

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
Jobs: Promote Local Skills and Employment	More Local people in employment	NT1	No. of full time equivalent direct local employees (FTE) hired or retained for the duration of the contract	£1.00	no. people FTE	The full time annual equivalent (FTE) number of people directly employed on the contract , e.g. as a result of this procurement requirements (if you are the procuring organisation) or other set targets. If you are the bidding organisation or are reporting for measurement, only direct employees should be included here, while employment through supply chain can be captured through NT1c where this is included. Employees should be residing in the local area and with an employment contract duration of at least one year, unless the overall duration of the contract is less (in which case it is at least the overall duration of the contract). Please refer to the definition of local area provided for the contract. Measure NT1b might signpost specific targeted areas found in LIST NT1b. If you are recording direct employees under NT1b please ensure no double counting occurs. Please check evidence requirements for details on postcode collection.	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.	Summarise your strategy for directly employing your target number of local people on this contract. For example, if you plan to advertise in local newspapers, please explain which ones and how regularly. Or, if you will cooperate with local job centres, please specify which ones and how you will approach engaging with them.	Economic benefit for the individual. Fiscal benefits to the government are excluded as they do not benefit the local area directly. UK median wage, Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) 2021. The proxy should be localised by using the same dataset and choosing the average across the relevant geographic area. Commitments and deliveries should not be reported as Social Value, but separately as Local Economic Value. An assessment of deadweight should be made for the specific project, by estimating what percentage of the project workforce would have been employed from the local area in a business as usual scenario. Proxy values over £1000 are rounded to the nearest Pound. Link to download localised figures <a href="https://tinyurl.com/bdejt9h5">https://tinyurl.com/bdejt9h5</a>

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	More opportunities for disadvantaged people	NT3	No. of full time equivalent employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer)	£20,429.00	no. people FTE	<p>This Measure applies to direct employees only and can only be applied once per employee, for the first year of employment. This is to record people directly employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for at least the 12 months preceding the start of the employment contract. For a definition of long term unemployment see: <a href="https://tinyurl.com/ycktsk4n">https://tinyurl.com/ycktsk4n</a>. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. NT3a, NT3b, NT3c, NT3d, NT4, all NT5s, NT6, NT76 etc).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Summarise your strategy for employing your target number of long-term unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify the organisations you intend to partner with and how you will approach working with them.</p>	<p>Average annualised increase in economic benefits to the individual over the course of his/her lifetime. Annualised fiscal benefits to the NHS resulting from average reduction in health care costs associated with being out of work based on Unit Cost Database v2.0 E&amp;E1.0.3, updated to 2021/2022 prices. The operational costs related to the fiscal benefit to DWP and HM Revenue and Customs are now included as in Unit Cost Database v2.0 E&amp;E1.0 and E&amp;E1.0.1 and E&amp;E1.0.2 updated to 2021/2022 prices, which is adding an additional value component to the proxy that was not picked up previously. Remaining fiscal benefits to DWP and HM Revenue and Customs are excluded as indicated in the source. See Unit Cost Database v2.0 for a more detailed cost breakdown. Conservative proxy based on generic JSA claimant. 2.77% deadweight has been applied to reflect the probability for a long term unemployed person of getting off unemployment benefits. This deadweight is appropriate for the first year of employment. For succeeding years of continued employment, deadweight should be adjusted to reflect improved odds of finding a job. Proxy values over £1000 are rounded to the nearest Pound.</p>

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		NT3d	No. of full time equivalent employees (FTE) hired on the contract that are survivors of modern slavery	£20,429.00	no. people FTE	<p>This Measure applies to direct employees only and can only be applied once per employee, for the first year of employment. This is to record people employed as a result of a specific deliberate employment initiative. Record the full time annual equivalent number of survivors of modern slavery that have been unemployed for one year or longer, that have been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for at least the 12 months preceding the start of the employment contract . Examples of recruitment programmes include: City Hearts/Co-op Bright Future scheme (<a href="https://tinyurl.com/2p8sjhz9">https://tinyurl.com/2p8sjhz9</a>) or equivalent. For further information see: <a href="https://tinyurl.com/bddjdvx7">https://tinyurl.com/bddjdvx7</a>. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. NT3, NT3a-c, NT4, all NT5s, NT6, NT76, etc).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Summarise your strategy for employing your target number of survivors of modern slavery on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify the organisations you intend to partner with and how you will approach working with them. (For examples of programmes see e.g. City Hearts/Co-op Bright Future scheme (<a href="https://tinyurl.com/2p8sjhz9">https://tinyurl.com/2p8sjhz9</a>) or equivalent)</p>	<p>Please note this is the proxy for LTU (long-term unemployed) people employed (NT3) and it is being used provisionally for this Measure. At procurement, the procuring organisation can use prioritisation coefficients to signpost this Measure to bidders. See NT3 for the full Rationale.</p>

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		NT4	No. of full time equivalent employees (FTE) hired on the contract who are NOT in Employment, Education, or Training (NEETs)	£15,382.90	no. people FTE	<p>This Measure applies to direct employees only and can only be applied once per employee, for the first year of employment. This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of 16-24 yr. old employees taken on as a result of the contract that had not been in employment, education, or training (NEET) before the start of the employment contract. See the following link for a list of categories included: <a href="https://tinyurl.com/3vz7h8w">https://tinyurl.com/3vz7h8w</a> v. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. all NT3s, NT4, all NT5s, NT6, NT76 etc).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Summarise your strategy for employing your target number of people who are NEET on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify the organisations you intend to partner with and how you will approach working with them.</p>	<p>Based on Unit Cost Database (UCDB) v2.0, E&amp;E 9.0 and E&amp;E9.1, updated to 2021/2022 prices. Based on people aged 18-24 and 16-17 who are Not in Education, Employment or Training (NEET). Current costs and forgone benefits to the individual and the government associated with being NEET. Value to the individual comprises the loss of earnings to the young person whilst NEET. Fiscal value to the government comprises benefit payments (worklessness and housing benefits) and foregone tax and national insurance receipts. Deadweight combines the unemployment rate and labour force participation rate of both age groups. Deadweight should not be applied when the job opportunity would not have been created under the business as usual scenario. The proxy value is appropriate for the first year of employment. A red flag has been allocated in the UCDB v2.0 "in recognition of the global, top-down nature of the calculation, the age of the data, and the lack of consideration of wider fiscal elements such as costs associated with the health and/or crime impacts of being NEET." Proxy values over £1000 are rounded to the nearest Pound.</p>

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		NT4a	No. of full time equivalent 16-25 year old care leavers (FTE) hired on the contract	£15,382.90	no. people FTE	<p>This Measure applies to direct employees only and can only be applied once per employee, for the first year of employment. This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of 16-24 yr. old employees taken on as a result of the contract that had not been in employment, education, or training (NEET) before the start of the employment contract. See the following link for a list of categories included: <a href="https://tinyurl.com/3vz7h8w">https://tinyurl.com/3vz7h8w</a> v. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. all NT3s, NT4, all NT5s, NT6, NT76, etc).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Summarise your strategy for employing your target number of people who are NEET on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify the organisations you intend to partner with and how you will approach working with them.</p>	<p>Based on Unit Cost Database (UCDB) v2.0, E&amp;E 9.0 and E&amp;E9.1, updated to 2021/2022 prices. Based on people aged 18-24 and 16-17 who are Not in Education, Employment or Training (NEET). Current costs and forgone benefits to the individual and the government associated with being NEET. Value to the individual comprises the loss of earnings to the young person whilst NEET. Fiscal value to the government comprises benefit payments (worklessness and housing benefits) and foregone tax and national insurance receipts. Deadweight combines the unemployment rate and labour force participation rate of both age groups. Deadweight should not be applied when the job opportunity would not have been created under the business as usual scenario. The proxy value is appropriate for the first year of employment. A red flag has been allocated in the UCDB v2.0 "in recognition of the global, top-down nature of the calculation, the age of the data, and the lack of consideration of wider fiscal elements such as costs associated with the health and/or crime impacts of being NEET." Proxy values over £1000 are rounded to the nearest Pound.</p>

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		NT76	No. of full time equivalent employees (FTE) hired on the contract who are registered as unemployed	£2,899.00	no. people FTE	<p>This measure applies to direct employees only and can only be applied once per employee, for the first year of employment. Does not apply to TUPE transfers. This is to record people directly employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees registered as unemployed (e.g. claiming Jobseeker's Allowance (JSA) or Universal Credit or that can otherwise be clearly identified as unemployed seeking for employment preceding the start of the employment contract) for less than 1 year taken on as a result of the contract. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. NT3a, NT3b, NT3c, NT3d, NT4, all NT5s, NT6 or other relevant Measures).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Please specify the number of FTE opportunities to be created directly through the contract, for local people. Please also provide information on your strategy for bringing into employment the specified number of people.</p>	<p>Average annualised economic benefits to the individual based on the probability of someone from the specified group finding into employment without this intervention, compared to the probability of finding into work across the UK working age population. Based on ONS employment statistics for September 2020 - September 2021.</p>

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		NT5	No. of full time equivalent employees (FTE) aged 18+ years hired on the contract who are rehabilitating or ex-offenders.	£24,269.00	no. people FTE	<p>This Measure applies to direct employees only. This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of employees aged 18+ taken on as a result of the contract that were within the rehabilitation period before the start of the employment contract. Support from Youth Offending Teams (<a href="https://tinyurl.com/4hnbx6c8">https://tinyurl.com/4hnbx6c8</a>), Jobcentre Plus or other agencies carrying out specific programmes may be beneficial in identifying eligible individuals. For guidance about rehabilitation periods see: <a href="https://tinyurl.com/39y3s2d2">https://tinyurl.com/39y3s2d2</a>. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. all NT3s, NT4, all NT5s, NT6, NT76 etc).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Summarise your strategy for employing your target number of 18+ year old rehabilitating or ex-offenders on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify the organisations you intend to partner with and how you will approach working with them.</p>	<p>The proxy value comprises the value to the individual from entering the labour market (annualised increase in lifetime earnings), the fiscal value to the NHS resulting from an average reduction in health care costs associated with being out of work, as well as the economic, fiscal and wellbeing value to society from preventing reoffending. The figures included in the proxy are the UK values for the population aged 18+. All components are based on Unit Cost Database (UCDB) v2.0 figures, updated to 2021/2022 prices, and MOJ prevention of reoffending statistics. See UCDB v2.0 for a more detailed description of unemployment and crime costs. An across-crimes crime multiplier of 4.3 has been applied to reflect the ratio of estimated total number of crimes (based on the Crime Survey for England and Wales, formerly British Crime Survey) to the number of comparable crimes recorded by the police (a UK weighted average of crime type multipliers - weighted according to the 2015/2020 distribution of reported crimes by typology - derived by GMCA Research Team and presented in the UCDB v2.0). A 3.96 multiplier has been applied to the average number of offences per offender, to take into account unproven offences</p>

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									<p>(based on MOJ Crime statistics). The figures included in the proxy are the UK level values for the population aged 18+. They can be localised by choosing average reoffending figures for the relevant geographical area. Deadweight is established separately to reflect the reduction in reoffending probabilities for employed rehabilitating offenders (dw: 91%), and the average probability for rehabilitating offenders to be employed respectively (dw: 17%). Deadweight figures should be adjusted to reflect primary data from the project when available, e.g. by using success rates in preventing reoffending from a rehabilitating offender programme run in partnership with (or by) a VCSE. The proxy value is appropriate for the first year of employment. For succeeding years of continued employment, it should be adjusted to reflect an increased probability of finding a job . These have been calculated based on the UCDB v2.0 Economic. Fiscal and Social components and Comments. Proxy values over £1000 are rounded to the nearest Pound.</p>



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		NT6	No. of full time equivalent disabled employees (FTE) hired on the contract	£16,605.00	no. people FTE	<p>This Measure applies to direct employees only and can only be applied once per employee, for the first year of employment. This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of employees taken on that are disabled. A disabled person is defined as "someone with a physical or mental impairment that has a 'substantial' and 'long-term' effect on their ability to do normal daily activities" (Equality Act 2010). For guidance about employing disabled people and support programmes for employers please see: <a href="https://tinyurl.com/ycktezay">https://tinyurl.com/ycktezay</a>. The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. all NT3s, NT4, all NT5s, NT6, NT76, etc).</p>	<p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>	<p>Summarise your strategy for employing your target number of disabled people on this contract. For example, it is likely you will need to cooperate with job centres, care homes or charities so please specify the organisations you intend to partner with and how you will approach working with them.</p>	<p>Based on Unit Cost Database v2.0, E&amp;E 2.0, updated to 2021/2022 prices. This proxy is based on "illustrative estimate by the Department of Work and Pensions (DWP) of the costs and benefits that would occur if some hypothetical 'typical' ESA WRAG (Work-Related Activity Group) claimant (who would otherwise have remained on benefits) were to move into employment for one additional year" (see UCDB v2.0 for a more detailed description). Value to the individual comprises increased earnings as a result of entering employment. Value to the government includes savings to the NHS related to a reduction in health care costs associated with being out of work. Fiscal benefits to the DWP have been excluded. Deadweight is based on the statistic that 50% of disabled unemployed are very likely to be long term unemployed. Therefore the deadweight figure is a weighted average of the probability of finding a job for a long-term unemployed person and the generic probability of finding a job for the generic JSA claimant. The proxy value is appropriate for the first year of employment. For succeeding years of continued employment it should be adjusted to reflect the increased probability of finding a job. Proxy values over £1000</p>

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									are rounded to the nearest Pound.
		NT6a	No. of full time equivalent armed forces veterans employees (FTE) hired on the contract who are disabled and are facing specific barriers to transitioning to civilian employment (e.g. physical injury, medical discharge, psychological condition)	£16,605.00	no. people FTE	This Measure applies to direct employees only and can only be applied once per employee, for the first year of employment. This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of employees taken on that are armed forces veterans facing barriers to employment due to a disability. A disabled person is defined as "someone with a physical or mental impairment that has a 'substantial' and 'long-term' effect on their ability to do normal daily activities" (Equality Act 2010). For guidance about employing disabled people and support programmes for employers please see: <a href="https://tinyurl.com/ycktezay">https://tinyurl.com/ycktezay</a> . For definitions and resources around veterans see:	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, please calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or that lasts the full duration of the contract (if this is shorter than one year) can be included within this Measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.	Summarise your strategy for employing your target number of disabled armed forces veterans on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify the organisations you intend to partner with and how you will approach working with them.	Please note this is the proxy for disabled people employed (NT6) and it is being used provisionally for this Measure. At procurement, the procuring organisation can use prioritisation coefficients to signpost this Measure to bidders. See NT6 for the full Rationale.

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						<a href="https://tinyurl.com/2p9fk2h8">https://tinyurl.com/2p9fk2h8</a> . The value is additional to NT1, so that the job can be counted both as NT1 and in this Measure if the conditions apply. Entries should not be double counted with any additional initiatives around employment from disadvantaged groups in this outcome (e.g. NT3, NT3a, NT3b, NT3c, NT3d, NT4, NT5, NT6, NT76, etc).			
	Improved skills	NT8	No. of staff hours spent on local school and college visits supporting pupils e.g. delivering career talks, curriculum support, literacy support, safety talks (including preparation time)	£16.93	no. staff hours	This is the number of staff hours dedicated to the preparation and delivery of curriculum related activities in schools and colleges (talks at universities cannot be captured under this measure) including literacy support, career talks, safety talks, etc. Please provide a description of the range of activities provided. Reported activities should not be double counted with other similar Measures, including NT17 and NT29.	Example: if 10 staff have spent 3 hours each, then the total number of hours reported should be 30.	Summarise your workplan for delivering your target number of local school and college visits. Provide a breakdown of the number of staff hours to be spent on each visit (preparation versus delivery). For example, if 10 staff will spend 3 hours each, then the total number of hours reported should be 30.	The proxy reflects the replacement cost for the wage of the individual volunteering. It is based on the Office of National Statistics (ONS) hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset (2000 till 2015); adjusted by the median gross annual income in 2021. ( <a href="https://tinyurl.com/b8yp28ze">https://tinyurl.com/b8yp28ze</a> ).

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		NT9	No. of weeks of training opportunities (BTEC, City & Guilds, NVQ, HNC - Level 2,3, or 4+) 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	£317.82	no. weeks	<p>This Measure applies to direct employees only and does not include staff upskilling (for upskilling use NT80 and NT81). Time spent as part of training opportunities created specifically for the contract or that are made use of on contract can be counted, for those weeks during which a person works primarily on contract. Only vocational training opportunities supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://tinyurl.com/mry393vr">https://tinyurl.com/mry393vr</a>. To find registered qualifications see: <a href="https://tinyurl.com/2ju3m72">https://tinyurl.com/2ju3m72</a></p> <p>a. The social value proxy is appropriate for opportunities that are for new employees, not existing employees. Should not be double counted with NT10, NT80, NT81 and other Measures around apprenticeships or vocational qualifications.</p>	Record weeks of vocational qualification training provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion.	Specify the number of people in vocational qualification training on this contract and the number of weeks of training per person. Provide details of the accredited training provider, the type and the level of the outcomes achieved as well as the resulting training qualification. Information provided should be made compliant with data protection requirements (GDPR). Provide information on the number of weeks provided by level of qualification.	The proxy value has been computed by combining the current economic benefit to the individual (based on minimum pay given the distribution of achievements by age and their average length), and the annualised future lifetime value to society of achieving the qualification (based on Unit Cost Database (UCDB) v2.0 updated to 2021/2022 prices, and the distribution of achievements by level). Value to the individual therefore includes current increased earnings and annualised value of future increased earnings as a result of achieving the qualification. It is the lower estimate, and reflects an assumption that 50% of the employment benefit is attributed to the qualification (see UCDB v2.0 for details). Estimates of distribution of achievements by age, average length, and level are based on data from OFQUAL (Ref: Ofqual/21/6859/2; Vocational and Other Qualifications Quarterly: July to September (quarter 3) 2021). Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to achieving the qualification. This assumption is likely to be revisited in future editions, to pick up on non-linearities.

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		NT10	No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation)	£251.79	no. weeks	<p>This Measure applies to direct employees only and does not include staff upskilling (for upskilling use NT80 and NT81). Time spent as part of apprenticeships created specifically for the contract or that are made use of on contract can be counted, for those weeks during which apprentices work primarily on contract. Only apprenticeships supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://tinyurl.com/mry393vr">https://tinyurl.com/mry393vr</a> . To find registered qualifications see: <a href="https://tinyurl.com/2ju3m72">https://tinyurl.com/2ju3m72</a> a. The social value proxy is appropriate for opportunities that are for new employees, not existing employees. Should not be double counted with NT9.</p>	Record weeks of training for the apprenticeships provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as the apprenticeship will be supported to completion.	Summarise your strategy for providing the target number of apprenticeship weeks on this contract, including details of how you will support completion of the apprenticeships. If possible, provide details of the accredited training provider, the type and the level of the apprenticeships to be achieved as well as the resulting qualifications. If an apprenticeship has been part financed through the apprenticeship levy attribution has to be applied, to account for reduced costs of provision for the apprenticeship provider.	The proxy value has been computed by combining the current economic benefit to the individual (based on minimum pay given the distribution of achievements by age and their average length), and the annualised future lifetime value to society of achieving an apprenticeship (based on Unit Cost Database (UCDB) v2.0 updated to 2021/2022 prices, and the distribution of achievements by level and gender). If an apprenticeship has been part financed through the apprenticeship levy attribution has to be applied, to account for reduced costs of provision for the apprenticeship provider. Value to the individual therefore includes current increased earnings and annualised value of future increased earnings as a result of achieving the qualification. It is the lower estimate, and reflects an assumption that 50% of the employment benefit is attributed to the qualification (see UCDB v2.0 for details). Estimates of distribution of achievements by age, average length, and level are based on data from OFQUAL (Ref: Ofqual/21/6859/2; Vocational and Other Qualifications Quarterly: July to September (quarter 3) 2021). Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
									achieving the qualification. This assumption is likely to be revisited in future editions, to pick up on non-linearities.
			Improved skills for disadvantaged people	NT9a	No. of weeks of training opportunities (BTEC, City & Guilds, NVQ, HNC - Level 2,3, or 4+) 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 - delivered for specified groups (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)	£317.82	no. weeks	This Measure applies to direct employees only and does not include staff upskilling (for upskilling use NT80 and NT81). Time spent as part of training opportunities created specifically for the contract or that are made use of on contract can be counted, for those weeks during which a person works primarily on contract. Please refer to the list of target groups specified for this Measure on the contract (LIST NT9a). Only vocational training opportunities supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://tinyurl.com/mry393vr">https://tinyurl.com/mry393vr</a> . To find registered qualifications see: <a href="https://tinyurl.com/2ju3m72">https://tinyurl.com/2ju3m72</a>	Record weeks of training provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						a. The social value proxy is appropriate for opportunities that are for new employees, not existing employees. Should not be double counted with NT10 and other Measures around apprenticeships or vocational qualifications.			
		NT10a	No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation) - delivered for specified groups (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)	£251.79	no. weeks	This Measure applies to direct employees only and does not include staff upskilling (for upskilling use NT80 and NT81). Time spent as part of apprenticeships created specifically for the contract or that are made use of on contract can be counted, for those weeks during which apprentices work primarily on contract. Please refer to the list of target groups specified for this Measure on the contract (LIST NT10a). Only apprenticeships supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://tinyurl.com/mry393vr">https://tinyurl.com/mry393vr</a> . To find registered qualifications see: <a href="https://tinyurl.com/2ju3m72">https://tinyurl.com/2ju3m72</a> a. The social value proxy is appropriate for opportunities that are for new employees, not existing employees. Should not be double counted with NT10.	Record weeks of training for the apprenticeships provided on the contract for categories in LIST NT10a . Apprenticeships must be supported to completion, even if this support extends beyond the duration of the contract.	Summarise your strategy for providing the target number of apprenticeship weeks on this contract, as well as your strategy for engaging with the listed target categories (LIST NT10a), including details of how you will support completion of the apprenticeships. If possible, provide details of the accredited training provider, the type and the level of the apprenticeships to be achieved, as well as the resulting qualifications. Provide details of any charity or third sector partner you plan to work with to reach the targeted group. If an apprenticeship has been part financed through the apprenticeship levy attribution has to be applied, to account for reduced costs of provision for the apprenticeship provider.	The proxy value does not capture the additional specificity of the target groups the opportunity is being provided for, it is the same proxy value as NT10. If an apprenticeship has been part-financed through the apprenticeship levy, attribution must be applied to account for reduced costs of provision for the apprenticeship provider. At procurement only, a prioritisation weighting can be used to differentiate NT10 and NT10a, if appropriate. See NT10 for the full rationale.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
		NT11	No. of hours of 'support into work' assistance provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance	£105.58	no. hrs (total session duration)*no. attendees	This is the number of staff hours dedicated to individual or group employment support . This Measure requires support to be targeted and focussed on the participating individuals. Group sessions should therefore be of a size that allows for individuals to be supported based on their specific needs. Units targeted or claimed within this Measure should not be double counted with other similar Measures.	The number of units reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of the number of people delivering the session.	Summarise your strategy for supporting unemployed people into work (including the number of staff hours to be spent and the number of people to be supported). Describe the activity/activities to be carried out and provide details of any partner organisations you will work with.	Economic value to the individual. Based on a 2021 sample of 16 pricing points from 11 different companies offering cv advice and job interview coaching, either in one-to-one sessions or daily or half-day courses in small groups; updated to 2022 prices.
	Improved employability of young people	NT12	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	£194.50	no. weeks	Work placements indicate a temporary work experience within a company, for example working on junior-level tasks for the purpose of gaining experience and insight into the industry, or a more skill specific graduate position. Only work placements for students with a duration of 1 to 6 weeks (typically unpaid) should be registered here. The cumulative number of weeks (from 1 to 6 for each student work placement) should be registered. This Measure does not apply to placements longer than 6 weeks as the National TOMs framework discourage unpaid long-term employment. For guidance please see: <a href="https://tinyurl.com/2p8nk5fb">https://tinyurl.com/2p8nk5fb</a> . Should not be double counted with other work placement Measures.	Number of total student placement weeks on the contract (only student placements between 1-6 weeks).	Summarise your strategy for providing your target number of weeks of student work placements or pre-employment courses on this contract. Specify the type of student work placements or/and pre-employment courses that will be provided, including what kind of industry-based experience they will result in and how. As you will cooperate with schools, colleges, or universities, please specify which ones and how you will approach this.	Current equivalent economic benefit to the individual from equivalent increased earnings, based on minimum pay given the distribution of apprenticeships achievements by age.



Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
		NT13	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	£194.50	no. weeks	Work placements indicate a temporary work experience within a company, for example working on junior-level tasks for the purpose of gaining experience and insight into the industry, or a more skill specific graduate position. The cumulative number of weeks of work placements (noting that each placement must last 6 weeks or more) should be registered. This Measure does not apply for placements shorter than 6 weeks as meaningful learning opportunities should be promoted. Only placements paid at least minimum or national living wage, as per governmental regulations, should be included. For guidance please see: <a href="https://tinyurl.com/2p8nk5fb">https://tinyurl.com/2p8nk5fb</a> and here <a href="https://tinyurl.com/pzrzsnkd">https://tinyurl.com/pzrzsnkd</a> . Should not be double counted with NT12 or similar work placement Measures.	Number of weeks in total on the contract (note that each placement must be at least 6 weeks).	Summarise your strategy for providing your target number of positions and weeks of paid work placements on this contract. Specify the type of work placements (as well as pay type, i.e. minimum wage, national living wage or higher wage) that will be provided, including what kind of industry-based experience they will result in and how. If you will partner with any organisations, schools, colleges or universities, please specify which you will partner up with and how you will approach these.	Current economic benefit to the individual from actual minimum increased earnings, based on minimum pay given the distribution of apprenticeship achievements by age.
	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 footprint	£1.00	£ invested inc. time, materials, equipment etc	Innovative Measures to promote local skills and employment to be delivered on the contract.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment, or other resources	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £16.93 per hour or at £101.00 if it is expert time) should be provided. Provide details of any organisations that you will work with and specify whether they will be covering the reported cost with you and how.	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs framework Calculator for measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
			from initiatives, etc.						value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rationale for the volunteering rate (£16.93 per hour) see NT17; for the hourly rate for expert support provided pro bono to VCSEs and MSMEs (£101.00 per hour) see e.g. NT14
Growth: Supporting Growth of Responsible Regional Business	More opportunities for local MSMEs and VCSEs	NT14	Total amount (£) spent with VCSEs within your supply chain	£0.12	£	Amount spent on suppliers for the contract that are Voluntary, Community or Social Enterprises (VCSEs). This might include e.g. choosing a catering company that employs rehabilitating offenders, or a furniture service that recycles donated furniture, or a social enterprise recruitment consultancy, etc. Social Enterprise UK have a useful tool to identify social enterprises that have membership with them based on location <a href="https://tinyurl.com/96ukhfv">https://tinyurl.com/96ukhfv</a> . You may refer to the local economic development team in the council to identify potential partners. This is the additional SV (SVA) from spending with a VCSE. A relevant SROI multiplier can be substituted to this default value when available and assured, by using the additional multiplier column in the measurement Calculator. The total SVA from selecting a local VCSE in the supply chain can be	£ spent with VCSEs in the supply chain. Note that they do not need to be local VCSEs. Please see the Rationale for more on double counting.	Provide a breakdown of the estimated pounds to be spent with VCSEs in your supply chain on this contract, including the name of the VCSEs (or a range of potential names) and the type of goods/services to be procured from each.	Value to society resulting from average financial resources reinvested by VCSEs in their social mission (lower bound based on SEs). Assumed average profitability of 25%, wage differential with respect to non-VCSEs of 12.5% (there is about a 12.5% differential between the national Living Wage and the minimum wage for +25 y.o.), and average of 35% of profits reinvested into social purpose. An amber robustness assessment has been attributed given the relative scarcity of specific data and statistics on the various differentials for VCSEs. This is the additional SV (SVA) from spending with a VCSE. A relevant SROI multiplier can substituted to this default value when available and assured, by using the additional multiplier column in the measurement Calculator. The total SVA from selecting a local VCSE in the supply chain can be computed by adding the appropriate NT14 and NT18

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						computed by adding the appropriate NT14 and NT18 multipliers, when NT18 or NT19 are not directly included in the analysis. Should not be double counted with NT18 and NT19 or other relevant Measures if those are included.			multipliers, when NT18 or NT19 are not directly included in the analysis (i.e. if doing so please avoid double counting by only recording the same spend under one Measure).
		NT15	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	£101.00	no. staff expert hours	This is expert staff time (e.g. financial advice / legal advice / HR advice / HSE) dedicated to supporting Voluntary Community or Social Enterprises (VCSEs) or micro, small and medium enterprises (MSMEs). Please include only the amount of volunteering that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please count only the time for delivering the activity (preparation time is not captured). Please see the toolkit guidance document for worked out examples on attribution. Please note that MSMEs are defined as (0-249 employees) - Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees). The following Measures should not be double counted: NT15, NT16, NT17, NT24,	This is the number of hours staff spend providing expert advice. For example, if 5 staff spend 2 hours providing expert advice, the total number of hours reported should be 10.	Summarise your strategy for providing expert advice to VCSEs/MSMEs. Provide the names of the VCSEs/MSMEs you will support or a range of options. Describe the number of staff hours to be spent in total and for each VCSE/MSME. Specify the type of expert advice that will be provided, including the type of qualification/role of the person delivering this advice.	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						NT25, NT26, NT27, NT28, and NT29. Please check also other relevant expert time Measures included			
		NT17	Number of voluntary hours donated to support VCSEs (excludes expert business advice)	£16.93	no. staff volunteering hours	Volunteering is defined by the International Labour Organisation (2001) as 'unpaid non-compulsory work; that is, time individuals give without pay to activities performed either through an organisation or directly for others outside of the household'. Here, only staff volunteering hours should be recorded when time has been allocated for staff to spend on formal volunteering (not for family and friends). Please include only the amount of volunteering that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please count only the time for delivering the activity (preparation time is not captured). Please see the toolkit guidance document for worked examples on attribution. The following Measures should not be double counted : NT15,	Number of staff hours spent on volunteering with VCSEs. For example, if 10 staff volunteer 3 hours each, then the reported total should be 30.	Specify the list of VCSEs that are going to be supported and describe the volunteering activities to be delivered and their intended purposes. Provide a breakdown of staff volunteering hours to be delivered to VCSEs. For example, if 10 staff volunteer 3 hours each, then the reported total should be 30.	The proxy reflects the replacement cost for the wage of the individual volunteering. It is based on the Office of National Statistics (ONS) hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset (2000 till 2015); adjusted by the median gross annual income in 2021. ( <a href="https://tinyurl.com/b8yp28ze">https://tinyurl.com/b8yp28ze</a> ). Can be localised by selecting appropriate wages for the relevant geographical area.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						NT16, NT24, NT25, NT26, NT27, NT28, and NT29 and other volunteering Measures.			
		NT18	Total amount (£) spent in local supply chain through the contract	£1.00	£	Please refer to the definition of the local area specified for NT1. This should be calculated as the cumulative spend with suppliers that are based within the local area. A local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area has been provided in the National TOMs framework. This figure should be tailored to the locality and industry for the project. Alternative methodologies include the LM3 methodology - where a local multiplier should still be computed for the relevant geographical area and based on the project's supply chain. Should not be double counted with NT14 and NT18a, NT19, NT19a.	Total amount of £ spent with the supply chain within the defined local area for the project.	Provide a breakdown of pounds to be spent with organisations in your local supply chain on this contract. Specify the name of each eligible supplier, including the category/industry of goods/services to be procured from each as well as the first three digits of their postcode.	Economic value to the local area - increased business opportunities for the local tier 1 contractors, and their local supply chain. Based on GVA Type I Multiplier. The multiplier should be made industry specific by selecting the appropriate Industry Type I Multiplier and localised by referencing the relevant geographical GVA figures ( <a href="https://tinyurl.com/2mwc9rpb">https://tinyurl.com/2mwc9rpb</a> - contact the Social Value Portal for guidance). The default value set in the National TOMs framework is a local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area. The default assumption for leakage is 20%. An assessment of deadweight should be made on a project specific basis to identify the % increase in local spend with respect to the business-as-usual scenario. This component of value should not be reported as Social Value, but separately as Local Economic Value, unless a specific

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
									comparison with the business-as-usual scenario is made.
		NT19	Total amount (£) spent through contract with local micro, small and medium enterprises (MSMEs)	£1.00	£	Please refer to the definition of the local area specified for NT1. This should be calculated as the cumulative spend with MSME suppliers that are based within the local area. A local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area has been provided in the National TOMs framework. This figure should be tailored to the locality and industry for the project. Alternative methodologies include the LM3 methodology - where a local multiplier should still be computed for the relevant geographical area and based on the contract's supply chain. Should not be double counted with NT14 and NT18, NT18a NT19a. Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees).	Total amount of £ spent with MSMEs (0-249 employees) in the supply chain within the defined local area for the project.	Provide a breakdown of £ to be spent with organisations in your supply chain within the specified local area for this contract. Specify the name of each eligible supplier, including the category (MSME)/industry of goods/services to be procured from each as well as the first three digits of their postcode.	Please refer to the definition of the local area specified for NT1. This should be calculated as the cumulative spend with MSME suppliers that are based within the local area. This figure should be tailored to the locality and industry for the project. A local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area has been provided in the National TOMs framework. Alternative methodologies include the LM3 methodology - where a local multiplier should still be computed for the relevant geographical area and based on the contract's supply chain. Should not be double counted with NT14 and NT18, NT18a NT19a. Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees).

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
	Improving staff wellbeing and mental health	NT20	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	£130.29	no. employees provided access	Total number of direct or supply chain employees on contract provided with access to comprehensive and multidimensional workplace wellbeing programmes. Qualifying programmes should be well managed and focussed on employee benefits, be easily accessible and engaging to employees and should include the following dimensions: 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). If given repeated access during the duration of a contract, the number of entitled employees can be reported annually; however, the same employee can only be counted once per year (beware of double counting for employees registered on multiple projects). If offered digitally, e.g. to cater to those employees working from home, programmes should reflect potentially changed needs and staff expectations around workplace wellbeing derived through continued and meaningful consultation and engagement with employees. This is to ensure offered services remain relevant and are	Number of employees on contract that have access to qualifying staff wellbeing programmes.	Summarise your strategy for providing access to a comprehensive workplace wellbeing programme to all employees, including measures in place or planned. Describe how the programme you are going to deliver is going to be structured around the following dimensions: flexible working time arrangements; healthy nutrition options; physical health; health risk appraisal questionnaires; 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). If you are partnering with any specialist organisation, please provide details or a range of options.	Average increase in productivity per worker on contract from a workplace wellbeing programme, during the year of delivery. Calculated as a conservative percentage of the assessed increased productivity resulting from reduced absenteeism and presenteeism due to ill health within a sample programme. Measures in the assessed wellbeing programme include: flexible working time arrangements; healthy nutrition options; physical health programmes including personalised health and wellbeing information and advice; a health risk appraisal questionnaire; access to a tailored health improvement web portal; wellness literature; and seminars and workshops focused on identified wellness issues. (Knapp, M., McDaid, D. and Parsonage, M., 2011. Mental health promotion and mental illness prevention: The economic case.; Mills, P.R., Kessler, R.C., Cooper, J. and Sullivan, S., 2007. Impact of a health promotion program on employee health risks and work productivity. American Journal of Health Promotion, 22(1), pp.45-53.) Please note the proxy has been modelled for a large enterprise, and it might underestimate the costs of delivering the programme for smaller businesses.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						comprehensively provided. For a discussion of good practice approaches to improve staff wellbeing, please see the "Best Practice in Promoting Employee Health and Wellbeing in the City of London" research report: <a href="https://tinyurl.com/cpt3z96d">https://tinyurl.com/cpt3z96d</a>			
		NT21	Equality, diversity and inclusion training provided both for staff and supply chain staff	£101.00	no. hrs (total session duration)*no. attendees	This includes training provided to directly employed staff, Tier 1 supply chain and subcontractors specifically around equality, diversity and inclusion. Record the cumulative number of hours experienced by the attendees and specify both separately as a description. Only training provided for supply chain organisation at no cost to them should be included.	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people.	Describe your strategy for delivering equality, diversity and inclusion training to directly employed staff and supply chain on this contract. Provide a workplan, including number of staff hours that will be spent and the number of people that will be involved in the training both from your own organisations and from those in the supply chain. Explain the objectives of the training session(s) and how progress towards these objectives will be monitored over the course of the contract.	The proxy reflects the average estimated cost of training if delivered by an external consultant. Based on average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2021 prices.



Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
	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)	£1.00	£ invested including staff time	Guidance on practices that reduce the gender pay gap: <a href="https://tinyurl.com/3bk783eb">https://tinyurl.com/3bk783eb</a>	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	Please describe initiatives and how you plan to implement them. You can include e.g. changes to recruitment and promotion practices, relevant networking and mentoring programmes, flexibility and shared parental leave policies, and specific training for staff (for examples of relevant practices see <a href="https://tinyurl.com/3bk783eb">https://tinyurl.com/3bk783eb</a> ). Please provide a description of initiatives to be delivered on the contract and a breakdown of projected costs for each. If you are partnering with any specialist organisation, please provide details.	Input value - this proxy measures the value of resources (e.g. costs of putting on events including hiring of spaces, stands and staff time, etc.) invested in the initiatives on the contract.
		NT41	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	£0.00	%	The current Real Living wage for the UK as set by the Living Wage foundation is £9.90 per hour, while the London rate is £11.05 per hour ( <a href="https://tinyurl.com/3avsvcu5">https://tinyurl.com/3avsvcu5</a> ). Please apply the appropriate rate as the relevant threshold depending on the contract.	Apply relevant rates depending on location of the contract.	Please specify what Real Living Wage rates you are applying (UK or London rate) to the workforce, or to what percentages of the workforce on the contract if this only partially includes the London area.	Recorded, not monetised. Indicator should be used to measure progress over time.
	Ethical procurement is promoted	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	£1.00	£ invested including staff time	These are initiatives run by your organisations to strengthen the identification, monitoring and reduction of risks of modern slavery and unethical work practices occurring within the supply chain for the contract. Initiatives might include supply chain mapping, staff training, robust checking processes for recruitment and agency workers (e.g. right to work checks, bank account checks, address checks), engagement	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	These are initiatives you are planning to run to strengthen the identification, monitoring and reduction of risks of modern slavery occurring within the supply chain for the contract. Identify and describe planned initiatives, and for each initiative provide a breakdown of expected costs.	Input value - this proxy measures the value of resources (e.g. costs of putting on events including hiring of spaces, stands and staff time, etc.) invested in the initiatives on the contract.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
			training, contract management)			programmes with the supply chain to communicate expectations and requirements around modern slavery and to offer support to solve challenges, 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.	£1.00	£ invested inc. time, materials, equipment etc	Innovative Measures to promote and support responsible business to be delivered on the contract.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £16.93 per hour or at £101.00 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs framework Calculator for measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rational for the volunteering rate (£16.93 per hour) see NT17; for the hourly rate for expert support provided pro bono to VCSEs and MSMEs (£101.00 per hour) see e.g. NT15

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
Social: Healthier, Safer and more Resilient Communities	Creating a healthie community	NT26	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	£1.00	£ invested including staff time	This could be run in partnership with a VCSE or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories . Staff volunteering time should be valued at £16.93 (2021 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan to describe how the initiatives will be delivered. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be considered (please see the toolkit guidance document for worked out examples on attribution) . This Measure should not be double counted with NT15, NT16, NT17, NT24, NT25, NT27, NT28, NT29, NT30, NT63 and NT69 or other relevant Measures.	Calculate the equivalent £ value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £16.93 per hour).	Provide a breakdown of pounds to be invested in initiatives aimed at improving health and/or wellbeing in the community (including the number of staff hours valued at £16.93 per hour, i.e. the general value for volunteering (NT17)). Describe the type of health and/or wellbeing issue(s) you will address, including how and where you aim to do so. Provide details of any organisations you intend to partner with to deliver the initiatives.	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs framework Calculator for measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
	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)	£1.00	£ invested including staff time	This could be run in partnership with a VCSE or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £16.93 (2021 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked examples on attribution). This Measure should not be double counted with NT15, NT16, NT17, NT24, NT25, NT26, NT28, NT29, NT30, NT63 and NT69 or other relevant Measures.	Calculate the equivalent £ value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £16.93 per hour).	Provide a breakdown of £ value to be invested in initiatives aimed at supporting older, disabled and vulnerable people to build stronger community networks (including the number of staff hours valued at £16.93 per hour - i.e. the general value for volunteering (NT17)). Describe the group(s) you will be supporting and the activities you will deliver, including how and where you will do so. Details of any organisations you will partner with must be provided.	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs framework Calculator for measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
	More working with the Community	NT28	Donations and/or in-kind contributions to specific local community projects (£ & materials)	£1.00	£ value	<p>This Measure captures direct contributions to community specific projects. Contributions include cash donations or the equivalent value of in-kind contributions e.g. donating a van to an organisation in support of a specific community project - provide details about value calculations including made assumptions (e.g. buying price, age, depreciation age etc.). Excluded are general donations to charity groups, staff donations (unless matched by the organisation), contributions that are not explicitly linked to the contract (e.g. contributions that would have been made anyway) or donations as a result of a fund raiser (organisation can claim for the money spent to organise the event). Attribution has to be considered if the total contribution results from multiple organisations being involved. This Measure should not be double counted: NT15, NT16, NT17, NT24, NT25, NT26, NT27, NT29, NT30, NT63 and NT69 or other relevant Measures.</p>	£ donated (or equivalent value in £)	Provide a breakdown of the pound equivalent value of donations and/or in-kind contributions that will be donated to local community projects. Describe the local community projects you will support. Provide details of any organisations you will partner with.	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs framework Calculator for measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
		NT29	No. of hours volunteering time provided to support local community projects	£16.93	no. staff volunteering hours	Please refer to the definition of the local area specified for NT1. Volunteering is defined by the International Labour Organisation (2001) as 'unpaid non-compulsory work; that is, time individuals give without pay to activities performed either through an organisation or directly for others outside of the household'. Here staff volunteering hours should only be recorded when time has been allocated for staff to spend on formal volunteering (not for family and friends). In the case of local community projects there might not be a community organisation at the receiving end of the volunteering, but it might be an initiative set up by the company itself based on local intelligence. Time invested in organising such activities must be recorded in this category on top of the staff volunteering time itself. Please include only the amount of volunteering that has been provided by staff during working hours or on overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with by the employees (please see the toolkit guidance document for worked out examples on attribution). This Measure should not be double counted with NT15, NT16, NT17, NT24, NT25, NT26, NT27, NT28, NT29a, NT29b NT30, NT63 and	For example, if 10 staff will volunteer 3 hours each, then the total number of hours reported should be 30.	Describe the volunteering activity/activities to be delivered and the local community projects to be supported. Provide details of any organisations you will partner with. Provide a breakdown of staff volunteering hours to be delivered to local community projects. Only regular work hours and overtime hours can be counted as volunteering hours. For example, if 10 staff will volunteer 3 hours each, then the total number of hours reported should be 30.	The proxy reflects the replacement cost for the wage of the individual volunteering. It is based on the Office of National Statistics (ONS) hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset (2000 till 2015); adjusted by the median gross annual income in 2021. ( <a href="https://tinyurl.com/b8yp28ze">https://tinyurl.com/b8yp28ze</a> ). Can be localised by selecting appropriate wages for the relevant geographical area.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						NT69 or other relevant Measures.			
	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.	£1.00	£ invested inc. time, materials, equipment etc	Innovative Measures to enable healthier, safer and more resilient communities to be delivered on the contract.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £16.93 per hour or at £101.00 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs framework Calculator for measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rational for the volunteering rate (£16.93 per hour) see NT17; for the hourly rate for expert support provided pro bono to VCSEs and

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
									MSMEs (£101.00 per hour) see NT16
Environment: Decarbonising and Safeguarding our World	Carbon emissions are reduced	NT31	Savings in CO2e 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) against a specific benchmark.	£244.63	tCO2e	<p>General savings could result, for example, from a deliberate programme aimed at changing processes or from de-carbonisation work. Where possible, savings resulting from specific interventions or achieved in specific areas should be recorded under the Measure(s) that is most relevant (if part of the operative Measure set):</p> <ul style="list-style-type: none"> <li>- CO2e savings achieved to energy efficiency measures - use NT82</li> <li>- Indirect CO2e savings achieved along the supply chain (Scope 3 savings) - use NT31a</li> <li>- Transport related CO2e savings resulting from car miles saved (e.g. through cycling to work or carpooling initiatives for employees) - use NT32</li> <li>- Transport related CO2e savings resulting from freight miles saved (e.g. through green transport plans) - use NT84</li> <li>- CO2e savings resulting from using low emission vehicles - use NT33.</li> </ul> <p>Reduction should be measured against a pre-existing baseline level of</p>	<p>Reductions in tonnes of CO2e against the baseline emissions level specified in the accompanying input field. The Measure requires data inputs for additional metrics: a baseline level of emissions (the level of emission estimated in a given year for the project in the absence of reduction efforts), the year that this estimate is based on (e.g. based on emission levels in 2018), the total level of emissions on the project as determined by the reduction efforts, and the relevant emission reduction policy (e.g. net zero by 2050 or earlier). These data inputs must be provided and evidenced, as they allow for the evidencing of the savings recorded through the main unit. The Social Value Portal offers a GHG savings calculator to derive the achieved/committed savings in CO2e emissions.</p>	<p>Describe the initiatives that you are going to put in place to achieve the identified savings in CO2 emissions on the contract against the specified baseline, including timeframes. These could be e.g. from de-carbonisation work . Specify and evidence the baseline level of emissions used to measure reductions against and the baseline year, as well as the target emissions after reductions (i.e. the level of emissions on the project resulting from your reduction efforts). Also specify relevant emissions reduction policy (e.g. net zero by 2050). This could be a general corporate policy or a specific project policy. Include any relevant information on how the targeted/ realised reductions relate to this emission reduction policy or net zero targets. The purpose of the Nationale TOMs framework is to report added value. This means going above and beyond the minimum required, and to support initiatives that help the</p>	<p>The proxy value is based on the abatement costs, i.e. "(...) the economic cost of mitigating a unit cost of carbon", to meet specific emissions reduction targets (HM Green Book, Central Government Guidance on Appraisal Evaluation (2020) and BEIS's DECC/HM Treasury Green Book Central Government Guidance on Appraisal Evaluation (2020) and BEIS's DECC/HM Treasury Green Book supplementary appraisal guidance "Valuation of energy use and greenhouse gas" with updated prices in September 2021: <a href="https://tinyurl.com/29h7yf28">https://tinyurl.com/29h7yf28</a> ).</p>



Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						<p>emissions (the level of emission estimated in a given year for the project in the absence of reduction efforts). The Measure therefore requires provision of additional metrics including this baseline level of emissions and a baseline year, the target level of emissions on the project (as determined by the reduction commitments), as well as the relevant net zero carbon target year (e.g. net zero carbon by 2030) as relevant at project or corporate level. Targets for reaching net zero carbon should be specified as a minimum to be in line with a net zero greenhouse gas emissions target of 2050. More ambitious targets are strongly encouraged (e.g. net zero by 2030). The Social Value Portal offers a GHG savings calculator to derive the achieved/committed savings in CO2e emissions. For further guidance on target setting and related baselining please see the Unit and Target Guidance. Should not be double counted with NT31a, NT32 and NT33 or RE37, Re37a, RE39 or RE39a.</p>		<p>world to decarbonise as quickly as possible. It also means pushing for a “green normal”, rather than treating environmental outcomes as a bolt-on or an afterthought. This determines how we establish the minimum requirements for carbon reduction Measures in the TOMs, which adopts the minimum targets identified by the UN, the UK Government, and the scientific community; namely that to keep global temperature rises as close to 1.5 degrees Celsius as possible, it is necessary to achieve net zero carbon emissions by 2050 (“NZC 2050”).</p> <p>While the TOMs adopts this minimum target to 2050 as the baseline, it follows that “added value” in measurement terms should come from the voluntary adoption of targets that exceed minimum requirements. More ambitious targets such as net zero by 2030, embraced by over 100 local authorities across the UK, are becoming increasingly widespread and provide greater scope to mitigate Climate Change than NZC 2050.</p> <p>Where a more demanding emissions requirement than NZC 2050 has been set, this should be adopted.</p>	

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
		NT82	Carbon emission reductions through reduced energy use and energy efficiency measures - on site	£244.63	tCO2e	<p>Reductions, baselines and target levels should be recorded in equivalent tonnes of CO<sub>2</sub> emissions based on standard kWh conversion factors. Reduction should be measured against a pre-existing baseline level of emissions (the level of emission estimated in a given year for the project in the absence of reduction efforts). The measure therefore requires provision of additional metrics including this baseline level of emissions and a baseline year, the target level of emissions on the project (as determined by the reduction commitments), as well as the relevant net zero carbon target year (e.g. net zero carbon by 2030) as relevant at project or corporate level. Targets for reaching net zero carbon should be specified as a minimum to be in line with a net zero greenhouse gas emissions target of 2050. More ambitious targets are strongly encouraged (e.g. net zero by 2030). For further guidance on target setting and related baselining please see the Unit and Target Guidance. Evidence could include metering data or a statement from the Energy Manager (i.e. degree day adjusted average). May include use of energy efficient equipment above required minimum standards, such as a use of LED lighting or of hybrid generators. For further</p>	<p>Reductions in tonnes of CO<sub>2</sub>e against the baseline emissions level specified in the accompanying input field. The Measure requires data inputs for additional metrics: a baseline level of emissions (the level of relevant emissions estimated in a given year for the project in the absence of reduction efforts), the year that this estimate is based on (e.g. based on emission levels in 2018), the total level of relevant emissions on the project as determined by the reduction efforts, and the relevant emission reduction policy (e.g. net zero by 2050 or earlier). These data inputs must be provided and evidenced, as they allow for an evidencing of the savings recorded through the main unit</p>	<p>Specify and evidence the baseline level of emissions used to measure reductions against and the baseline year (e.g. based on 2018 emission levels), as well as the target emissions after reductions (i.e. the level of emissions on the project resulting from your reduction efforts). Also specify relevant emissions reduction policy (e.g. net zero by 2050). This could be a general corporate policy or a specific project policy. Include any relevant information on how the targeted or realised reductions relate to this emission reduction policy or net zero targets. All information provided through this Measure should relate specifically to on site energy use. The purpose of the TOMs is to report added value. This means going above and beyond the minimum required, and to support initiatives that help the world to decarbonise as quickly as possible. It also means pushing for a “green normal”, rather than treating environmental outcomes as a bolt-on or an afterthought. This determines how we establish the minimum requirements for carbon reduction measures in the TOMs, which adopts the minimum targets identified by the UN, the UK Government, and the scientific community; namely that to keep global temperature rises as close to 1.5 degrees Celsius as</p>	<p>The proxy value is based on the abatement costs, i.e. “(...) the economic cost of mitigating a unit cost of carbon”, to meet specific emissions reduction targets (HM Green Book, Central Government Guidance on Appraisal Evaluation (2020) and BEIS's DECC/HM Treasury Green Book Central Government Guidance on Appraisal Evaluation (2020) and BEIS's DECC/HM Treasury Green Book supplementary appraisal guidance "Valuation of energy use and greenhouse gas" with updated prices in September 2021: <a href="https://tinyurl.com/29h7yf28">https://tinyurl.com/29h7yf28</a> ).</p>

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						information see: <a href="https://tinyurl.com/3hb5wm5">https://tinyurl.com/3hb5wm5</a> b. Should not be double counted with other CO2e reduction measures such as NT31, NT31a, NT32, NT84 or other relevant Measures.		possible, it is necessary to achieve net zero carbon emissions by 2050 (“NZC 2050”). While the TOMs adopts this minimum target to 2050 as the baseline, it follows that “added value” in measurement terms should come from the voluntary adoption of targets that exceed minimum requirements. More ambitious targets such as net zero by 2030, embraced by over 100 local authorities across the UK, are becoming increasingly widespread and provide greater scope to mitigate Climate Change than NZC 2050. In some cases, a more demanding emissions requirement than NZC 2050 may have been set at a localised level with legal / regulatory effect – for example through planning regulations. In which case, this should be adopted.	
	Air pollution is reduced	NT32	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.)	£0.06	miles saved	These benefits are expected to be delivered as a result of transport programmes. Provide detail on different programmes including how passenger car miles have been saved, and figures that have been used as benchmarks. There is an expectation for independently assured and audited reports to be provided. Miles can be saved on contract or through direct contract related commuting/travel. Reasonable assumptions have to be made and evidenced regarding the reduction of car miles	Car miles (not hundreds of miles) saved against baseline, which must be provided	Provide details on the programme to be implemented to reduce passenger car miles driven, including a breakdown of the number of car miles to be saved and how the car miles will be saved. Specify the baseline to be used (i.e. car miles driven before a programme is put in place to reduce car miles driven) and full methodology of calculation. This Measure can be localized if desired, which can lead to a substantial increase in the captured social value. For further information please see DEFRA "Air quality	Carbon cost of CO2e emissions and social cost (including health costs) of PM2.5 and NOx for emissions from road transport by cars. The Carbon cost is from DfT's WebTAG guidance and based on estimated abatement costs that will need to be incurred in order to meet specific emissions reduction targets ((HM Green Book, Central Government Guidance on Appraisal Evaluation (2020) and BEIS's DECC/HM Treasury Green Book supplementary appraisal guidance "Valuation of

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						travelled. This Measure can be localized if desired, which can lead to a substantial increase in the captured social value. For further information please see DEFRA "Air quality appraisal: damage cost guidance" document (updated March 2021) which can be downloaded from this homepage: <a href="https://tinyurl.com/58tppd5j">https://tinyurl.com/58tppd5j</a> Please reach out to SVP if you have further questions regarding the localization of this Measure.		appraisal: damage cost guidance" document (updated March 2021) which can be downloaded from this homepage: <a href="https://tinyurl.com/58tppd5j">https://tinyurl.com/58tppd5j</a> . Please reach out to SVP if you have further questions regarding the localization of this Measure.	energy use and greenhouse gas" with updated prices in September 2021: <a href="https://tinyurl.com/29h7yf28">https://tinyurl.com/29h7yf28</a> ). The social cost based on DEFRA Damage Cost Approach (DCA) and monetised. Updated to 2021 prices.
	Safeguarding the natural environment	NT86	Volunteering time for environmental conservation & sustainable ecosystem management initiatives	£16.93	no. staff volunteering hours	Volunteering time invested participating in and contributing to relevant environmental conservation and sustainable ecosystem management initiatives that can be attributed to the contract. Volunteering is defined by the International Labour Organisation (2001) as 'unpaid non-compulsory work; that is, time individuals give without pay to activities performed either through an organisation or directly for others outside of the household'. Please include only the amount of volunteering that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please count only the time for delivering the activity (preparation time is not captured). This Measure should not be double	Volunteering time spent in multistakeholder engagement initiatives and sustainable ecosystem management can be valued at £16.93 per hour.	Only volunteering hours spent during work hours or paid overtime hours can be counted.	The proxy reflects the replacement cost for the wage of the individual volunteering. It is based on the Office of National Statistics (ONS) hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset (2000 till 2015); adjusted by the median gross annual income in 2021. ( <a href="https://tinyurl.com/b8yp28ze">https://tinyurl.com/b8yp28ze</a> ).

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
						counted with NT85, NT90, or other relevant Measures.			
		NT85	Resources (on the contract) dedicated to creating green spaces, improving biodiversity or helping ecosystems.	£1.00	£ invested	Total £ worth value of financial contributions, resources and in-kind contributions to be invested, in relevant environmental conservation and sustainable ecosystem management initiatives that can be attributed to the contract. Please provide details about value calculations of in-kind contributions including made assumptions.	Total £ value including time, funds and in-kind contributions.	Financial contributions, resources invested and in-kind contributions that can be attributed to the contract.	Input value - record investments
		NT87	Total volume of reduced plastics against a relevant benchmark	£158.02	kg	Total reduction in the usage plastics (in kg) against a relevant benchmark through reduction activities. Measures designed to avoid plastic usage completely mark the top of the circular economy priorities having the highest impact by preventing already the start of the plastic life cycle with production, usage, managed or mismanaged disposal and decay.	No of kg of avoided virgin plastic usage against a typical benchmark.	Specify the benchmark or baseline to be used. Provide both your expected total volume of avoided virgin plastics and volume expected above the benchmark. Describe the measures taken or to be implemented to achieve this.	The proxy captures the total cost of life cycle GHGe emission, including emission during the production and controlled and uncontrolled waste disposal process, and the cost of plastic pollution on marine ecosystems caused by plastic pollution.
		NT72	Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships	£96.70	tonnes	Hard to recycle waste can include, but is not limited to: cigarette butts, wrappers, cosmetic product packaging including different types of plastics or food. For examples of relevant programmes see	Tonnes of waste that would not be recycled through standard recycling but that have been diverted to a dedicated recycling programme.	Calculate the estimated tonnes of waste that would not be recycled through standard recycling but that will be diverted to a dedicated recycling programme because of your programme or	Standard Landfill rate.

Theme:	Outcome:	NT/Ref	Measure	Proxy	Units	Definition	Unit Guidance	Target Description Guidance	Technical Rationale
			(e.g. Terracycle or equivalent)			Terracycle, WRAP or equivalent ( <a href="https://tinyurl.com/2p8vamfb">https://tinyurl.com/2p8vamfb</a> ).		partnership. Provide information on the nature of the waste to be recycled to evidence the nature of recycling difficulties.	
		NT88	Reduce waste through reuse of products and materials	£96.70	tonnes	Products and materials reused (e.g. packaging, paper, glass, textiles, waste materials, wooden products, windows, metals, etc.) rather than recycled, scrapped or disposed.	Tonnes of material that would have been recycled or binned that has instead been reused.	Calculate the estimated tonnes of material that has been / will be reused as a result of your initiative. Provide information on the nature of the material to evidence the nature of initiative.	Standard Landfill rate.
		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.	£1.00	£ invested inc. time, materials, equipment etc	Innovative Measures to safeguard the environment and respond to the climate emergency to be delivered on the contract.	£ invested - including staff time (volunteering valued at £16.93 per hours, expert time valued at £101.00 per hour) and materials, equipment or other resources	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £16.93 per hour or at £101.00 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.