does not offer this flexibility, it is recommended to contact the framework owner to request whether an exception can be made to allow implementation of this social value policy.

EVALUATION

13. The Council will review the additional social, economic, and environmental benefits that candidate bidders have offered to deliver for local communities. This will form part of the decision-making process, alongside the separate evaluation of Price and Quality undertaken by the Council directly. The evaluation weighting is intended to measure the economic, social, and environmental outcomes offered by suppliers and linked to the National TOMs (as adapted to suit the Council priorities). A minimum of 15% social value evaluation weighting will be applied to all eligible tender exercises. This may be varied by $\pm 5\%$ subject to approval by an Executive Director.

PERFORMANCE MANAGEMENT

14. Responsible officers will monitor social value commitments, with agreed reporting periods to track progress ensuring commitments are undertaken in their entirety and using the Council leverage when suitable to support delivery.
15. The Council will seek to hold suppliers to all their contractually specified social value commitments and these will be treated like any other commitment specified in the price or quality component of the supplier's bid submission. In the event of a supplier being unable to deliver one or more of their social value commitments, the Council will permit the supplier, subject to proper agreement and authorisation, to deliver one or more suitable alternative social value commitment(s).

GOVERNANCE

16. This Policy will be overseen by the Cabinet member for Economy, Education and Skills. These are supported by a Social Value Board and Social Value Leads, managers, and officers
17. The Council will periodically review this Social Value Policy. In doing so, we will take account of any changes in legislation pertaining to the Public Services (Social Value Act) 2012, Public Contracts Regulations 2015, the Local Government Act, EU Regulations for as long as these remain applicable, and any changes to the Council's priorities when they are reviewed.
18. To further communicate this Policy's performance and progress to all stakeholders, the Council will release an annual Social Value Statement from 2022 to outline key areas of focus, future targets, operational procedures, successes and to communicate key messages to staff, partners, suppliers, and other locally based organisations impacted by our social value performance. This statement will include key stats and reports measured through the Portal to share our progress.

Example of Social Value Report

SOCIAL VALUE PORTAL: ANNUAL VERIFIED SOCIAL VALUE REPORT

Scape Procure
Regional Construction

Scape Regional Construction Framework
Social Value Delivery Report (August Update)
Reporting Period: April Jan 2018 - 31st March 2019

Social Value Measurement Framework for the Scape RCF

The measurement matrix used by the Scape RCF has been built around the National Social Value Measurement 'TOMs' (Themes, Outcomes & Measures) Framework and adapted to reflect the specific data that Scape Procure wants to collect and report on for its partners and stakeholders.

Scape RCF Themes

1. **Jobs**
2. **Growth**
3. **Social**
4. **Environment**
5. **Innovation**

The National TOMs Framework (2015) has been developed by the National Social Value Taskforce, a body comprising both public and private sector organisations. The TOMs Framework was the result of extensive consultation across its members, including the Office of Civil Society and Queen's Commissioners.

The Scape RCF TOMs matrix is built around 3 key themes, supported by 18 outcomes and 36 specific measures that allow Scape to identify, measure and value the additional social value benefits of the work they deliver.

Total Social Value Add generated by the Scape RCF

£5,034,394

Total delivered Social Value Add (SVA) per £ contract value: **45.62%**

Measuring Social Value

Using the Scape RCF TOMs matrix, the social value generated at a framework level has been calculated by collating data from each partner's contract awarded through the Framework. The data from 20,288,832 has been accumulated at an overall framework level.

This report highlights the key social value achievements made by the RCF in both financial and non-financial terms.

Scape Regional Construction Framework (RCF)
Social value delivery report | April 2018 - March 2019

Scape Procure
Regional Construction

Social x Local Economic Value

Social value can be split into 'Total economic £ value' and direct 'social value'.

Here, 'total' value results from 3 specific measures:

- > Social employment
- > Spend in the local supply chain
- > Spend with local SMEs

£101,172
social value add

£4,988,222
local economic value add

Social Value Delivery by Partner

<p>Total social value generated by Comstar</p> <p style="text-align: right; font-weight: bold;">£254,880</p> <p style="text-align: right;">-> 61% SVA</p>	<p>Total social value generated by GF Tomlinson</p> <p style="text-align: right; font-weight: bold;">£2,647,773</p> <p style="text-align: right;">-> 51.5% SVA</p>
<p>Total social value generated by Graham</p> <p style="text-align: right; font-weight: bold;">£442,6178</p> <p style="text-align: right;">-> 95.6% SVA</p>	<p>Total social value generated by Jeakins Weir</p> <p style="text-align: right; font-weight: bold;">£216,770</p> <p style="text-align: right;">-> 61.4% SVA</p>
<p>Total social value generated by Lindum</p> <p style="text-align: right; font-weight: bold;">£1,193,168</p> <p style="text-align: right;">-> 81.1% SVA</p>	<p>Total social value generated by Seddon</p> <p style="text-align: right; font-weight: bold;">£279,185</p> <p style="text-align: right;">-> 14.3% SVA</p>

Scape Regional Construction Framework (RCF)
Social value delivery report | April 2018 - March 2019

Scape Procure
Regional Construction

Social Value Delivery Report Key Highlights

Total Social Value Delivered

£5.034m

Total Contract Values: £15.06m
Social Value Add: 45.6%

Local SME spend

£2.97m

social value add

Local employment

£1.90m

social value add

Improving staff wellbeing

£57k

social value add

Investing in people

- 67 local people employed
- 53 weeks of training opportunities
- 128.4 weeks of apprenticeships

Investing in growth

- £6,112 VCSE spend
- £73,083 local supply chain spend
- £3.25m local SME spend
- 588 hrs committed to improving staff wellbeing

Community support

- £3,891 donated to local community projects
- 39 hrs volunteering to support local community projects
- £440 supporting health initiatives

Environment and sustainability

- 269,240 car miles driven by low or no emission vehicles
- 26% contracts committed to sustainable procurement

Scape Regional Construction Framework (RCF)
Social value delivery report | April 2018 - March 2019

Core National TOMs 2021

Theme	Outcome	NT Ref	Measure
Jobs: Promote Local Skills and Employment	More local people in employment	NT1	No. of local direct employees (FTE) hired or retained (for re-tendered contracts) on contract for one year or the whole duration of the contract, whichever is shorter
		NT1a	No. of local direct employees (FTE) which are TUPE transfers retained on contract for one year or the whole duration of the contract, whichever is shorter (re-tendered contracts only - to be used at Measurement)
		NT1b	No. of residents (FTE) from the listed sub-localities employed directly or through the supply chain as a result of your procurement requirements on the contract for one year or the whole duration of the contract, whichever is shorter (see sub-localities listed in 'LISTNT1b')
		NT1c	No. of local people (FTE) on contract for one year or the whole duration of the contract, whichever is shorter, employed through the supply chain as a result of your procurement requirements
		NT2	Percentage of local employees (FTE) on contract
	More opportunities for disadvantaged people	NT3	No. of employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer) as a result of a recruitment programme
		NT4	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a recruitment programme
		NT5	No. of 18+ y.o. employees (FTE) hired on the contract who are rehabilitating or ex-offenders as a result of a recruitment programme
		NT6	No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme
		NT7	No. of hours of support into work provided to over 24 y.o. unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance

Theme	Outcome	NT Ref	Measure
	Improved skills	NT8	No. of staff hours spent on local school and college visits e.g., delivering career talks, curriculum support, literacy support, safety talks (including preparation time)
		NT9	No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+
		NT10	No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+
	Improved employability of young people	NT11	No. of hours of support into work provided to under 24 y.o. (young people) unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance
		NT12	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)
		NT13	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)
Growth: Supporting Growth of Responsible Regional Business	More opportunities for local MSMEs and VCSEs	NT14	Total amount (£) spent with VCSEs within your supply chain
		NT15	Provision of expert business advice to VCSEs and MSMEs (e.g., financial advice / legal advice / HR advice/HSE)
		NT16	Equipment or resources donated to VCSEs (£ equivalent value)
		NT17	Number of voluntary hours donated to support VCSEs (excludes expert business advice)
		NT18	Total amount (£) spent in local supply chain through the contract
		NT18a	Total amount (£) spent through the contract in specified sub-localities (e.g., high deprivation areas) - please refer to list NT18a for the qualifying areas
		NT19	Total amount (£) spent through contract with local micro, small and medium enterprises (MSMEs)
	Improving staff wellbeing and mental	NT20	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional

Theme	Outcome	NT Ref	Measure
	health		wellbeing programmes
		NT39	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health
		NT21	Equality, diversity and inclusion training provided both for staff and supply chain staff
	Reducing inequalities	NT40	Number and type of initiatives to be put in place to reduce the gender pay gap for staff employed in relation to the contract (describe and document initiatives)
		NT41	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation
		NT42	Percentage of contractors in the supply chain required (or supported if they are micro or small business) to pay at least Real Living wage
	Ethical Procurement is promoted	NT22	Percentage of your procurement contracts that include commitments to ethical employment practices in the local and global supply chain, including verification that there is zero tolerance of modern slavery, child labour and other relevant requirements such as elimination of false self-employment, unfair zero hours contracts and blacklists
		NT43	Initiatives taken throughout the local and global supply chain to strengthen the identification, monitoring and reduction of risks of modern slavery and unethical work practices occurring in relation to the contract (i.e., supply chain mapping, staff training, contract management)
	Social Value embedded in the supply chain	NT23	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required
	Social: Healthier, Safer and more Resilient Communities	Creating a healthier community	NT26
Vulnerable people are helped to live independently		NT27	Initiatives to be taken to support older, disabled and vulnerable people to build stronger community networks (e.g., befriending schemes, digital inclusion clubs)

Theme	Outcome	NT Ref	Measure
	More working with the Community	NT28	Donations or in-kind contributions to local community projects (£ & materials)
		NT29	No. of hours volunteering time provided to support local community projects
Environment: Decarbonising and Safeguarding our World	Carbon emissions are reduced	NT31	Savings in CO2 emissions on contract achieved through de-carbonisation (i.e., a reduction of the carbon intensity of processes and operations, specify how these are to be achieved)
		NT44	Policy and programme to achieve net zero carbon including monitoring plan with specific milestones
		NT45	Carbon Certification (Carbon Trust Standard, Planet Mark or equivalent independently verified) - achieved or to achieve for current year
	Air pollution is reduced	NT46	Corporate travel schemes available to employees on the contract (subsidised public transport, subsidised cycling schemes and storage, sustainable corporate transport such as electric bus from public station to corporate facilities)
	Safeguarding the natural environment	NT47	Donations or investments towards expert designed sustainable reforestation or afforestation initiatives
	Sustainable Procurement is promoted	NT35	Percentage of procurement contracts that include sustainable procurement commitments or other relevant requirements and certifications (e.g., to use local produce, reduce food waste, and keep resources in circulation longer.)
		NT48	Supply Chain Carbon Certification (Carbon Trust Standard for Supply Chain or equivalent independently verified) - achieved or to achieve for current year
		NT49	Requirements or support (for Micro or Small enterprises) for suppliers to demonstrate climate change and carbon reduction training for all staff - e.g., SDGs Academy courses (NTs) or (e.g., RE) Supply Chain Sustainability School bronze or higher or equivalent
Innovation: Promoting Social Innovation	Social innovation to create local skills and employment	NT50	Innovative measures to promote local skills and employment to be delivered on the contract - these could be e.g., co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon

Theme	Outcome	NT Ref	Measure
			footprint from initiatives, etc.
	Social innovation to support responsible business	NT51	Innovative measures to promote and support responsible business to be delivered on the contract - these could be e.g., co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.
	Social innovation to enable healthier safer and more resilient communities	NT52	Innovative measures to enable healthier, safer and more resilient communities to be delivered on the contract - these could be e.g., co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.
	Social innovation to safeguard the environment and respond to the climate emergency	NT53	Innovative measures to safeguard the environment and respond to the climate emergency to be delivered on the contract - these could be e.g., co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.