

APPENDIX A

Theme	Outcomes	NT Ref	RE Ref	Measures - Minimum Requirements Click to view guidance	Commitment Target	Units	SOCIAL VALUE PROXY	Project Weighting
						How it should be measured		
Jobs: Promote Local Skills and Employment	More local people in employment	NT1	RE1	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		no. people FTE	£30,353.00	£0.00
		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)		no. people FTE	£30,353.00	£0.00
		NT1b	RE1B	No. of residents (FTE) from the listed sub-areas 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')		no. people FTE	£30,353.00	£0.00
		NT1c	RE1c	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		no. people FTE	£30,353.00	£0.00
		NT2	RE2	% of local employees (FTE) on contract		%	Record only	n/a
			RE3	Employer's fairs held to encourage local employment in the area		£	£1.00	£0.00
	More opportunities for disadvantaged people	NT3	RE4	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		no. people FTE	£19,023.48	£0.00
		NT3a		No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme who are long term unemployed (unemployed for a year or longer) and are facing specific barriers to transitioning to civilian employment that do not qualify them as disabled (e.g. long term service)		no. people FTE	£19,023.48	£0.00
		NT3b		No. of homeless employees (FTE) hired on the contract as a result of a recruitment programme		no. people FTE	£19,023.48	£0.00
		NT3c		No. of mothers returning to work (FTE) hired on the contract as a result of a recruitment programme who are long-term unemployed (unemployed for a year or longer) - (when the mother is the primary carer)		no. people FTE	£19,023.48	£0.00
		NT3d		No. of survivors of modern slavery employees (FTE) hired on the contract as a result of a recruitment programme		no. people FTE	£19,023.48	£0.00
		NT4	RE5	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a recruitment programme		no. people FTE	£13,734.01	£0.00
		NT4a		No. of 16-25 y.o. care leavers (FTE) hired on the contract as a result of a recruitment programme		no. people FTE	£13,734.01	£0.00
		NT5	RE6	No. of 18+ y.o. employees (FTE) hired on the contract who are rehabilitating or ex offenders as a result of a recruitment programme		no. people FTE	£23,169.82	£0.00
		NT5b		No. of 18-24 y.o. employees (FTE) hired on the contract who are rehabilitating young offenders as a result of a recruitment programme		no. people FTE	£22,213.20	£0.00
		NT6	RE7	No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme		no. people FTE	£15,188.63	£0.00
		NT6b		No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme who are disabled and are facing specific barriers to transitioning to civilian employment (e.g. physical injury, medical discharge, psychological condition) No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme		no. people FTE	£15,188.63	£0.00
			RE57	% of women (FTE) hired on the contract		%	Record only	n/a
			RE58	% of employees (FTE) BAME hired on the contract		%	Record only	n/a
			RE71	Specific initiatives or recruitment programmes for women run for the contract (Y/N)		Y/N - Provide description	Record only	n/a
			RE72	Specific initiatives or recruitment programmes for BAME run for the contract (Y/N)		Y/N - Provide description	Record only	n/a
		Improved skills	NT7	RE8	No. of hours of support into work provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance -(over 24 y.o.)		no. hrs (total session duration)*no. attendees	£145.48
	NT8		RE9	No. of staff hours spent on local school and college visits e.g. delivering careers talks, curriculum support, literacy support, safety talks (including preparation time)		no. staff hours	£16.07	£0.00
			RE10	No. site visits for school children or local residents		no. of visits	£64.28	£0.00
	NT9		RE11	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+		no. weeks	£258.45	£0.00
	Improved skills for disadvantaged people	NT10	RE12	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+		no. weeks	£207.40	£0.00
		NT9a		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+ - delivered for groups specified in 'LISTNT9a' (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)		no. weeks	£258.45	£0.00
		NT10a		No. of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+ - delivered for groups specified in 'LIST NT10a' (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)		no. weeks	£207.40	£0.00
	Improved skills for a low carbon transition	NT54		Support a 'just transition' for workers by supporting those in 'traditional' high carbon industries to retrain		no. hrs (total session duration)*no. attendees	£145.50	£0.00

Growth: Supporting Regional Business	low carbon transition	NT10b		No. weeks on the contract of training and associated apprenticeships relating to the low carbon economy - opportunities either to be completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+		no. weeks	£207.40	£0.00
	Improved employability of young people	NT11	RE13	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) - (under 24 y.o.)		no. hrs (total session duration)*no. attendees	£145.48	£0.00
		NT12	RE15	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)		no. weeks	£158.23	£0.00
		NT13	RE16	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)		no. weeks	£158.23	£0.00
		NT13a		Meaningful work placements that pay Real Living wage according to eligibility - 6 weeks or more (internships)			£315.00	£0.00
		RE14	RE14	Employment taster days for those interested in working in the real estate and construction industry		£	£1.00	£0.00
	More opportunities for local MSMEs and VCSEs	NT14		Total amount (£) spent with VCSEs within your supply chain		£	£0.12	£0.00
		NT15	RE18	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)		no. staff expert hours	£96.11	£0.00
		NT15a	RE18a	Provision of expert business advice to help VCSEs and MSMEs achieve net zero carbon by 2030		no. staff expert hours	£96.39	£0.00
		NT16	RE19	Equipment or resources donated to VCSEs (£ equivalent value)		£	£1.00	£0.00
		NT17	RE20	Number of voluntary hours donated to support VCSEs (excludes expert business advice)		no. staff volunteering hours	£16.07	£0.00
			RE73	No. of opportunities created for local MSMEs to respond to tenders for de-carbonisation work on the contract		no. opportunities	Record only	n/a
			RE21	Meet the buyer' events held to highlight local supply chain opportunities		£	£1.00	£0.00
		Improving staff wellbeing and mental health	NT20	RE24	No. of employees on the contract that have been provided access for at least 12 months to multidimensional wellbeing programmes that include flexible working time arrangements; healthy nutrition options; physical health programmes; a health risk appraisal questionnaire; access to health and wellbeing resources (e.g. a tailored health improvement web portal; wellness literature; and seminars and workshops focused on identified wellness issues)		no. employees provided access	£124.30
	NT55			No. of employees provided with workplace screening (e.g. questionnaire) and support (e.g. at least six session of cognitive behavioural therapy) for anxiety and depression		no. employees provided access	£135.11	£0.00
			RE59	No. of employees provided with workplace screening (e.g. questionnaire) and support (e.g. six session of cognitive behavioural therapy) for anxiety and depression (Construction)		no. employees provided access	£383.00	£0.00
	NT39			Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health		£	£1.00	£0.00
	NT56			Percentage of suppliers to Tier 2 in the supply chain to deliver the contract (including the prime contractor) that will implement the mental health core standards for all companies and also the mental health enhanced standards for companies with more than 500 employees, as set out in Thriving at Work: the Stevenson Farmer Review on Mental Health and Employers		%	Record Only	n/a
NT21	RE25		Equality, diversity and inclusion training provided both for staff and supply chain staff		no. hrs (total session duration)*no. attendees	£96.39	£0.00	
Reducing inequalities	NT57		Prime contractor's median gender salary pay gap for staff - Small and Medium enterprises		median gender pay gap	%	n/a	
	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)		£	£1.00	£0.00	
	NT41		Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation		%	Record Only	n/a	
	NT42		% of contractors in the supply chain required (or supported if they are micro and small business) to pay at least Real Living wage		%	Record Only	n/a	
	NT58		Number of employees on contract to have pay raise to Real living wage or higher (on a renewed contract or TUPE)		no. people (FTE)	£1,396.33	£0.00	
Ethical Procurement is promoted	NT22	RE26	Percentage of procurement contracts that includes commitments to ethical procurement, including to verify modern-slavery and other relevant requirements.		%	Record Only	n/a	
	NT43		Number and type of initiatives throughout the supply chain to identify and manage the risks of modern slavery occurring (i.e. supply chain mapping, staff training, contract management) in relation to the contract (describe and document initiatives)		£	£1.00	£0.00	
	NT59		Number of supply chain audits to be undertaken in the supply chain, to identify and manage the risk of modern slavery occurring in relation to the contract		no. audits	Record only	n/a	
	NT60		Number of people employed in the supply chain to identify and manage the risk of modern slavery occurring in the supply chain, in relation to the contract		no. people (FTE)	£30,353.00	£0.00	
	NT61	RE60	% invoices on the contract paid within 30 days		%	Record Only	n/a	
Cyber security risks are reduced	NT62		Number and type of initiatives in place, to Tier 2 in the supply chain, to protect against cyber security risks in the delivery of the contract - Number of staff to receive training on identifying and managing cyber security risks in relation to the delivery of the contract. (describe and document initiatives)		Y/N - Provide description	Record only	n/a	
Social Value embedded in the supply chain	NT23	RE27	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required		%	Record Only	n/a	
Safer and more Resilient communities	Crime is reduced	NT24	RE28	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, private security, etc.)		£	£1.00	£0.00
	Creating a healthier community	NT25	RE29	Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc.)		£	£1.00	£0.00
		NT63		Initiatives to support rough sleepers - including training for security and night staff, opening up facilities spaces (e.g. showers or additional beds when temperature drops) after hours		£	£1.00	£0.00
		NT26	RE30	Initiatives taken or supported to engage people in health interventions (e.g. stop smoking, obesity, alcoholism, drugs, etc.) or wellbeing initiatives in the community, including physical activities for adults and children		£ invested including staff time	£1.00	£0.00
	Vulnerable people are helped to live independently	NT27	RE31	Initiatives to be taken to support older, disabled and vulnerable people to build stronger community networks (e.g. befriending schemes, digital inclusion clubs)		£ invested including staff time	£1.00	£0.00

Social: Healthier, Safer Communities	More working with the Community	NT28	RE32	Donations or in-kind contributions to local community projects (£ & materials)		£ value	£1.00	£0.00
		NT29	RE33	No. of hours volunteering time provided to support local community projects		no. staff volunteering hours	£16.07	£0.00
		NT30	RE34	Support provided to help local community draw up their own Community Charter or Stakeholder Plan		£ invested including staff time	£1.00	£0.00
	Our Occupiers are more satisfied		RE35	Occupier satisfaction score (NPS)		no.	Record Only	n/a
			RE36	A Post Occupancy Evaluation has been carried out		Record Only Yes/No	Record Only	n/a
	Environment: Decarbonising and safeguarding our world	Carbon emissions are reduced	NT31		Savings in CO2 emissions on contract achieved through de-carbonisation (specify how these are to be achieved)		tonnes CO2e	£69.35
NT44				Policy and programme to achieve net zero carbon by 2030 including monitoring plan with specific milestones (issued or to be issued by the end of 2020)		Y/N - Provide relevant documents	Record only	n/a
NT64				Contribution made on the contract to own carbon offset fund (when it has been demonstrated said carbon cannot emission cannot be reduced within the contract's timeframe)		£	£1.00	£0.00
			RE39	Carbon savings from energy efficiency measures on site (e.g. increased use of renewables)		tonnes CO2e	£69.35	£0.00
			RE40	Embodied Carbon reductions in CO2e emissions against baseline		tonnes CO2e	£69.35	£0.00
			RE61	Offset embodied carbon emissions from construction material		tonnes CO2e	£69.35	£0.00
			RE62	Carbon offset fund payments against new developments (payments into external carbon offset funds e.g. through S106)		£	£1.00	£0.00
			NT45	Carbon Certification (Carbon Trust Standard, Planet Mark or equivalent independently verified) - achieved or to achieve for current year		Y/N - Provide documents	Record only	n/a
			RE37	Carbon reductions through energy efficiency measures or renewables - building operations - (e.g. REEB benchmark or 3 year baseline)		tonnes CO2e	£69.35	£0.00
			RE38	RE38	% buildings meeting target (Building use less energy and are more energy efficient)			Record Only
Air pollution is reduced		NT32	RE46	Car miles saved on the project as a result of a green transport programme or equivalent (e.g. cycle to work programmes, public transport or car pooling programmes, etc.)		miles saved	£0.03	£0.00
		NT33	RE47	Number of low or no emission staff vehicles included on project as a result of a green transport programme (miles driven)		miles saved	£0.02	£0.00
		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)		Y/N - Provide description	Record only	n/a
		NT65	RE63	% Fleet or construction vehicles on the contract that is at Least Euro 6 or LEV		%	Record only	n/a
		NT66	RE64	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)		Y/N - Provide description	Record only	n/a
Safeguarding the natural environment			RE65	Offsets or mitigation initiatives on biodiversity delivered whenever restoration is not available, and when implemented beyond legislative or regulatory requirements: Natural Capital Approach carbon sequestration and air quality benefits		£ (Calculated Natural Capital Benefits)	£1.00	£0.00
		NT67		Donations or investments towards initiatives aimed at environmental and biodiversity conservations and sustainable management projects for both marine and terrestrial ecosystems		£	£1.00	£0.00
		NT47		Donations or investments towards expert designed sustainable reforestation or afforestation initiatives		£	£1.00	£0.00
			RE48a	Volunteering with environmental conservation initiatives or engagement in multi-stakeholder and advocacy initiatives around environmental conservation and sustainable ecosystem management - resources invested including time, funds and in-kind contributions		£	£1.00	£0.00
		NT68	RE74	Plastic recycling rate on the contract (to e.g. reduce microplastics)		%	Record only	n/a
Resource efficiency and circular economy solutions are promoted		NT69		Support provided internally and to MSMEs and VCSEs within the supply chain to adopt Circular Economy solutions - business case and leadership for circular economy		no. staff expert hours	£96.39	£0.00
		NT70		Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract		kilos	Record only	n/a
		NT71		Value of local partnerships to implement circular economy solutions		£	£1.00	£0.00
		NT72		Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships (e.g. Terracycle or equivalent)		tonnes	£94.15	£0.00
			RE66	Waste management verification policies: audit hierarchy, downstream audits for waste stream		Y/N - Provide description	Record Only	n/a
			RE42	WATER: % buildings meeting good practice benchmark (e.g. REEB)		%	Record Only	n/a
			RE43	M3 water saved against relevant benchmark (e.g. REEB)		m³	Record Only	n/a
			RE44	WASTE: % buildings meeting good practice benchmark (e.g. REEB)		%	Record Only	n/a
			RE45	Tonnes waste diverted against relevant benchmark (e.g. REEB)		%	Record Only	n/a
			RE75	% of biocomposites and equivalent materials		%	Record Only	n/a
Sustainable Procurement is promoted		NT35	RE49	Percentage of procurement contracts that includes sustainable procurement commitments or other relevant requirements and certifications (e.g. to use local produce, reduce food waste, and keep resources in circulation longer.)		% of contracts	Record Only	n/a
		NT73		Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles		% of contracts	Record Only	n/a
	NT48		Supply Chain Carbon Certification (Carbon Trust Standard for Supply Chain or equivalent independently verified) - achieved or to achieve for current year		Y/N - Provide Certification	Record Only	n/a	
	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		no. hrs (total session duration)*no. attendees	£96.39	£0.00	
More buildings are		RE50	% NEW Buildings achieving BREEAM Rating		%	Record Only	n/a	
		RE51	% of assets that have undergone a climate risk assessment		%	Record Only	n/a	

