

## Solihull TOMs 2021

Themes	Outcomes	NT Ref	RE Ref	Measures	Units	Social Value Proxy
Improving skills and access to good work	More local people in employment	NT1	RE1	No. of local direct employees (FTE) hired or retained (for re-tendered contracts) on contract for one year or the whole duration of the contract, whichever is shorter	No. people FTE	Localised by Project
		NT1b	RE1a	No. of residents (FTE) from the listed sub-localities employed directly or through the supply chain as a result of your procurement requirements on the contract for one year or the whole duration of the contract, whichever is shorter. (Sub-localities are defined as: Chelmsley Wood; Kingshurst and Fordbridge; Smith's Wood.)	No. people FTE	Localised by Project
		NT2	RE2	Percentage of local employees (FTE) on contract	%	Record only
	Take Action to improve life chances in our most disadvantaged communities	NT3	RE4	No. of employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer) as a result of a recruitment programme	No. people FTE	£20,481.00
		NT3a		No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme who are long term unemployed (unemployed for a year or longer) and are facing specific barriers to transitioning to civilian employment that do not qualify them as disabled (e.g. long term service)	No. people FTE	£20,481.00
		NT3b		No. of homeless employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£20,481.00
		NT3c		No. of mothers returning to work (FTE) hired on the contract as a result of a recruitment programme who are long-term unemployed (unemployed for a year or longer) - (when the mother is the primary carer)	No. people FTE	£20,481.00
		NT3d		No. of survivors of modern slavery employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£20,481.00
		NT4	RE5	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a recruitment programme	No. people FTE	£14,782.00
		NT4a		No. of 16-25 y.o. care leavers (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£14,782.00
		NT5	RE6	No. of 18+ y.o. employees (FTE) hired on the contract who are rehabilitating or ex offenders as a result of a recruitment programme	No. people FTE	£24,527.00
		NT6	RE7	No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£16,420.00
		NT7	RE8	No. of hours of support into work provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance -(over 24 y.o.)	No. hrs (total session duration)*no. attendees	£105.50
	Improved skills	NT8	RE9	No. of staff hours spent on local school and college visits e.g. delivering careers talks, curriculum support, literacy support, safety talks (including preparation time)	No. staff hours	£16.09
		NT9	RE11	No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£286.47
	Improved skills for disadvantaged people	NT9a		No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC) that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+ - delivered for disadvantaged groups (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)	No. weeks	£286.47
Improved skills	NT10	RE12	No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years - Level 2,3, or 4+	No. weeks	£224.07	
Improved skills for disadvantaged people	NT10a		No. of weeks of apprenticeships on the contract that have either been completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+ - delivered for disadvantaged groups (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)	No. weeks	£224.07	
Improved employability of young people	NT11	RE13	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) - (under 24 y.o.)	No. hrs (total session duration)*no. attendees	£105.50	
	NT12	RE15	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£168.72	

<b>Building a vibrant economy</b>		<b>NT13</b>	<b>RE16</b>	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	No. weeks	£168.72
	<b>Our town and local centres have stable or growing economies</b>	<b>NT14</b>		Total amount (£) spent with VCSEs within your supply chain	£	£0.12
		<b>NT15</b>	<b>RE18</b>	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	No. staff expert hours	£101.86
		<b>NT15a</b>	<b>RE18a</b>	Provision of expert business advice to help VCSEs and MSMEs achieve net zero carbon by 2030	No. staff expert hours	£101.86
		<b>NT16</b>	<b>RE19</b>	Equipment or resources donated to VCSEs (£ equivalent value)	£	£1.00
		<b>NT17</b>	<b>RE20</b>	Number of voluntary hours donated to support VCSEs (excludes expert business advice)	No. staff volunteering hours	£16.09
		<b>NT18</b>	<b>RE22</b>	Total amount (£) spent in LOCAL supply chain through the contract	£	Localised by Project
		<b>NT18a</b>	<b>RE22a</b>	Total amount (£) spent through the contract in specified sub-localities. (Sub-localities are defined as: Chelmsley Wood; Kingshurst and Fordbridge; Smith's Wood.)	£	Localised by Project
		<b>NT19</b>	<b>RE23</b>	Total amount (£) spent through contract with LOCAL micro, small and medium enterprises (MSMEs)	£	Localised by Project
		<b>Improving staff wellbeing and mental health</b>	<b>NT20</b>	<b>RE24</b>	No. of employees on the contract that have been provided access for at least 12 months to multidimensional wellbeing programmes that include flexible working time arrangements; healthy nutrition options; physical health programmes; a health risk appraisal questionnaire; access to health and wellbeing resources (e.g. a tailored health improvement web portal; wellness literature; and seminars and workshops focused on identified wellness issues)	No. employees provided access
	<b>NT55</b>			No. of employees provided with workplace screening (e.g. questionnaire) and support (e.g. at least six session of cognitive behavioural therapy) for anxiety and depression	No. employees provided access	£142.52
	<b>NT39</b>			Total (£) invested in Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£	£1.00
	<b>NT21</b>		<b>RE25</b>	Equality, diversity and inclusion training provided both for staff and supply chain staff	No. hrs (total session duration)*no. attendees	£101.86
	<b>Reducing inequalities</b>	<b>NT40</b>		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
	<b>Ethical Procurement is promoted</b>	<b>NT22</b>	<b>RE26</b>	Percentage of procurement contracts that includes commitments to ethical procurement, including to verify modern slavery and other relevant requirements.	%	Record only
		<b>NT43</b>		Number and type of initiatives throughout the supply chain to identify and manage the risks of modern slavery occurring (i.e. supply chain mapping, staff training, contract management) in relation to the contract (describe and document initiatives)	£	£1.00
	<b>Social Value embedded in the supply chain</b>	<b>NT23</b>	<b>RE27</b>	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required	%	Record only
	<b>Rejuvenating our towns and local centres: More visitors to the Borough.</b>	<b>SOL1</b>		Total (£) invested in providing affordable workspaces for VCSEs and MSMEs to support small businesses, promote diversity and attract businesses and visitors to the town centre	£	£1.00
	<b>Enabling communities to thrive</b>	<b>NT24</b>	<b>RE28</b>	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, private security, etc.)	£ invested including staff time	£1.00
<b>NT25</b>		<b>RE29</b>	Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc.)	£ invested including staff time	£1.00	
<b>NT63</b>			Initiatives to support rough sleepers - including training for security and night staff, opening up facilities spaces (e.g. showers or additional beds when temperature drops) after hours	£ invested including staff time	£1.00	
<b>NT26</b>		<b>RE30</b>	Initiatives taken or supported to engage people in health interventions (e.g. stop smoking, obesity, alcoholism, drugs, etc.) or wellbeing initiatives in the community, including physical activities for adults and children	£ invested including staff time	£1.00	
<b>NT27</b>		<b>RE31</b>	Initiatives to be taken to support older, disabled and vulnerable people to build stronger community networks (e.g. befriending schemes, digital inclusion clubs)	£ invested including staff time	£1.00	
<b>SOL2</b>			Initiatives to be taken to support vulnerable adults and children to have the care and support that meet their needs (e.g. an initiative to help vulnerable young adults manage their own money; initiatives to assist care leavers; supporting vulnerable adults through providing autism awareness / dementia friend / other initiatives)	£ invested including staff time	£1.00	
<b>NT28</b>		<b>RE32</b>	Donations or in-kind contributions to local community projects (£ & materials)	£ value	£1.00	
<b>NT29</b>		<b>RE33</b>	No. of hours volunteering time provided to support local community projects	No. staff volunteering hours	£16.09	

	Improvements in early childhood development and school readiness in disadvantaged communities.	SOL3		Initiatives to be taken to support improvements in early childhood development and school readiness in disadvantaged communities (e.g. an initiative to provide books and learning resources to early childhood education centres; initiatives to support parents to teach their children to read; support for young parents to build stronger community networks; etc.)	£ invested including staff time	£1.00
Actioning our climate change declaration	Reduce Solihull's net carbon emissions: SMBC zero carbon 2030; Borough net zero carbon 2041	NT31		Savings in CO2 emissions on contract achieved through de-carbonisation (specify how these are to be achieved)	Tonnes CO2e	£70.43
		NT64		Contribution made on the contract to own carbon offset fund (when it has been demonstrated said carbon cannot emission cannot be reduced within the contract's timeframe)	£	£1.00
	Improve Solihull's air quality: More people walking, cycling and using public transport	NT32	RE46	Car miles saved on the project as a result of a green transport programme or equivalent (e.g. cycle to work programmes, public transport or car pooling programmes, etc.)	Miles saved	£0.02
		NT33	RE47	Car miles driven using low or no emission staff vehicles included on project as a result of a green transport programme	Miles driven	£0.01
		NT65	RE63	Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV	%	Record only
	Enhance Solihull's natural environment: An enhanced, well connected natural environment.	NT67		Donations or investments towards initiatives aimed at environmental and biodiversity conservations and sustainable management projects for both marine and terrestrial ecosystems	£	£1.00
		NT47		Donations or investments towards expert designed sustainable reforestation or afforestation initiatives	£	£1.00
			RE48a	Volunteering with environmental conservation initiatives or engagement in multi-stakeholder and advocacy initiatives around environmental conservation and sustainable ecosystem management - resources invested including time, funds and in-kind contributions	£ invested including staff time	£1.00
		NT68	RE74	Plastic recycling rate on the contract ( to e.g. reduce microplastics)	%	Record only
	Resource efficiency and circular economy solutions are promoted	NT70		Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract	Kilos	Record only
		NT72		Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships (e.g. Terracycle or equivalent)	Tonnes	£96.70
Sustainable Procurement is promoted	NT49		Requirements or support (for Micro or Small enterprises) for suppliers to demonstrate climate change and carbon reduction training for all staff - e.g. SDGs Academy courses (NTs) or (e.g. RE) Supply Chain Sustainability School bronze or higher or equivalent	No. hrs (total session duration)*no. attendees	£101.86	
Promoting and delivering social value	Social innovation to improve skills and access to good work	NT50	RE67	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 from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00
	Social innovation to build a vibrant economy	NT51	RE68	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.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00
	Social innovation to support communities to thrive	NT52	RE69	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.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00

	<p><b>Social innovation to create environments that enable healthy living</b></p>	<p><b>NT53</b></p>	<p><b>RE70</b></p>	<p>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.</p>	<p>£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources</p>	<p>£1.00</p>
--	---	--------------------	--------------------	--	---	--------------