

Colchester Social Value TOMs Framework 2020

Adapted from the National TOMs

<https://socialvalueportal.com/>

Themes	Outcomes	NT Ref	Measures	Units	SOCIAL VALUE PROXY
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	No. people FTE	£30,345 - UK value, must be localised to the selected local area
		NT2	Percentage of local employees (FTE) on contract	%	Record only
		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	No. people FTE	£18,965.00
		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	No. people FTE	£18,965.00
		NT4	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a	No. people FTE	£13,636.00
	More opportunities for disadvantaged people	NT5	No. of 18+ y.o. employees (FTE) hired on the contract who are rehabilitating or ex offenders as a result of a recruitment	No. people FTE	£23,119.00
		NT6	No. of disabled employees (FTE) hired on the contract as a result	No. people FTE	£15,166.00
		NT6a	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	No. people FTE	£15,166.00
		NT7	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	£125.62
		NT8	No. of staff hours spent on local school and college visits e.g. delivering careers talks, curriculum support, literacy support,	No. staff hours	£16.07

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Growth: Supporting Growth of Responsible Regional Business	Improved skills	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	No. weeks	£258.45
		NT10	No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the	No. weeks	£207.40
	Improved employability of young people	NT11	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	£125.62
		NT12	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
		NT13a	Meaningful work placements that pay Real Living wage according to eligibility - 6 weeks or more (internships)	No. weeks	£315.00
	More opportunities for local MSMEs and	NT18	Total amount (£) spent in LOCAL supply chain through the	£	£0.618 - multiplier for
		NT19	Total amount (£) spent through contract with LOCAL micro, small	£	£0.618 - multiplier for
	Improving staff wellbeing and mental health	NT20	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	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	No. employees provided access	£135.11
		NT39	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£	£1.00
		NT21	Equality, diversity and inclusion training provided both for staff and supply chain staff	No. hrs (total session duration)*no. attendees	£96.11
		NT57	Prime contractor's median gender salary pay gap for staff - Small and Medium enterprises	% Median gender pay gap	Record only

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Social: Healthier, Safer and more Resilient Communities	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	£	£1.00
		NT41	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	%	Record only
		NT42	Percentage of contractors in the supply chain required (or supported if they are micro and small business) to pay at least	%	Record only
		NT58	Number of employees FTE on contract to have pay raise to Real living wage or higher (on a renewed contract or TUPE)	No. people (FTE)	£1,396.00
	Ethical Procurement is promoted	NT22	Percentage of procurement contracts that includes commitments to ethical procurement, including to verify modern slavery and	%	Record only
		NT59	Number of supply chain audits to be undertaken in the supply chain, to identify and manage the risk of modern slavery occurring	No. audits	Record only
		NT61	Percentage of invoices on the contract paid within 30 days	%	Record Only
	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	Y/N - Provide description	Record only
	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	%	Record only
Environment: Decarbonising and Safeguarding our	More working with the Community	NT28	Donations or in-kind contributions to local community projects (£ & materials)	£ value	£1.00
		NT29	No. of hours volunteering time provided to support local community projects	No. staff volunteering hours	£16.07
		NT31	Savings in CO2 emissions on contract achieved through de-carbonisation (specify how these are to be achieved)	Tonnes CO2e	£69.35

Themes	Outcomes	NT Ref	Measures	Units	SOCIAL VALUE PROXY
World	Carbon emissions are reduced	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
		NT45	Carbon Certification (Carbon Trust Standard, Planet Mark or equivalent independently verified) - achieved or to achieve for	Y/N - Provide documents	Record only
		NT32	Car miles saved on the project as a result of a green transport programme or equivalent (e.g. cycle to work programmes, public	Miles saved	£0.03
		NT33	Car miles driven using low or no emission staff vehicles included on project as a result of a green transport programme	Miles driven	£0.02
	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	Y/N - Provide description	Record only
		NT65	Percentage of fleet or construction vehicles on the contract that is	%	Record only
		NT66	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission	Y/N - Provide description	Record only
	Safeguarding the natural environment	NT68	Plastic recycling rate on the contract (to e.g. reduce microplastics)	%	Record only
	Resource efficiency and circular economy solutions are promoted	NT71	Value of local partnerships to implement circular economy solutions	£	£1.00
		NT72	Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships (e.g. Terracycle or equivalent)	Tonnes	£94.15
	Sustainable Procurement is promoted	NT35	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	% of contracts	Record only
		NT73	Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles	% of contracts	Record only
		NT48	Supply Chain Carbon Certification (Carbon Trust Standard for Supply Chain or equivalent independently verified) - achieved or	Y/N - Provide Certification	Record only

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Supporting workers, SMEs and VCSEs to face the COVID-19 crisis	Supporting workers, SMEs and VCSEs to face the COVID-19 crisis	C19-6	Percentage of invoices on the contract paid to SMEs and VCSEs within 30 days	%	Record only
	Supporting communities to deal with the COVID-19 crisis	C19-14	Do you have in place a strategy to provide guidance on best practice social behaviour in COVID-19 times to own and supply chain staff?	Y/N (Provide documents)	Record only

Social Value

The Social Value proxy values included in the table(s) above are not cash amounts but represent the nominal sum for the local social and economic benefits that any particular bidder is offering against the Council's Social Value measures determined through the Social Value Portal.

The Social Value measures have been developed from the National TOMs (Themes, Outcomes and Measures) framework and include local employment, training opportunities for local people, spend with local supply chains, support for the local community and environmental commitments. The measures are quantifiable and most have an attributed proxy value. Within the bidding process, Bidders are given the freedom to choose those measures they can readily commit to delivering as part of the contract and to determine the level they could achieve.