

# National TOMs Wales

## TOMs Cenedlaethol Cymru

### The National Social Value Measurement Framework For Wales

(National TOMs Wales)

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#### **PART 1 - OVERVIEW**

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### Fframwaith Mesur Gwerth Cymdeithasol Cenedlaethol Cymru

(Fframwaith TOMs Cenedlaethol Cymru  
2020 Trosolwg)

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#### **RHAN 1**

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# Executive Summary



**The pandemic has hit all of our communities hard and will have a long term impact across all sectors of our society. Of course, our public sector has a major role to play in promoting a sustainable recovery and renewal not only in how they commission but also through how they procure new services. The sector is going to have to spend money and the key question is how can we maximise the value of this spend not by seeking the cheapest (a traditional interpretation of MEAT – most economically advantageous tender) but by recognising, supporting and encouraging businesses and our 3rd sector organisations to also do their bit in delivering more value for our communities.**

We need to unlock the power of the public pound – to do more, to help us recover and to help our communities renew.

This is what the National TOMs Wales is all about and why have been specifically designed to reflect the priorities of the Wellbeing of Future Generations Act and to help organisation measure and maximise the social value they create.

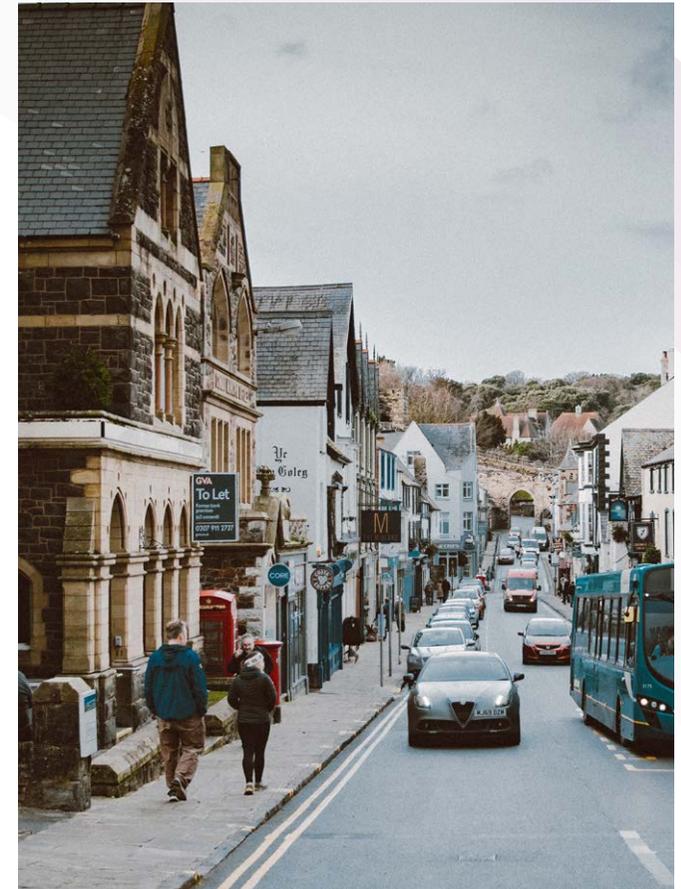
In this respect the National TOMs Wales is an action based framework more akin to a social charter or manifesto than a measurement framework, designed to reflect policy objectives and make it as easy as possible for organisations to not only measure what they do but also to get involved with specific activities that make a difference.

The National TOMs Wales incorporate all of the requirements of the Community Benefits Toolkit and have been designed to allow organisations to assess their social value contribution to the Wellbeing Act in terms of both non-financial benefits (e.g. jobs for long term unemployed) and the additional financial value created (e.g. the additional fiscal and economic benefits).

If the National TOMs Wales are used properly, the awards across Wales could be significant delivering as much as an additional £0.25 (+25%) in social value for every pound spent and this document lays out how public and private sector organisation can unlock this value for our communities through how they commission, procure and manage social value.

The Guidance is written in 3 parts and includes an overview and introduction to using the National TOMs (Part 1), a detailed description of how to use and apply the National TOMs for procurement or measurement (Part 2), and a full list of the National TOMs for Wales including proxy values, rationale and detailed descriptions (Part 3)

Time is not on our side, communities are suffering and it is important that all organisations join together in a concerted effort to make a difference and act now. The National TOMs Wales are a part of the answer and will help unlock the power our public and private pound in helping us recover and renew.



# Crynodeb Gweithredol



**Mae'r pandemig wedi bwrw cymunedau pob un ohonom yn galed a chaiff effaith hirdymor ar bob sector yn ein cymdeithas. Wrth gwrs, mae gan ein sector cyhoeddus rôl bwysig i'w chwarae wrth hyrwyddo adferiad ac adnewyddiad cynaliadwy, nid yn unig o ran y ffordd mae'n comisiynu, ond hefyd yn y ffordd mae'n caffael gwasanaethau newydd. Bydd yn rhaid i'r sector wario arian a'r cwestiwn allweddol yw sut gallwn wneud y gorau o'r gwariant hwn, nid drwy chwilio am y rhataf (sef dehongliad traddodiadol o fynd am y tendr mwyaf manteisiol yn economaidd), ond drwy gydnabod, cefnogi ac annog busnesau a sefydliadau yn ein 3ydd sector hefyd i chwarae eu rhan drwy gyflawni mwy o werth i'n cymunedau.**

Mae angen i ni ddatgloi grym y bunt gyhoeddus - er mwyn gwneud mwy, er mwyn ein helpu i adfer ac er mwyn helpu adnewyddiad ein cymunedau.

Dyma hanfod TOMs Cenedlaethol Cymru yn y bôn (TOMs yw'r acronym am Themâu, Deilliannau a Mesuriadau), a'r rheswm pam eu bod wedi'u llunio'n benodol i adlewyrchu blaenoriaethau Deddf Llesiant Cenedlaethau'r Dyfodol a helpu sefydliadau i fesur a gwneud y gorau o'r gwerth cymdeithasol maent yn ei greu.

Yn hyn o beth, fframwaith ar sail gweithredoedd yw TOMs Cenedlaethol Cymru sy'n debycach i siarter gymdeithasol neu fanifesto nag y mae i fframwaith mesur, wedi'i lunio i adlewyrchu amcanion polisi a'i gwneud mor hawdd â phosibl i sefydliadau nid yn unig fesur yr hyn a wnânt ond hefyd cymryd rhan mewn gweithgareddau penodol sy'n gwneud gwahaniaeth.

Mae TOMs Cenedlaethol Cymru yn ymgorffori holl ofnion y Pecyn Cymorth Buddion Cymunedol ac maent wedi'u llunio i ganiatáu i sefydliadau asesu eu cyfraniad gwerth cymdeithasol eu hunain tuag at Ddeddf Llesiant Cenedlaethau'r Dyfodol o ran buddion anariannol (e.e. swyddi ar gyfer pobl sy'n ddiwaith hirdymor) a'r gwerth ariannol ychwanegol sy'n cael ei greu (e.e. y buddion cyllidol ac economaidd ychwanegol).

O ddefnyddio TOMs Cenedlaethol Cymru yn gywir, gallai'r manteision ar draws Cymru fod yn sylweddol, gan ddarparu cymaint â £0.25 (+25%) yn ychwanegol mewn gwerth cymdeithasol am bob punt sy'n cael ei gwario ac mae'r ddogfen hon yn nodi sut gall sefydliadau yn y sector cyhoeddus a'r sector preifat fel ei gilydd ddatgloi'r gwerth hwn er budd ein cymunedau drwy'r ffordd maent yn comisiynu, yn caffael ac yn rheoli gwerth cymdeithasol.

Mae'r Arweiniad wedi'i lunio mewn 3 rhan ac mae'n cynnwys trosolwg a chyflwyniad i'r defnydd o'r TOMs Cenedlaethol (Rhan 1), disgrifiad manwl o sut i ddefnyddio a chymhwyso'r TOMs Cenedlaethol ar gyfer caffael a mesur (Rhan 2), a rhestr lawn o TOMs Cenedlaethol Cymru gan gynnwys gwerthoedd procsi, rhesymeg a disgrifiadau manwl (Rhan 3).

Nid yw amser ar ein hochr; mae cymunedau'n dioddef ac mae'n bwysig bob pob sefydliad yn cyd-dynnu mewn ymdrech fwriadus i wneud gwahaniaeth a gweithredu nawr. Mae TOMs Cenedlaethol Cymru yn rhan o'r ateb a byddant yn helpu i ddatgloi grym ein punt gyhoeddus a'n punt breifat wrth ein helpu i adfer ac adnewyddu.

# Foreword by Richard Dooner

Programme Manager, Welsh Local  
Government Association.



**On behalf of the Welsh Local Government Association (WLGA) and the Social Value Taskforce for Wales we are delighted to be a part of the development of the National Social Value Measurement Framework for Wales otherwise known as the National TOMs Wales.**

This 'new' initiative actually goes back a while and the WLGA has been involved in this with the Local Government Association since they developed a new type of diagnostic to support their 2014 National Procurement Strategy. Local Authorities in Wales have also been involved in wider UK initiatives and have picked up good practice independently. TOMs are for example already embedded in Caerphilly County Borough Council's five-year programme for procurement and the Public Service Board delivery plan for 2018-2023. Cardiff Council is also piloting TOMs through local infrastructure procurement programmes; including the building of a new school and a new international arena.

We're learning a lot from these practical applications and we're sharing that knowledge as a professional group through the WLGA Heads of Procurement Network; but that's not enough on its own and there is more to do to support wider good practice. The policy landscape in Wales is ambitious. We need to reflect this in our practical arrangements across the piece. The Wellbeing of Future Generations Act in particular demands real and immediate changes to the ways we identify and manage value. The 'Welsh TOMs' are therefore mapped to the Wellbeing of

Future Generations Goals to provide a practical means to identify and attribute value within both meaning and spirit of the WFG Act. The TOMs also help to encourage and reward suppliers whose behaviours complement public policy in Wales.

This demands the best of practice and the best of the few practitioners we have left. Few is one of the issues. Also why, without ego, the HoP Network opened up the inaugural meeting of the Social Value Taskforce to others. They just thought it was the right thing to do; given what they were seeing; so that others might look at it too; no further agenda. It was the first time the procurement officer network had reached out in this manner. Turned out to be a good call - when Covid diverted the entire Local Government Network overnight; SVP and a small cadre of people from outside Local Government; some of who we'd only just met; stepped up and finished the work. This says much for the personal engagement in the taskforce and the calibre of those involved. Thank you all. I am in awe. What happened there was quite something.

TOMs originated as a way to improve procurement in Local Government; a practical measure for procurement practice to support organisational objectives; but anyone can use them and there are wider applications. This was reflected in an unprecedented response to the taskforce's consultation. Good quality responses that deserved proper attention; for which SVP very reasonably requested an extension of the launch date by a month. A short extension the best of reasons and we will be discussing the matters raised over the course of this virtual conference. I do hope you are able to stay with us for the busy programme and commend the Welsh TOMs to you; wherever you are.

**Richard Dooner**

Programme Manager, Welsh Local Government Association

# Rhagair gan Richard Dooner

Rheolwr y Rhaglen, Cymdeithas  
Llywodraeth Leol Cymru.



## Ar ran Cymdeithas Llywodraeth Leol Cymru (WLGA) a Thasglu Gwerth Cymdeithasol Cymru, rydym wrth ein bodd i gael bod yn rhan o ddatblygiad Fframwaith Mesur Gwerth Cymdeithasol Cenedlaethol Cymru a adwaenir fel arall fel TOMs Cenedlaethol Cymru.

Nid peth diweddar yw'r fenter 'newydd' hon mewn gwirionedd; mae Cymdeithas Llywodraeth Leol Cymru (WLGA) wedi bod yn gysylltiedig â'r gwaith gyda'r Local Government Association ers iddynt sefydlu math newydd o ddull diagnostig i ategu eu Strategaeth Gaffael Genedlaethol yn 2014. Mae Awdurdodau Lleol yng Nghymru hefyd wedi bod yn gysylltiedig â mentrau ehangach ar draws y DU ac wedi mabwysiadu arfer da'n annibynnol. Er enghraifft, mae TOMs eisoes wedi'u gwreiddio yn rhaglen pum mlynedd Cyngor Bwrdeistref Sirol Sirol Caerffili ym maes caffael ac yng nghynllun cyflawni'r Bwrdd Gwasanaethau Cyhoeddus ar gyfer 2018-2023. Mae Cyngor Caerdydd hefyd yn peilota TOMs drwy raglenni caffael seilwaith lleol, gan gynnwys adeiladu ysgol newydd ac arena ryngwladol newydd.

Rydym yn dysgu llawer yn sgil y profiadau ymarferol hyn o gymhwyso'r TOMs ac yn rhannu'r wybodaeth honno fel grŵp proffesiynol drwy Rwydwaith Penaethiaid Caffael WLGA. Ond, nid yw hynny'n ddigon ar ei ben ei hun ac mae rhagor i'w wneud i gefnogi arfer da yn ehangach. Mae'r tirlun polisi yng Nghymru yn uchelgeisiol. Mae angen i ni adlewyrchu hyn yn ein trefniadau ymarferol yn gyffredinol. Mae Deddf

Llesiant Cenedlaethau'r Dyfodol yn arbennig yn mynnu newidiadau real ac union i'r ffordd rydym yn nodi ac yn rheoli gwerth. Mae TOMs Cymru wedi'u mapio felly'n unol â'r Nodau Llesiant er mwyn darparu ffordd ymarferol o nodi a phriodoli gwerth i ystyr ac ysbryd y Ddeddf. Mae'r TOMs hefyd yn helpu i annog a gwobrwyo cyflenwyr y mae eu hymddygiad yn ategu polisi cyhoeddus yng Nghymru.

Mae hyn yn mynnu'r arfer gorau a'r gorau o blith yr ychydig ymarferwyr sydd ar ôl gennym. Un o'r anawsterau yw mai ychydig sydd gennym. Dyma'r rheswm hefyd, heb frolio, yr agorodd y Rhwydwaith Penaethiaid Caffael gyfarfod cychwynnol y Tasglu Gwerth Cymdeithasol i eraill. Roedden nhw o'r farn mai dyna oedd y peth iawn i'w wneud, o ystyried yr hyn roeddent yn ei weld, fel y gallai eraill edrych arno hefyd; doedd dim agenda fwy na hynny. Dyna'r tro cyntaf i'r rhwydwaith swyddogion caffael ymestyn allan yn y modd hwn. Penderfyniad da oedd hwn yn y diwedd - pan ddaeth Covid a dargyfeirio'r Rhwydwaith Llywodraeth Leol yn ei gyfanwydd dros nos, daeth SVP (Social Value Portal) a charfan fach o bobl o'r tu allan i Lywodraeth Leol (rhai ohonynt yr oeddem ni newydd gyfarfod â nhw), i'r fei a chwblhau'r gwaith. Mae hyn yn dweud llawer am yr

ymgysylltu personol yn y tasglu a safon y bobl dan sylw. Diolch bawb. Mawr yw fy nyled. Roedd yr hyn a gyflawnwyd yn hynny o beth wir yn nodedig.

Sefydlwyd TOMs fel modd o wella caffael ym myd Llywodraeth Leol, fel cam ymarferol ar gyfer arfer caffael i ategu amcanion sefydliadol. Ond eto, gall unrhyw un eu defnyddio ac mae cymwysiaid ehangach iddynt. Adlewyrchwyd hyn yn yr ymateb digynsail a gafwyd i ymgynghoriad y tasglu. Cafwyd ymatebion o ansawdd da a oedd yn haeddu sylw. Gofynnodd SVP yn rhesymol ddigon am estyniad o fis i ddyddiad y lansiad. Cafwyd estyniad byr am y rhesymau gorau a byddwn yn trafod y materion a godwyd yn ystod y gynhadledd rithwir hon. Mawr obeithiaf y byddwch yn gallu aros gyda ni drwy gydol y rhaglen brysur a chymeradwyaf TOMs Cymru i chi; ble bynnag y byddwch chi.

### Richard Dooner

Rheolwr y Rhaglen, Cymdeithas Llywodraeth Leol Cymru.

# Overview by Guy Battle

Chief Executive, Social Value Portal



**The pandemic has hit almost everyone in one way or another but some more than others and in areas that were struggling from chronic unemployment and low skills before the virus, the ‘hit’ has been even harder.**

Of course our public sector continues to heroically step up to the plate, but anyone who tells you that the public sector can solve such massive challenges on its own is either being naïve or (nicely) over estimating the ability of our public servants and the voluntary sector to make things good again.

No, this is going to take everyone, working together across all sectors of our communities with joined up thinking and many hands to (all) the pumps.

And this is what the National TOMs Wales are all about, but before you jump on me, saying it is only a measurement framework and how on earth can that make things better, let me explain.

The starting point for the National TOMs was as a contract between the public sector and their suppliers to be mainly used in procurement in order to encourage suppliers to offer community benefits in addition to providing a solution that is on budget and technically competent. At this level the National TOMs have been an overwhelming success with over 3000 projects across the UK using the TOMs unlocking over 2000 jobs for disadvantaged people, over 750,000 volunteering hours and £2.5bn of local spend.

The National TOMs for Wales takes a big step forward and for the first time they have been directly linked to government policy in the form of the Wellbeing of Future Generations Act and as such they are more akin to a ‘social manifesto’ than a measurement framework seeking to recruit suppliers to help deliver on the 7 Wellbeing Goals and to help rebuild communities, fit for both today’s and future’s generations.

The National TOMs Wales has been a collective endeavor, bringing together many parts of the public sector including local government, central government, housing associations and many others. But, we recognise that they are not yet a finished product, rather a shared starting point from which the community of Wales can begin to work together, across all sectors to help rebuild our community and emerge stronger and better equipped for what lies ahead.

**Guy Battle**  
Chief Executive, Social Value Portal



# Trosolwg gan Guy Battle

Prif Weithredwr, Social Value Portal



**Mae'r pandemig wedi taro bron bawb mewn un ffordd neu'r llall ond mae wedi taro rhai fwy nag eraill ac mewn ardaloedd a oedd yn gwegian dan bwysau diweithdra cronig a sgiliau isel cyn y feirws, mae'r ergyd wedi bod yn drymach fyth.**

Wrth gwrs mae ein sector cyhoeddus yn parhau i gamu i'r adwy yn arwrol, ond mae unrhyw un sy'n dweud wrthyhch bod y sector cyhoeddus yn gallu datrys heriau mor anferthol ar ei ben ei hun naill ai'n naif neu (a dweud hyn yn garedig) mae'n gorddychmygu gallu ein gweision cyhoeddus a'r sector gwirfoddol i roi pethau nôl at ei gilydd.

Ond na, mae hyn yn mynd i fynnu ymdrech gan bawb, a gweithio ar draws pob un o sectorau ein cymunedau gyda chyd-feddwl a chyd-greu ym mhob dull a ffordd bosibl.

A dyna, yn y bôn, yw hanfod TOMs Cenedlaethol Cymru. Maen nhw'n fwy o lawer na fframwaith mesur ac yn ymwneud yn fwy â gweithredu fel siarter dros newid.

Man cychwyn y TOMs Cenedlaethol oedd contract rhwng y sector cyhoeddus a'i gyflenwyr i'w ddefnyddio'n bennaf wrth gaffael a hynny er mwyn annog cyflenwyr i gynnig buddion cymunedol yn ogystal â darparu datrysiad sy'n ateb y gyllideb ac sy'n gymwys yn dechnegol. Ar y lefel hon, mae'r TOMs Cenedlaethol wedi bod yn llwyddiant ysgubol gyda mwy na 3000 o brosiectau ar draws y DU yn defnyddio'r TOMs, gan ddatgloi dros 2000 o swyddi i bobl ddifreintiedig, dros 750,000 o oriau gwirfoddoli a thros £2.5bn o wariant lleol.

Mae TOMs Cenedlaethol Cymru yn cymryd cam mawr ymlaen ac am y tro cyntaf, maent wedi'u cysylltu'n uniongyrchol â pholisi'r llywodraeth ar ffurf Deddf Llesiant Cenedlaethau'r Dyfodol ac am hynny, maent yn debycach i 'siarter gymdeithasol' neu 'fanifesto' sy'n ceisio denu cyflenwyr i helpu i gyflawni'r 7 Nod Llesiant a helpu i ailgreu cymunedau sy'n addas at genedlaethau'r presennol a'r dyfodol.

Mae TOMs Cenedlaethol Cymru wedi bod yn ymdrech ar y cyd, gan dynnu ynghyd lawer o rannau o'r sector cyhoeddus gan gynnwys llywodraeth leol, llywodraeth ganolog, cymdeithasau tai a llawer o sefydliadau eraill. Ond, rydym yn cydnabod nad cynnyrch terfynol mohonynt eto; yn hytrach man cychwyn cyffredin ydynt er mwyn i gymuned Cymru ddechrau cydweithio, ar draws pob sector i helpu i ailgreu ein cymuned a chodi'n gryfach ac yn barotach i'r hyn sydd ar y gorwel i ni.

## Guy Battle

Prif Weithredwr, Social Value Portal



# 1.0 Introduction

In Wales, the term social value is in effect defined through the Wellbeing of Future Generations Act (Wales) 2015 (hence 'Wellbeing Act'). The Wellbeing Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other and to prevent persistent problems such as poverty, health inequalities and climate change. In England, the equivalent legislation is the Public Services (Social Value) Act 2012.

To make sure all public bodies are working towards the same purpose, the Wellbeing Act puts in place 7 Wellbeing Goals. It clearly states that the listed public bodies must work to achieve all of the goals as a collective, as opposed to picking one or two individually.

## Prosperous

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

## Resilient

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

## Healthier

A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.



LLESIAINT  
CENEDLAETHAU'R DYFODOL  
WELL-BEING OF  
FUTURE GENERATIONS

## More Equal

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

## Globally Responsible

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

## Vibrant Culture and Thriving Welsh Language

A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

## Cohesive Communities

Attractive, viable, safe and well-connected communities.

Across Wales, the Community Benefits Toolkit (pioneered by Value Wales) has also been used for a number of years to set targets and manage the delivery of additional local benefits.

The National TOMs Wales has been designed to support all buying organisations across the public and private sector. It supports them to build stronger and deeper relationships with suppliers and to deliver against the 7 goals of the Wellbeing Act and the Community Benefits Toolkit through a single measurement and management framework. This framework can be used in procurement, for benefits realisation and for reporting.

Whilst the role of the TOMs is to deliver against the Wellbeing Act, their genesis is from within local government so they inevitably reflect the specific priorities of local government buyers. However, as a framework they have been designed so that they may be easily adapted to meet the specific opportunities and needs of different sectors (e.g. construction, housing or health). As a result, a number of 'sector plug-ins' have been, and are being, developed to reflect sector-specific issues.

The use of the National TOMs Wales should not be limited to public sector buyers. Private sector organisations are also encouraged to adopt the TOMs for their own procurement and reporting purposes.

This document will help all organisations to apply the National TOMs Wales. It provides readers with a broad understanding of how organisations can use the framework to add value to communities and the local economy through progressive procurement. It also covers how the framework can be used to manage benefits realisation and monitor using reporting.

## About this Document

This guidance describes the philosophy behind the National TOMs Framework. It includes the overarching rationale behind each measure and proxy value as well as how each measure should be used for procurement, measurement and benefits realisation.

### The guidance is split into three parts:

**Part 1: An overview and introduction to using the National TOMs, including what they are intended for and how they will be kept up to date and managed over time.**

**Part 2: A detailed description of how to use and apply the National TOMs for procurement or measurement, alongside guidance on collecting evidence for contract management and reporting.**

**Part 3: A full list of the National TOMs for Wales including proxy values, rationales and detailed descriptions.**

### Contributors

The National TOMs Wales are endorsed by the Local Government Association and have been the result of extensive consultation across local government over a period of 9 months. We would like to thank the following organisations that have contributed to the development of the National TOMs Wales:



# 1.0 Rhagarweiniad

**Yng Nghymru, caiff y term ‘gwerth cymdeithasol’ ei ddiffinio mewn gwirionedd drwy Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 sy'n ei gwneud yn ofynnol i bob corff cyhoeddus yng Nghymru feddwl am effaith hirdymor eu penderfyniadau, gweithio'n well gyda phobl, cymunedau a'i gilydd, ac atal problemau parhaus fel tloedi, anghydraddoldebau iechyd a newid hinsawdd. Yn Lloegr, y ddeddfwriaeth gyfatebol yw Deddf Gwasanaethau Cyhoeddus (Gwerth Cymdeithasol) 2012 / y Public Services (Social Value) Act 2012.**

Er mwyn sicrhau bod pob corff cyhoeddus yn gweithio tuag at yr un diben, mae Deddf Llesiant Cenedlaethau'r Dyfodol yn gosod saith nod llesiant ac yn ei gwneud yn glir bod yn rhaid i'r cyrff cyhoeddus a restrir weithio i gyflawni pob un o'r nodau fel cyfanwaith torfol, yn hytrach na dewis a dethol un neu ddau.

## Llewyrchus

Cymdeithas arloesol, gynhyrchiol, carbon isel sy'n cydnabod y terfynau sydd ar yr amgylchedd byd-eang ac sydd, o ganlyniad, yn defnyddio adnoddau mewn modd effeithlon a chymesur (gan gynnwys gweithredu ar newid yn yr hinsawdd); ac sy'n datblygu poblogaeth fedrus ac addysgedig mewn economi sy'n cynhyrchu cyfoeth ac yn cynnig cyfleoedd cyflogaeth, gan ganiatáu i bobl fanteisio ar y cyfoeth a gynhyrchir drwy gael gafael ar waith addas.

## Cydnerth

Cenedl sy'n cynnal ac yn gwella amgylchedd naturiol bioamrywiol gydag ecosystemau iach gweithredol sy'n cynnal cydnerthedd cymdeithasol, economaidd ac ecolegol ynghyd â'r gallu i addasu i newid (er enghraifft newid yn yr hinsawdd).

## Iachach

Cymdeithas lle mae llesiant corfforol a meddyliol pobl crystal â phosibl a lle deallir dewisiadau ac ymddygiadau sydd o fudd i iechyd yn y dyfodol.



**LLESIANT  
CENEDLAETHAU'R DYFODOL  
WELL-BEING OF  
FUTURE GENERATIONS**

## Mwy Cyfartal

Cymdeithas sy'n galluogi pobl i gyflawni eu potensial ni waeth beth fo'u cefndir neu eu hamgylchiadau (gan gynnwys eu cefndir a'u hamgylchiadau cymdeithasol-economaidd).

## Cyfrifol ar lefel fyd-eang

Cenedl sydd, wrth iddi wneud unrhyw beth i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru, yn ystyried a allai gwneud peth o'r fath gyfrannu'n gadarnhaol at lesiant byd-eang.

## Diwylliant bywiog lle mae'r Gymraeg yn ffynnu

Cymdeithas sy'n hyrwyddo ac yn gwarochod diwylliant, treftadaeth a'r Gymraeg ac sy'n annog pobl i gyfranogi yn y celfyddydau, a chwaraeon a gweithgareddau hamdden.

## Cymunedau Cydlynus

Cymunedau atyniadol, hyfyw a diogel sydd â chysylltiadau da.

Ar draws Cymru, mae'r Pecyn Cymorth Buddion Cymunedol a arloeswyd gan Werth Cymru hefyd wedi'i ddefnyddio ers nifer o flynyddoedd i osod targedau a rheoli'r gwaith o gyflawni buddion lleol ychwanegol.

Mae TOMs Cenedlaethol Cymru wedi'u llunio i gefnogi pob sefydliad sy'n prynu, ar draws y sectorau cyhoeddus a phreifat, i greu perthnasau cryfach a dyfnach gyda chyflwynwyr a chyflawni saith nod Deddf Llesiant Cenedlaethau'r Dyfodol a'r Pecyn Cymorth Buddion Cymunedol drwy Fframwaith Mesur a Rheoli unigol y gellir ei ddefnyddio wrth gaffael, er mwyn gwireddu buddion, ac wrth adrodd.

Er mai rôl TOMs yw darparu deilliannau yn erbyn Deddf Llesiant Cenedlaethau'r Dyfodol, o lywodraeth leol maen nhw'n tarddu ac felly mae'n anochel eu bod yn adlewyrchu blaenoriaethau penodol prynwyr llywodraeth leol. Fodd bynnag, fel fframwaith, maent wedi'u llunio fel y gellir eu haddasu'n hawdd i ateb cyfleoedd ac anghenion penodol gwahanol sectorau (er enghraifft adeiladu, tai neu iechyd) ac o ganlyniad mae nifer o 'addasiadau sectoraidd' naill wedi'u datblygu neu yn cael eu datblygu i adlewyrchu materion sy'n benodol i bob sector.

Ond ni ddylid cyfyngu'r defnydd o TOMs Cenedlaethol Cymru i brynwyr yn y sector cyhoeddus ac anogir sefydliadau yn y sector preifat i fabwysiadu'r TOMs at eu dibenion caffael ac adrodd eu hunain.

Bydd y ddogfen hon yn helpu pob sefydliad i gymhwyso TOMs Cenedlaethol Cymru a bydd hefyd yn darparu dealltwriaeth eang i ddarllenwyr o'r ffordd y gall defnyddwyr TOMs ddefnyddio'r fframwaith i ychwanegu gwerth i gymunedau a'r economi leol drwy arferion caffael blaengar a sut gellir defnyddio'r fframwaith i reoli a monitro'r gwaith o wireddu buddion ac adrodd arnynt.

## Cefndir y ddogfen hon

Mae'r Arweiniad hwn yn disgrifio'r athroniaeth sy'n sail i Fframwaith y TOMs Cenedlaethol gan gynnwys y rhesymeg gyffredinol tu ôl i bob Mesur a Gwerth Procsi a ddefnyddir, yn ogystal â sut dylid eu defnyddio wrth gaffael, mesur ac i wireddu buddion.

### Mae tair rhan i'r Arweiniad:

**Rhan 1: Trosolwg a chyflwyniad i ddefnyddio'r TOMs Cenedlaethol, bwriad eu defnydd a sut y cânt eu cadw'n gyfoes a'r dull o'u rheoli dros amser.**

**Rhan 2: Disgrifiad manwl o sut i ddefnyddio a chymhwyso'r TOMs Cenedlaethol i gaffael neu fesur, ochr yn ochr ag arweiniad ar gasglu tystiolaeth ar gyfer rheoli contractau ac adrodd.**

**Rhan 3: Rhestr lawn o TOMs Cenedlaethol Cymru gan gynnwys gwerthoedd procsi, rhesymeg a disgrifiadau manwl.**

### Cyfranwyr

Caiff TOMs Cenedlaethol Cymru eu cymeradwyo gan y Local Government Association a phenllanw ymgynghori helaeth ydynt ar draws llywodraeth leol dros gyfnod o 9 mis. Hoffem ddiolch i'r sefydliadau canlynol sydd wedi cyfrannu at ddatblygu TOMs Cenedlaethol Cymru:



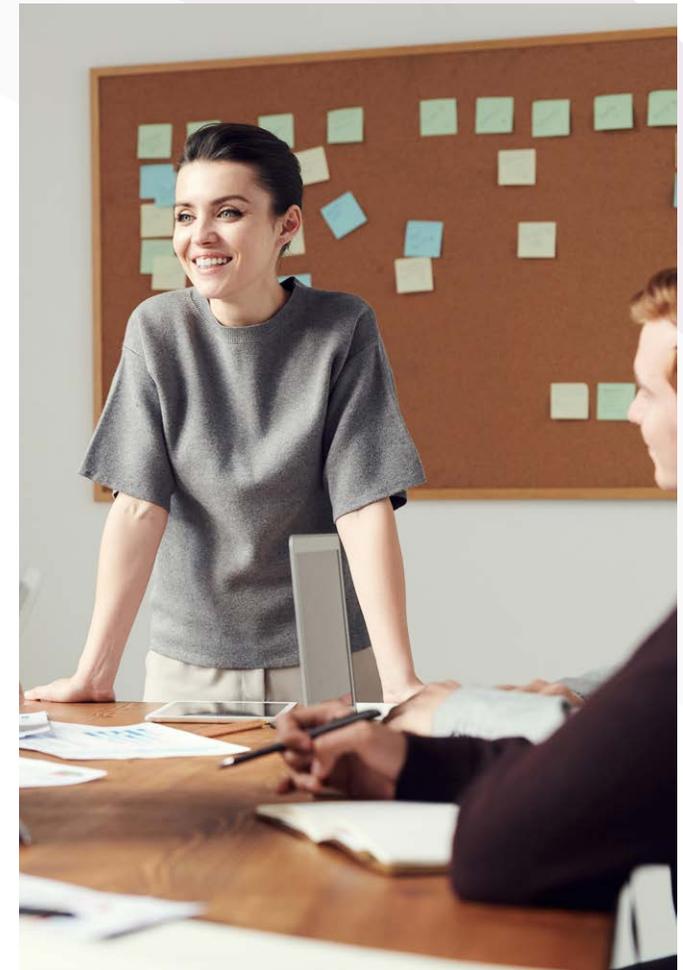
## 2.0 The National TOMs Wales

### 2.1 Why a National Social Value Measurement Framework?

The aim of the National TOMs Wales is to provide a minimum reporting standard for measuring social value and meeting the requirements of the Wellbeing Act, as well as incorporating the principles of the Community Benefits Toolkit. For those organisations just starting out on their journey to embed social value into their procurement and management processes, it provides an easy to use solution that is immediately available and may be applied to any project. For those organisations that are already well advanced, the hope is that you will be able to integrate these standards into your measurement approach as a minimum, and add any measures that you do not currently have into your own toolkit.

#### **The principal benefits of a minimum and consistent reporting standard for social value are that it:**

- Provides a consistent and replicable approach to measuring and reporting social value
- Provides a robust, transparent and defensible solution for assessing and awarding tenders
- Allows for continuous improvement
- Allows organisations to compare their own performance by sector and industry benchmarks and understand what 'good looks like'
- Reduces the uncertainty surrounding social value measurement for businesses, allowing them to make informed decisions based on robust quantitative assessments and hence embed social value into their corporate strategies.



## 2.2 Putting a value on 'Social Value'

The National TOMs Wales allows organisations to put a financial value on their contribution to society using a set of 'Proxy Values'. Of course, Social value is not all about 'money' and it is often the stories behind the numbers that bring it to life. Nonetheless the £ value is an important metric to help understand the scale and breadth of impact that a measure can make. Importantly, it allows procuring bodies (both public and private) to compare tenders in a way that is proportional and relevant to the bid, and to better justify a procurement decision.

Many of the Proxy Values have their roots in the Unit Cost Database (UCD) that was developed for the UK Government and follows the principles laid out by HM Treasury for monetising the economic, environmental and social impact, with specific regard to potential savings for the public sector. These figures have been supplemented with Welsh Government Data to ensure that the values are specific to the region as far as is possible. Where there is no government calculated proxy value, relevant governmental guidance has been followed.

Part 2 of this Guidance provides a detailed breakdown of how the Proxy Value was arrived at, together with relevant sources and a clear rationale. The Proxy Values include deadweight where relevant, and the Calculator allows for attribution to be further taken into account during measurement. Further details about how this has been achieved can be found in Part 2 of this Guidance.

## 2.3 The Power of Procurement

Of course, it is important to measure what has been delivered and to maintain a record of past performance; that is the traditional role of measurement. The National TOMs Framework, however, looks to go much further and has been designed not only to measure what has been already been done but also to deliver the change that organisations want to see. In this respect, the TOMs can be seen as a social charter for change with each outcome and measure reflecting a policy objective and local opportunity to encourage businesses to become involved in supporting their communities.

The National TOMs Wales has been designed to support the supply chain in delivering more social value and includes a Procurement Calculator that may be used for procurement and supply chain management. This can become an essential part of the procurement manager's social value toolkit and will help them maximise social value across the organisation and their supply chain.

The Procurement Calculator includes a provision for 'prioritising' one outcome or measure above another. This allows organisations to 'signpost' to their suppliers the areas of greatest community need, or where the buyer requires the most support. The prioritisation mechanism has been designed to integrate direct stakeholder consultation (e.g. Community Social Value Charter) so that the TOMs can eventually be used to empower communities.

It is important that the resulting weightings are removed when subsequently reporting actual value after the contract has been awarded, to ensure accurate comparison. The methodology also allows for additional multipliers to be embedded within the Measurement Calculator, including LM3 (Local Multiplier 3) and Social Return on Investment (SROI). This allows organisations that have completed this type of in-depth analysis to add more detail. Multipliers need to be verified by a 3rd party before inclusion and it is important that, if an organisation chooses to use this type of multiplier, it is declared and reported openly and clearly.

# 3.0 Framework Structure and Use

## 3.1 Themes, Outcomes and Measures

The National TOMs upon which the Welsh Framework have been designed around series **T**hemes, **O**utcomes and **M**easures (hence TOMs).

- **Themes** - The overarching strategic themes or goals that an organisation is looking to pursue, structured around the seven goals of the Wellbeing of Future Generations (Wales) Act 2015
- **Outcomes** - The objectives or goals that an organisation is looking to achieve that will contribute to the Theme.
- **Measures** - The measures or activities that can be used to assess whether these Outcomes have been achieved.

The National TOMs are an action based framework and identify a range of activities and measures in support of delivering the desired outcomes.

In Wales National TOMs Wales are structured around the 7 Goals of the Wellbeing of Future Generations (Wales) Act 2015. Each Theme/Goal is described by a set of Outcomes supported by a number of Measures that may be used to deliver those outcomes. Each Measure has an associated unit of measurement and financial value that allows organisations to assess their contribution to society in term of non-financial and financial benefits. A full list of the Measures are included within Appendix 1 of this document with Part 2 and Part 3 explaining in more detail how they can be applied and their rationale.

### The 7 Themes of the National TOMs Wales

	A Prosperous Wales
	A Globally Responsible Wales
	A Resilient Wales
	A Healthier Wales
	A More Equal Wales
	A Wales of Cohesive Communities
	A Wales of Vibrant Shared Culture and Thriving Welsh Language

The National TOMs Wales have been arranged into a Minimum and Additional Measure set, as well a set of Covid specific Measures. The framework has a modular structure, allowing for a tailoring of the measure set appropriate for specific projects or organisational needs and priorities. The Minimum Measure set consists of 40 Measures that are relevance for most organizations and contexts while the Additional Measures set comprises a further 58 Measures that are relevant in more specific applications such as real estate or construction. Lastly, there are 18 additional Covid Measures that have been designed to specifically engaged with the challenges posed by the current COVID-19 pandemic.

Organisations new to Social Value or the TOMs framework are recommended to initially focus on the National TOMs Wales Minimum Measure set, as these Measures cover aspects of Social Value that are of general cross-project and sector agnostic. For those already familiar with the TOMs or further progressed on their Social Value journey it is recommended to also engage with the Additional and Covid Measure sets, as these allow for a more targeted engaging with Social Value issues on an organisational and project level.

Theme	Outcome	Measure Tag	Measure	Unit	Proxy
 A Prosperous Wales	More people in employment	NTW1	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	£27,500.00
	Fair Work	NTW2	% 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	%	Record only
		NTW4	The Fair Work Wales Standard and related "good" and "fair" employment practices are implemented and facilitated on contract	Y/N - Provide relevant documents	Record only

Figure 1: Example Theme/Goal, Outcome and Measure including unit of measurement and proxy value

Theme	Outcome	Direct Beneficiaries	Indirect Beneficiaries
	More people in employment	Local community, local authority	Local businesses
	Fair Work	Employees	Society
	Improved skills for people	Local community (esp. local pupils and local working age population)	Local schools, local businesses
	Improved skills for a low carbon transition	Local community (esp. local pupils and local working age population)	Local schools, local businesses
	More opportunities for local business and MSMEs (Micro, Small and Medium Enterprises)	Local micro, small and medium sized business	Local community (esp. small organisations, other local businesses, local authority)
	Resource efficiency and the circular economy are promoted	Society	Local community, Government (taxpayers)
	Innovation to support a more prosperous Wales	-	-
	Carbon Emissions are reduced	Society	Local community, Government (taxpayers)
	Ethical procurement is promoted globally	Categories of employee that are vulnerable to unethical business practices (e.g. elimination of modern slavery, etc.), social enterprises, businesses with high ethical standards of production	Global communities and societies
	Innovation to support a globally responsible Wales	-	-
	Green spaces and biodiversity are protected and enhanced	Society	Local community, Government (taxpayers)
	Safeguarding the environment	Society	Local community, Government (taxpayers)
	Sustainable procurement is promoted	Businesses adopting sustainability practices	Local businesses (to the extent that they meet the required sustainability benchmarks), society
	Innovation to support a more resilient Wales	-	-
	Creating a healthier community	Local Community (esp. vulnerable categories w.r.t. physical and mental health, or social isolation), local authorities and health services, emergency services	Government (taxpayers), esp. NHS
	Air Pollution is reduced	Local community	Society, Government (taxpayers)
	Improving staff wellbeing	The workforce, businesses	The workforce's communities
	Innovation to support a healthier Wales	-	-
	More opportunities for disadvantaged people	Disadvantaged groups, government (hence taxpayers)	The communities of the people employed, society (e.g. through reduced crime)
	Improved employability of young people (under 24y.o.)	Local community (esp. young people entering the world of work and local businesses)	Government (taxpayers), local authority
	More support for target curriculum activities	Local community (esp. young people entering the world of work and local businesses)	Government (taxpayers), local authority
	Reducing Inequalities	Society	Local community, Government (taxpayers)
	Ethical procurement is promoted in Wales	Categories of employee that are vulnerable to unethical business practices (e.g. elimination of modern slavery, etc.), social enterprises, businesses with high ethical standards of production	Local community, society
	Innovation for a more equal Wales	-	-
	More opportunities for the Third Sector and Civil Society Organisations (Voluntary, Community and Social Enterprises)	Local third sector and civil society organisations	Local community (esp. small organisations, other local businesses, local authority)
	A workforce and culture that reflect the diversity of the local community	Workforce, categories that struggle to integrate with the local community	Local community (more resilient, less segregated)
	Social value embedded in the supply chain	Businesses that embed social value in their operations, local authorities	All beneficiaries listed elsewhere in this table
	Crime is reduced	Local community, government (taxpayers)	Local authorities
	Vulnerable people helped to live independently	Local Community (esp. vulnerable categories w.r.t. social isolation), emergency services	Local authorities
	Support for disadvantaged young people and their families	Disadvantaged groups, government (hence taxpayers)	Society
	More working with the Community	Local community (esp. associations, citizens' groups), local authorities	Vulnerable individuals, volunteers from workforce, business
	Innovation to support more cohesive communities in Wales	-	-
	The Welsh Culture is promoted	Local community	Local business
	Native wildlife, nature and heritage sites are protected	Society	Local community, Government (taxpayers)
	Innovation to support a more vibrant culture	-	-

Figure 2: Outcomes used within the National TOMs Wales and related Direct and Indirect Beneficiaries

## 3.2 How can the National TOMs be used?

The National TOMs Framework has been designed to help organisations across five principal business activities. They are not exclusive to public sector organisations and may be used by public, private or third sector providers.

- 1. Measurement and Valuation.** The National TOMs Framework will allow organisations to measure the performance of any particular project or their organisation as a whole. Analysis is delivered as both non-financial and financial outputs.
- 2. Procurement and Bid Management.** Public contracting organisations or private sector organisations wishing to maximise the social value being delivered by their supply chain can use the National TOMs to assess and compare the benefits of multiple submissions. The National TOMs Framework provides a robust, defensible and transparent means of assessing and awarding projects based on social value.
- 3. Bid Submissions.** Suppliers can use the National TOMs Framework to calculate the social value (and wellbeing) of their tenders and to structure their social value proposals where the purchasing organisation does not have a relevant social value Framework in place.
- 4. Contract Management & Benefits Realisation.** The Framework can be used to set targets and then manage progress against delivery. It is important that all claims are substantiated with relevant evidence and evidential requirements are listed within the framework. Buyers and suppliers should take note of these requirements and ensure that they do not over commit, and also that they collect the relevant data and evidence to prove delivery of any particular intervention.
- 5. Reporting.** The TOMs can be used as the basis for reporting. Reports should include both the total financial contributions as well as the non-financial achievements that sit behind the values.

## 3.3 Keeping the National TOMs 'Live'

The National TOMs Framework is not a static tool and has to evolve to reflect changing needs and pressures in society. They will therefore be updated on an annual basis. Work on the National TOMs Wales 2021 will start immediately following release of the 2020 edition. Any organisation can join the ongoing development consultation process and make representations for additional Outcomes and Measures to be included in the next framework iteration. These will be debated and analyzed in regular National Social Value Taskforce – Wales meetings – contact Welsh Local Government Association or [info@socialvalueportal.com](mailto:info@socialvalueportal.com)

## 3.4 What's missing?

It is inevitable that in deciding upon a 'minimum' reporting standard, the National Social Value Taskforce - Wales has had to identify only the Measures that are common to most parties and equally important across the whole of Wales.

The Taskforce also recognises that the National TOMs Wales are designed primarily to reflect the needs of local authorities and their suppliers, and as such are largely sector agnostic. In response the National Social Value Taskforce – Wales will be aiming to publish sector specific 'plug-ins' that reflect the specific needs or opportunities of individual sectors, similar to the Real Estate Plug In released in 2019 for the National TOMs. If you wish to get involved and be part of any of the following sub-groups looking at industry plug-ins, please contact [taskforce@socialvalueportal.com](mailto:taskforce@socialvalueportal.com)

For more information about their services contact [info@socialvalueportal.com](mailto:info@socialvalueportal.com) or visit [www.socialvalueportal.com](http://www.socialvalueportal.com)

## 3.5 Governance

The National TOMs Framework is not a static system for measurement and is updated annually to reflect the changing needs and priorities of society and its users. Likewise, Proxy Values are reviewed annually and updated to ensure that they reflect the latest research.

The organisational structure of this initiative is as follows:

- **The National Social Value Taskforce Wales** will have overall responsibility for the National TOMs and will sign off and publish updates annually, along with sector plug-ins as they are developed.
- **The Research Advisory Board (RAB)** will review proxies and latest research to ensure that the National TOMs remain up to date and current. They will receive a brief from the National Taskforce on the scope and focus of research for every edition.
- **Sector Subgroups** will take the lead in developing sector specific plug-ins and will manage their upkeep on an annual basis through the RAB and SV Taskforce
- **The Social Value Portal** will continue in their role as secretariat and will manage the Taskforce and research board.

### 3.6 Feedback

The Taskforce wants as much feedback as possible so that the National TOMs can be continuously improved. The Taskforce recognises that the National TOMs Wales 2020 is the first publication for Wales and that it represents a starting point only. The Taskforce is committed to listening to its members and users to ensure that the National TOMs remain relevant and become a common standard for all.

The Taskforce has established an initial programme for feedback and the publication of National TOMs 2021/22 – please get involved [here](#).



## 4.0 Case Studies: How to use the National TOMs

The National TOMs are a flexible framework that may be used across a wide range of scenarios by both the public and private sectors.

### Scenario 1: Local Government Procurement

The National TOMs Wales have been specifically designed to support public contracting organisation (PCOs) in procuring for social value and can be used as the basis for their requirements from bidders integrated into the invitation to tender (ITT). Bidders should be asked to submit both a quantitative proposal, using the TOMs and a supporting method statement and delivery plan. PCO will need to decide on the following as a part of the ITT

- **Thresholds.** PCOs should consider the thresholds above which social value should be included within the tender. Typically, these would be above £100,000 although some councils go as low as £50k. All tenders above the OJEU threshold should have social value included within the ITT
- **Bespoke TOMs and TOMs Selection.** The National TOMs Wales are made up of a minimum set of TOMs with additional TOMs that can be used to reflect specific opportunities or industries as well as Covid. Buyers should start with the minimum set and add in from there as necessary remembering that smaller projects more likely to be bid for by SMEs should probably use just the minimum set to avoid over burdening the bidders.

- **Evaluation weightings for Social Value.** These should be stand alone and large enough to ensure that bidders take them seriously. Minimum 10%
- **Evaluation sub-weightings** – quantitative and qualitative. It is important to weight both the value derived from the calculator as well as the method statement to ensure that the bidder has sufficient processes in place to deliver upon their commitments
- **Remedies.** The buyer will need to decide on how to deal with ongoing contract management and benefits realisation including what happens if a supplier is not able to meet its proposals laid out within their tender proposals.

Those companies that make a strong submission in these areas supported by clear evidence of delivery will obtain good marks for social value when tenders are evaluated.

See Case Study 1.

### Scenario 2: Private Sector Procurement

Whilst private sector organisations are not bound by the Wellbeing Act or public sector procurement rules, they may decide to embed the principles and spirit of the Act within their own procurement processes. In this case the National TOMs may be used and adjusted to reflect specific corporate priorities and awards based on similar selection criteria as used within public sector procurement.

### Scenario 3: Frameworks

Procurement frameworks provide an opportunity to think about long term social value. The National TOMs can be used to embed a consistent form of measurement and reporting across multiple contracts, and with multiple business partners over a number of years. Framework partners are required to come forward with a robust social value strategy as part of their initial tender and sign up to the Framework's approach to social value. They can then report on social value using the National TOMs. Framework providers should be looking for additional social value that reflects the increased business benefits companies derive from frameworks. The Promoting Social Innovation section in the National TOMs can be used to secure specific commitments around this.

### Scenario 4: Corporate Reporting

The National TOMs Framework can be used to build a detailed composite picture of both the organisation's own social value activities and those of its supply chain and partners in a way that is consistent, granular and traceable. This is applicable to organisations with multiple divisions and activities, regardless of whether they are in the public, private or voluntary sectors.

Using the online tool, data can be reported in multiple "projects", from which it can then be aggregated to provide a corporate-level picture of social value delivery.



## Case Study 1 – Local Authority Buyer

**Buying Organisation:** Solihull Metropolitan Borough Council

**SV Weighing used in ITTs:** 5-20%

**SV Threshold:** £50k

**Average SLEV Committed:** 38% £193k

**No. procurements managed through SVP:** 39

**E-tendering Partner:** CSW-JETS

In 2019, Solihull Metropolitan Borough Council (SMBC) was seeking to replace tills in approximately 70 secondary and primary schools, to be managed by Solihull Catering Service. The contract involved the delivery, installation, ongoing maintenance and training. Both leasing and purchasing options were considered.

SMBC was looking for a hands-on approach when it comes to implementation so that deadlines are met and a continuing relationship that is both innovative and forward-looking throughout the period of the contract.

The contract was suitable for delivery by a VCSE or SME and the estimated Contract Value was £250-500k over five years (+3 year extension option).

For the School Tills contract social value was weighted at 15%, as a standalone evaluation criteria were as shown in the table opposite.

<b>Quality Weightings</b>	40%	
<b>Price Weightings</b>	45%	
<b>Social Value Weightings</b>	Qualitative	Qualitative
	7.5%	7.5%
	<b>TOTAL</b>	
	100%	

The competition was held over four weeks and six social value proposals were received.



Figure 1: Social Value bids received for the Solihull 'Tills Contract'. Bidder 3 won the project due to best combination of price, quality and social value. Bidder 5 ranked highest in the scoring of social value.

The successful offer included three local employees, 150hrs of support for schools and two meaningful work placements equating to over 45% of the of the contract value.



## Case Study 2 – Local Authority Buyer

**Buying Organisation:** Star Procurement

**SV Weighing used in ITTs:** 20% below OJEU & 15% above OJEU

**SV Threshold:** £50,000

**Average Social Value Committed:** 27.7% - £453,378

**Social Value commitments delivered to date:** 22.80%

**Social Value Delivered to date:** 5.48% and £7,236,389

**No. procurements managed through SVP:** 81 Live projects

**E-tendering Partner:** Procontract, The Chest

STAR is a public sector shared procurement service, established in 2014. During this time, STAR have grown from a three to five partner organisation, working collaboratively with Councils and providing collaborative procurement to Clinical Commissioning Groups, Housing Trusts and the Greater Manchester Combined Authority.

### Vision and leadership to embed social value in all procurements

During 2018, STAR recognised that while social value was included in their procurement weightings and evaluation processes, it was providing little evidence of impact or contractual guarantees of the delivery of social value. As there was no formal mandate to ensure social value was included in all procurement exercises, STAR had no method for capturing or managing the social value offered or for measuring impact across their four main geographical boundaries.

STAR also recognised that we needed to build on engagement with the business/VCSE communities and to inspire their partners and stakeholders to evidence how Social Value could help them to deliver against their own organisational objectives and priorities.

Over the last 12 months, Star has focused on social value improvement as a key workstream and under the leadership of their director, Lorraine Cox, gained support from the Board, Joint Committee and Leaders from the four key partner organisations who all agreed to adopt the Social Value Charter and to work collaboratively to maximise social value.

This approach ensures social value is included all procurements above £50k contract value, weighted at a minimum of 20% for contract values below OJEU thresholds and at 15% for those above OJEU. Star started work with Social Value Portal in March 2019 and since that time they have fully embedded the National TOMs into their procurement and contract management strategy and now use the Social Value Portal to capture bidders social value proposals for evaluation and through to contract management. In the first 12 months following implementation, STAR have embedded social value into over 180 contracts through the Portal, unlocked over £31m in committed social value and awarded almost 60% to local businesses delivering and average social value to the area of +25%.

Market engagement has been at the forefront of procurement and key to the success. This has included external training sessions 'Match Fit' for businesses and VCSEs, targeting local/SME/VCSE organisations and embedding the pre-engagement protocol into all procurements to allow these communities to mobilise.

STAR is now using their social value data captured to develop a targeted approach to the future use of the TOMs framework and are engaging at a regional and national level to inspire others on their social value journeys.



## Case Study 3 – Supplier Submission

**Buying Organisation:** West Midlands Combined Authority

**Supplier:** PET-Xi Training

**SV Weighing used in ITT:** 15%

**Social Value Committed:** 7.2%

**Social Value Delivered:** 10.7%

PET-Xi Training are a local SME supplier who were selected as a part of an open tendering process to deliver WMCA's Employment Support Pilot (Connecting Communities). The project is aimed at supporting unemployed residents and those on low pay within the West Midland and supporting individuals to find work and progress in employment. In April 2018, as part of their tender submission for this framework, PET-Xi made a social value commitment of £35.5k against a total contract value of c. £500k. (equivalent to 7.2% Social Value Add (SVA)).

Upon contract award, PET-Xi's initial social value commitment was converted into fixed targets against which they agreed to deliver their social value initiatives over the 3-year contract. Between August 2018 and April 2019 PET-Xi have achieved 150% progress against their targets equating to £53k of social value, equivalent to 10.7% social value add.

The Social Value Add delivered to date includes

- 1 local person
- 1 long-term unemployed person have been recruited as part of their delivery team.
- 6 weeks of work experience
- 2 weeks of training opportunities

PET-Xi Training is an SME and have also taken care to support VCSEs through their supply chain and in the community, delivering over £2,000 of spend, donating 50 hrs of expert advice and 17 hrs of voluntary time to local voluntary organisations. PET-Xi Training takes an ethical approach by ensuring that 50% of their supply chain contracts commit to ethical procurement, and they have looked after their staff through 33 hrs of wellbeing support and 21 hrs of diversity training.

In addition to the above, PET-XI have provided all trainers with energy efficient cars as well as donating 165 hrs of voluntary time to supporting local community projects. This support has included advertising upcoming events, running community information days and sponsoring community promotion.



Radiant Cleaners

## Case Study 4 – Supplier Submission

**Supplier:** Radiant Cleaners

**National Social Value Awards:** Winner 2020

The cleaning industry employs over 700,000 individuals across the UK. The industry contributes over £24.4bn to the economy and is a vital service for businesses and the public sector to run effectively. However, employees can be vulnerable to anti-social hours in a job that is often exhaustive, and sometimes exploitative, of employees.

Radiant Cleaners, founded in 2017, have been working to change this. Their success proves that it is possible to run a reliable, commercially competitive business that treats employees well and have a positive societal benefit.

Radiant Cleaners supports people who have faced multiple barriers to good employment by giving them a job that works for them. Radiant Cleaners currently employs 13 cleaners throughout Nottingham and the East Midlands, providing quality solutions to businesses in the construction sector, premium office spaces in Nottingham and consumer cleaning services for the public.

**“Cleaning is a service that is always going to be needed. We are not offering an innovative product – but we are saying that you don’t have to accept the status quo. It is possible to run a sustainable, competitive business that has its employees at the heart of it.”**

**Matt Parfitt Managing Director and Founder**

Radiant Cleaners’ social value can be viewed from two perspectives. Firstly, what are the savings to the government and the value added to the economy from moving people experiencing long term unemployment into a job? Secondly, what is the value created for the employee?

Radiant Cleaners provide the social value forward-thinking companies are looking for in their supply chain. The company provides prospective employees with a “supportive employment” package to help them overcome their unique barriers to employment, including:

- ‘Easy entry’ employment: Anyone who wants to work with Radiant Cleaners can come and give it a try.
- Bespoke training and job matching
- Living wage and stepped contracts
- Support networks

Radiant Cleaners has developed a ‘Living Life Index’ to help its employees track their wellbeing and think about their employment and personal goals. By investing in systems to understand what is helping their employees benefit, Radiant Cleaners ensures social impact is at the heart of everything they do. The Index tracks self-confidence and personal value; employment skills and social engagement; home life (financial situation, housing, family and drug/alcohol use); and health (mental and physical).



## Case Study 5 – Social Value Policy

**Buying Organisation:** Solihull Metropolitan Borough Council

**SV Weighing used in ITTs:** 5-15% below OJEU, 15-20% above OJEU

**SV Threshold:** £50,000

Solihull Metropolitan Borough Council (Solihull) have had a social value policy since 2015 that sits alongside a Social Value Charter. The policy was updated in 2019 when they committed to using the National TOMs as their measurement solution and committed to working with Social Value Portal. The Social Value Policy defines social value as:

**“A process whereby organisations meet their needs for goods, services and works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment.”**

The Policy requires all of their commissioners to think about how they achieve outcomes in a more integrated way at the pre-procurement stage. Rather than thinking about services in isolation or in the short term, this approach requires commissioners to consider long term costs, sustainability and how inclusion of additional social value outcomes can potentially reduce pressures in other areas and provide capacity and funding for improved community benefits.

The Social Value Policy will be monitored on an ongoing basis through reports to Procurement Board. In addition, social value will be included in reports on delivery against the Council Plan, which will be taken to Cabinet and where appropriate through the Cabinet Member responsible for individual projects

Value	Process	Potential Outcomes
Under £50,000	Light touch social value guidance will be included on the Corporate Procurement Service intranet pages	Innovation around one or two issues such as community volunteering or linking up with a local school. This will help small local businesses understand the issues and reward those that are already involved in their communities. Expectations will not be specific to a project but take into account what the organisation does as a whole. A suggested 5% weighting to be used on project assessment.
£50,000 – Public Contract Regulations (PCR) thresholds	Category Managers will guide specifications and tender documents to ensure that Themes, Outcomes and Measures (TOMs) are included within the procurement process. It is an expectation that Social Value will apply to procurement requirements that fall within this threshold and any exceptions to this rule must be authorised by the Head of Procurement.	Businesses will be expected to respond to the range of opportunities contained within the TOM matrix. They will be assessed on their project specific proposals. A 5 – 10% weighting is likely to be used on evaluation.
PCR thresholds and above	Category Managers will guide specifications and tender documents to ensure that considerations are made at commissioning stage and that TOMs are included within the tender process, ensuring that the evaluation scores and weightings are clearly set out and that an action plan is implemented during the contract period. Social Value must be included in tenders. Any exceptions to this rule must be authorised in the Procurement Authorisation Document (PAD) presented to Procurement Board	Businesses will be expected to respond fully to the TOMs matrix and commit to project specific deliverables that will be included in KPIs. Weightings are recommended to be set at 15 – 20%. Weightings above 20% are used where contract price is set, or there is a specific opportunity around Social Value to solve a specific need. Category Managers will provide guidance on what is expected although this will not be prescribed.

**245**  
HAMMERSMITH  
LONDON

## Case Study 6 – Private Sector Procurement 245 Hammersmith Road: Property Management

The managing agent for 245 HR is BNP Paribas Real Estate ('BNP'), who were appointed to the building in the first half of 2019 with a commitment to L&G to continue delivering social value at the building throughout their property management contract. Following on from the construction completed by LendLease (2017-2019), BNP used the National TOMs (2019) Framework to best reflect the needs of the communities they would work with. This has helped make a difference to the economic, social and environmental wellbeing of the immediate neighbourhood and local community in Hammersmith & Fulham.

To deliver social value at 245 HR, BNP embedded a 10% social value weighting in their 4 facilities management tenders: M&E, Cleaning, Front of House and Security. Each bidder therefore had to make a quantitative and qualitative social value submission through SVP's Portal, against the National TOMs. Meetings were held individually with each bidder during the evaluation phase to help them understand, clarify and improve on their social value submission. Final social value scores were included in the overall tender scoring matrix and the contracts awarded based on each bidder's ranking.

The submission made by each winning bidder was then contractualised into targets for the first year of their contract at 245 HR. SVP's portal allowed the 4 FM suppliers to report their social value delivery, store evidence and manage progress against targets using live dashboards and displays throughout year 1.

BNP's property management team, and the building's first occupier (Hana) also reported on their social value delivery for year 1. Supported by SVP, the building as a whole achieved 119% progress against their targets and has engaged with multiple local community groups and initiatives including a strong positive COVID-19 response to support its staff and its community. The property management team, suppliers and occupiers are continuing to report, and improve on, their social value delivery for year 2.



# Appendix

## Appendix 1 - The National TOMs Wales Beneficiaries

Theme	Outcome	Description
	More people in employment	Increasing employment opportunities for local people and directing resources towards the local economy.
	Fair Work	Applying fair work practices on contract and in the supply chain.
	Improved skills for people	More opportunities to acquire professional skills and experience in the labour market.
	Improved skills for a low carbon transition	More opportunities to acquire professional skills and experience around a low carbon transition.
	More opportunities for local business and MSMEs (Micro, Small and Medium Enterprises)	More growth opportunities for small local organisations.
	Resource efficiency and the circular economy are promoted	Increasing resource efficiency through contract related operations.
	Innovation to support a more prosperous Wales	Innovative ways of tackling issues relating to the "A Prosperous Wales" Theme.
	Carbon Emissions are reduced	Reduction of CO2 emissions through contract related operations.
	Ethical procurement is promoted globally	Ensuring that ethical business practices are rewarded within the global supply chain.
	Innovation to support a globally responsible Wales	Innovative ways of tackling issues relating to the "A Globally Responsible Wales" Theme.
	Green spaces and biodiversity are protected and enhanced	Engaging with issues of biodiversity and green space protection relating to contract operations.
	Safeguarding the environment	Ensuring the natural environment is safeguarded and protected
	Sustainable procurement is promoted	Ensuring that environmentally sustainable practices within the supply chain are rewarded.
	Innovation to support a more resilient Wales	Innovative ways of tackling issues relating to the "A Resilient Wales" Theme.
	Creating a healthier community	Improved health outcome for individuals in the local area and more cohesive communities.
	Air Pollution is reduced	Less air pollution from transport.
	Improving staff wellbeing	Ensuring staff wellbeing both at the workplace and beyond.
	Innovation to support a healthier Wales	Innovative ways of tackling issues relating to the "A Healthier Wales" Theme.
	More opportunities for disadvantaged people	Increasing employment opportunities for people that face additional barriers in the labour market (e.g. long term unemployed, disabled, ex-offenders, NEETs).
	Improved employability of young people (under 24y.o.)	Supporting young people to access and get started in the world of work.
	More support for target curriculum activities	Providing targeted curriculum support to aid local skills acquisition
	Reducing Inequalities	Inequalities in society are engaged and reduced
	Ethical procurement is promoted in Wales	Ensuring that ethical business practices are rewarded in the local Welsh and UK supply chain.
	Innovation for a more equal Wales	Innovative ways of tackling issues relating to the "A More Equal Wales" Theme
	More opportunities for the Third Sector and Civil Society Organisations (Voluntary, Community and Social Enterprises)	More growth opportunities for local third sector and civil society organisations.
	A workforce and culture that reflect the diversity of the local community	Ensuring that minority groups are integrated in the workforce and local community.
	Social value embedded in the supply chain	Increasing take up of social value delivery and measurement within the supply chain.
	Crime is reduced	Support for public safety initiatives.
	Vulnerable people helped to live independently	Social isolation is reduced and people at risk are supported.
	Support for disadvantaged young people and their families	Providing support to enable social and economic participation of disadvantaged young people
	More working with the Community	Community organisations are supported to identify and address needs, and resources (financial and otherwise) are pledged to support them.
	Innovation to support more cohesive communities in Wales	Innovative ways of tackling issues relating to the "A Wales of Cohesive Communities" Theme
	The Welsh Culture is promoted	Supporting the Welsh Culture through targeted language and culture initiatives
	Native wildlife, nature and heritage sites are protected	Protecting native wildlife, nature and heritage sites through targeted initiatives
	Innovation to support a more vibrant culture	Innovative ways of tackling issues relating to the "A Wales of Vibrant Shared Culture and Thriving Welsh Language" Theme

## Appendix 2 - The National TOMs Wales – Full list of Themes, Outcomes and Measures

Version 1.0 - 10th November 2020

Theme	Outcome	FG#	NTW Ref	Min	Add	COVID	Measure	Unit	Proxy	
<b>A Prosperous Wales</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	More people in employment	21	NTW1	x			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	£27,500.00	
		21	NTW1a		x		No. of local direct employees (FTE) which are TUPE transfers retained on contract for one year or the whole duration of the contract, whichever is shorter (re-tendered contracts only - to be used at Measurement)	No. people FTE	£27,500.00	
		21	NTW1b		x		No. of residents (FTE) from the listed sub-localities employed directly or through the supply chain as a result of your procurement requirements on the contract for one year or the whole duration of the contract, whichever is shorter (see sub-localities listed in 'LISTNTW1b')	No. people FTE	£27,500.00	
		21	NTW1c		x		No. of local people (FTE) on contract for one year or the whole duration of the contract, whichever is shorter, employed through the supply chain as a result of your procurement requirements	No. people FTE	£27,500.00	
		21	NTW2		x		Percent 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	%	Record only	
	Fair Work		20	NTW3		x		Average level of satisfaction with working conditions with direct and supply chain employees hired or retained (for re-tendered contracts) on contract - based on representative and best practice employee satisfaction survey	%	Record only
				NTW4		x		The Fair Work Wales Standard and related "good" and "fair" employment practices are implemented and facilitated on contract	Y/N - Provide relevant documents	Record only
				NTW5		x		Union recognition agreements (or equivalent worker representation) and collective bargaining are present and encouraged in the supply chain	Y/N - Provide relevant documents	Record only
	Improved skills for people		7a	NTW6		x		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) e.g. on STEM, social care and social sciences	No. staff hours	£14.63
			8	NTW7		x		No. of weeks of training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC, RQF) 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	£285.41
			8	NTW8		x		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	£231.45
			8	NTW9		x		No. of weeks of staff upskilling (FTE) delivered on contract as part of training opportunities and comprehensive upskilling programmes - only applies to training opportunities on the contract (BTEC, City & Guilds, NVQ, HNC, RQF) 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	£15.62
			8	NTW10		x		No. of weeks of staff upskilling (FTE) delivered on contract as part of apprenticeships and comprehensive upskilling programmes - Only applies for 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	£54.92
	Improved skills for a low carbon transition		8	NTW11		x		Support a 'just transition' for workers by supporting those in 'traditional' high carbon industries to retrain	No. hrs (total session duration)* no. attendees	£114.33
			8	NTW12		x		No. weeks on the contract of apprenticeships relating to the low carbon economy - opportunities either to be completed during the year, or that will be supported by the organisation to completion in the following years - Level 2,3, or 4+	No. weeks	£231.45
	More opportunities for local business and MSMEs (Micro, Small and Medium Enterprises)		9	NTW13		x		Provision of expert business advice to MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	No. staff expert hours	£87.48
			9	NTW14		x		Total amount (£) spent in LOCAL supply chain through the contract	£	£0.59
			9	NTW14a		x		Total amount (£) spent through the contract in specified sub-localities (e.g. high deprivation areas) - please refer to list NT18a for the qualifying areas	£	£0.59
			11	NTW15		x		Total amount (£) spent through contract with MSMEs in TARGET areas (local or areas of deprivation)	£	£0.59
	Resource efficiency and the circular economy are promoted			NTW16		x		Percentage of invoices on the contract paid within 30 days	%	Record only
14			NTW17		x		Support provided internally and to MSMEs and third sector and civil society organisations within the supply chain to adopt Circular Economy solutions - business case and leadership for circular economy	No. staff expert hours	£87.48	
14			NTW18		x		Value of local partnerships to implement circular economy solutions	£	£1.00	
15			NTW19		x		Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships (e.g. Terracycle or equivalent)	Tonnes	£94.15	

Theme	Outcome	FG#	NTW Ref	Min	Add	COVID	Measure	Unit	Proxy
	Innovation to support a more prosperous Wales		NTW20		x		Innovative measures relating to "A Prosperous Wales" 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	£1.00
	Retaining jobs and skills during the COVID-19 crisis		CW19-1			x	Safeguarding jobs on contract - Percentage of own staff on contract retained with pre-crisis level pay and hours (to be used at Management/Measurement only - not Procurement)	Percentage of own staff on contract retained	Record only
			CW19-2			x	Percentage of staff on contract retained with agreed temporarily reduced hours (to be used at Management/Measurement only - not Procurement) - This is to reduce layoffs for own staff on contract that can only partially deliver against their responsibilities as a result of the COVID-19 crisis	Percentage of own staff on contract retained - with reduced hours	Record only
			CW19-3			x	Safeguarding supply chain jobs on contract - Percentage of supply chain staff on contract retained either at pre-crisis level pay and hours or with temporarily altered conditions (e.g. reduced time and pay, to be specified)- (to be used at Management/Measurement only - not Procurement)	Percentage of supply chain staff on contract retained	Record only
<b>A Globally Responsible Wales</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	Carbon Emissions are reduced	14	NTW21	x			Savings in CO2 emissions on contract achieved through de-carbonisation (specify how these are to be achieved)	Tonnes CO2e	£69.35
		41	NTW22		x		Policy and programme to achieve net zero carbon by 2030 including monitoring plan with specific milestones	Y/N - Provide relevant documents	Record only
		41	NTW23		x		Contribution made on the contract to own carbon offset fund (when it has been demonstrated said carbon emissions cannot be reduced within the contract's timeframe)	£	£1.00
		41	NTW24		x		Carbon Certification (Carbon Trust Standard, Planet Mark or equivalent independently verified) - achieved or to achieve for current year	Y/N - Provide relevant documents	Record only
	Ethical procurement is promoted globally	20	NTW25	x			Percentage of your contracts that include commitments to ethical employment practices in the global supply chain, including verification that there is zero tolerance of modern slavery, child labour and other relevant requirements such as elimination of false self-employment, unfair zero hours contracts and blacklists	% of contracts	Record only
		20	NTW26		x		Initiatives taken throughout the global supply chain to identify, monitor and manage the risks of modern slavery occurring in relation to the contract (i.e. supply chain mapping, staff training, contract management)	£	£1.00
	Innovation to support a globally responsible Wales		NTW27		x		Innovative measures relating to "A Globally Responsible Wales" 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	£1.00
<b>A Resilient Wales</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change.	Green spaces and biodiversity are protected and enhanced	43 & 44	NTW28		x		Volunteering with initiatives working on environmental conservation and sustainable ecosystem management - resources invested including time, funds and in-kind contributions	£ invested including staff time	£1.00
		45	NTW29	x			Donations or investments towards initiatives aimed at environmental and biodiversity conservations and sustainable management projects for both marine and terrestrial ecosystems	£	£1.00
	Safeguarding the environment	43 & 44	NTW30		x		Donations or investments towards expert designed sustainable reforestation or afforestation initiatives	£	£1.00
		15	NTW31		x		Plastic recycling rate on the contract (to e.g. reduce microplastics)	%	Record only
		15	NTW32		x		Rate of Beyond Recycling materials used on contract, such as wood, remanufactured, repaired and recycled content	%	Record only
			NTW33		x		Investment and support provided to local environmental education initiatives (e.g. Carbon Literacy Wales)	£ invested including staff time	£1.00
		15	NTW34		x		Investment and support provided to waste management training initiatives	£ invested including staff time	£1.00
	Sustainable procurement is promoted		NTW35	x			Percentage of your contracts that include environmental sustainability commitments, including e.g. to reduce the use of environmentally harmful chemical, use local materials or produce, reduce food and general waste, implement circular economy commitments	%	Record only
		41	NTW36		x		Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles	%	Record only
		41	NTW37		x		Supply Chain Carbon Certification (Carbon Trust Standard for Supply Chain or equivalent independently verified) - achieved or to achieve for current year	Y/N - Provide relevant documents	Record only
		41	NTW38		x		Requirements or support (for Micro or Small enterprises) for suppliers to demonstrate climate change and carbon reduction training for all staff - e.g. Welsh Future Generations Goals Training	No. hrs (total session duration)*no. attendees	£87.48
Innovation to support a more resilient Wales		NTW39		x		Innovative measures relating to "A resilient Wales" 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	£1.00	

Theme	Outcome	FG#	NTW Ref	Min	Add	COVID	Measure	Unit	Proxy
<b>A Healthier Wales</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	Creating a healthier community	34	NTW40	x			Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc.)	£ invested including staff time	£1.00
		3 & 5	NTW41	x			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
	Air Pollution is reduced	4	NTW42	x			Car miles saved on the project as a result of a green transport programme or equivalent (e.g. cycle to work programmes, public transport or car pooling programmes, etc.)	Miles saved	£0.03
		4	NTW43		x		Car miles driven using low or no emission staff vehicles included on project as a result of a green transport programme	Miles driven	£0.02
		4	NTW44		x		Corporate travel schemes available to employees on the contract (subsidised public transport, subsidised cycling schemes and storage, sustainable corporate transport such as electric bus from public station to corporate facilities)	Y/N - Provide description	Record only
		4	NTW45		x		Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV	%	Record only
			NTW46		x		Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)	Y/N - Provide description	Record only
	Improving staff wellbeing	3 & 20	NTW47	x			No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes	No. employees provided access	£124.30
		29	NTW48		x		Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£	£1.00
	Innovation to support a healthier Wales		NTW49		x		Innovative measures relating to "A healthier Wales" 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	£1.00
	Supporting workers, SMEs and third sector and civil society organisations to face the COVID-19 crisis		CW19-4			x	Do you have a policy or a strategy to provide support to staff working remotely or on furlough around mental health and wellbeing?	Y/N - Provide relevant documents	Record only
			CW19-5			x	Initiatives to provide support to staff working remotely or on furlough around mental health and wellbeing	£ invested including staff time	£1.00
			CW19-6			x	Do you have a policy or a strategy to provide safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice. (Provide strategy or policy document)	Y/N - Provide relevant documents	Record only
			CW19-7			x	Initiatives to provide safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice.	£ invested including staff time	£1.00
			CW19-8			x	Initiatives to further support staff delivering essential work as defined by the UK government, both within the company and the supply chain (e.g. providing food delivery and mental health support services, etc.)	£ invested including staff time	£1.00
			CW19-9			x	Initiatives to further support own and supply chain staff from vulnerable groups to reduce economic impact of the crisis (e.g. offering financial support measures, advise on how to access support from the government, pro bono food deliveries and mental health support services, etc)	£ invested including staff time	£1.00
	CW19-10				x	Percentage of contractors engaged with to implement COVID-19 response measures as outlined in the National TOMs Wales	% of contractors within the contract's supply chain	Record only	

Theme	Outcome	FG#	NTW Ref	Min	Add	COVID	Measure	Unit	Proxy
<b>A More Equal Wales</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic circumstances).	More opportunities for disadvantaged people	19	NTW50	x			No. of employees (FTE) hired on the contract as a result of a recruitment programme that have been unemployed for a minimum of 6 to a maximum of 12 MONTHS	No. people FTE	£16,224.00
		19	NTW50a	x			No. of employees (FTE) hired on the contract as a result of a recruitment programme that have been long term unemployed for a minimum of 12 to a maximum of 24 MONTHS	No. people FTE	£18,146.00
		19	NTW50b	x			No. of employees (FTE) hired on the contract as a result of a recruitment programme that have been long term unemployed for 24 MONTHS or longer	No. people FTE	£19,115.00
		19	NTW51		x		No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been unemployed for a minimum of 6 to a maximum of 12 MONTHS No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been unemployed for a minimum of 6 to a maximum of 12 MONTHS  IMPORTANT NOTE: ONLY enter data here for the following people: * Black, Asian and minority ethnic people (BAME) * People over 50 years old * Single parents * Unrepresented gender group * Veterans * Mothers returning to work * Survivors of modern slavery * Homeless people		
		19	NTW51a		x		No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been long term unemployed for a minimum of 12 to a maximum of 24 MONTHS  IMPORTANT NOTE: ONLY enter data here for the following people: * Black, Asian and minority ethnic people (BAME) * People over 50 years old * Single parents * Unrepresented gender group * Veterans * Mothers returning to work * Survivors of modern slavery * Homeless people	No. people FTE	Record only
		19	NTW51b		x		No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of a recruitment programme that have been long term unemployed for 24 MONTHS or longer  IMPORTANT NOTE: ONLY enter data here for the following people: * Black, Asian and minority ethnic people (BAME) * People over 50 years old * Single parents * Unrepresented gender group * Veterans * Mothers returning to work * Survivors of modern slavery * Homeless people	No. people FTE	Record only
		22	NTW52	x			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	£12,470.00
			NTW53	x			No. of 18-24 y.o. employees (FTE) hired on the contract who are rehabilitating young offenders as a result of a recruitment programme	No. people FTE	£22,162.00
			NTW54	x			No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£14,980.00
21	NTW55	x			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	£114.33		

Theme	Outcome	FG#	NTW Ref	Min	Add	COVID	Measure	Unit	Proxy
	Improved employability of young people (under 24y.o.)	10	NTW56	x			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	£114.33
		10	NTW57	x			No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
		22	NTW57a		x		For people with adverse childhood experiences - No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
		10	NTW58	x			Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23
		19	NTW58a		x		For people with adverse childhood experiences - Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23
	More support for target curriculum activities	22	NTW59		x		Time spent to support STEM curriculum activities in schools and colleges through expert designed and delivered content	No. hrs (total session duration)*no. attendees	£87.48
		17	NTW60		x		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)	£ invested including staff time	£1.00
	Reducing inequalities	10	NTW61		x		Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	%	Record only
		10	NTW62		x		Percentage of contractors in the supply chain required (or supported if they are micro and small business) to pay at least Real Living wage	%	Record only
			NTW63		x		Percentage of your contracts that include commitments to local ethical employment practices, including verification that there is zero tolerance of modern slavery and other relevant requirements such as elimination of false self-employment, unfair zero hours contracts and blacklists. Examples can be drawn from the Welsh Government Code of Practice and managed e.g. through Project Bank Accounts in the supply chain	%	Record only
	Ethical procurement is promoted in Wales		NTW64		x		Initiatives taken throughout the local supply chain to identify, monitor and manage the risks of modern slavery occurring (i.e. supply chain mapping, staff training, contract management) in relation to the contract	£	£1.00
			NTW65		x		Innovative measures relating to "A more equal Wales" 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	£1.00
			NTW65		x		Innovative measures relating to "A more equal Wales" 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	£1.00
	Innovation for a more equal Wales		NTW65		x		Innovative measures relating to "A more equal Wales" 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	£1.00
<b>A Wales of Cohesive Communities</b> Attractive, safe, viable and well-connected.	More opportunities for the Third Sector and Civil Society Organisations (Voluntary, Community and Social Enterprises)		NTW66		x		Equipment or resources donated to third sector and civil society organisations (£ equivalent value)	£ value	£1.00
			NTW67		x		Number of voluntary hours donated to support third sector and civil society organisations (excludes expert business advice)	No. staff volunteering hours	£14.63
			NTW68		x		Total amount (£) spent with third sector and civil society organisations within your supply chain	£	£0.12
			NTW69		x		Provision of expert business advice to third sector and civil society organisations (e.g. financial advice / legal advice / HR advice/HSE)	No. staff expert hours	£87.48
	A workforce and culture that reflect the diversity of the local community	23 & 24 & 26 & 27	NTW70		x		Equality, diversity and inclusion training provided both for staff and supply chain staff	No. hrs (total session duration)*no. attendees	£87.48
			NTW71		x		Percentage of employees (FTE) BAME hired on the contract	%	Record only
	Social value embedded in the supply chain		NTW72		x		Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required	%	Record only
	Crime is reduced	25	NTW73		x		Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, etc.)	£ invested including staff time	£1.00
	Vulnerable people helped to live independently	24	NTW74		x		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
	Support for disadvantaged young people and their families	18a	NTW75		x		Initiatives to be taken to support disadvantaged young people and their families	£ invested including staff time	£1.00

Theme	Outcome	FG#	NTW Ref	Min	Add	COVID	Measure	Unit	Proxy	
	More working with the Community	26	NTW76	x			Donations or in-kind contributions to local community projects (£ & materials)	£ value	£1.00	
		28	NTW77	x			No. of hours volunteering time provided to support local community projects	No. staff volunteering hours	£14.63	
		23	NTW78		x		Support provided to help local community draw up their own Community Charter or Stakeholder Plan	£ invested including staff time	£1.00	
	Innovation to support more cohesive communities in Wales	Supporting workers, SMEs and third sector and civil society organisations to face the COVID-19 crisis		NTW79		x		Innovative measures relating to "A Wales of cohesive 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	£1.00
				CW19-11			x	Provide support for SMEs, third sector and civil society organisations to respond to the COVID-19 crisis and maintain business operations - hours of expert support provided by staff	No. staff expert hours	£87.48
				CW19-12			x	Percentage of invoices on the contract paid to SMEs, third sector and civil society organisations within 30 days	%	Record only
				CW19-13			x	Do you have in place a strategy to provide guidance on best practice social interaction in COVID-19 times to own and supply chain staff and where possible the community?	Y/N - Provide relevant documents	Record only
				CW19-14			x	Enable and encourage staff on the contract to safely volunteer within their community or participate in local support networks - particularly to help people in most vulnerable groups (at risk categories), people self-isolating and local essential workers.	No. staff volunteering hours	£14.63
				CW19-15			x	Direct support from your organisation to local authorities or third sector and civil society organisations in the local area for the contract to deliver the services to support people in most vulnerable groups (at risk categories), people self-isolating and local essential work force - (food delivery, mental health support, etc.)	£ invested including staff time	£1.00
				CW19-16			x	Funding of campaigns to increase the understanding of the importance of following behavioural norms as specified by the government and public health institutions, recognition and appreciation of the social value provided by essential services (NHS, food retail, transportation, etc.) - targeted towards staff and the general public	£ invested including staff time	£1.00
				CW19-17			x	Safe and sustainable travel and transport options for staff are in place - these should be targeted at minimising risks stemming from COVID-19	Y/N - Provide relevant documents	Record only
				CW19-18			x	You have conducted a COVID-19 risk assessment, monitoring and reporting measures are in place and publicly available	Y/N - Provide relevant documents	Record only
			<b>A Wales of Vibrant Shared Culture and Thriving Welsh Language</b>	The Welsh Culture is promoted	36	NTW80	x			Support and investment provided for people to learn and use Welsh (e.g. interactions and signage)
35	NTW81				x		Support and investment provided for people to get involved in Welsh cultural events, arts, sports and heritage activities	£ invested including staff time	£1.00	
Native wildlife, nature and heritage sites are protected	35	NTW82		x			Support and investment provided for the protection of native wildlife and biodiversity as well as local heritage sites	£ invested including staff time	£1.00	
		NTW83			x		Innovative measures relating to "A Wales of vibrant shared culture and thriving Welsh Language" 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	£1.00	



Thema	Canlyniad	FG#	Cyfeirnod NTW	Min	Add	COVID	Mesur	Uned	Procsi	
	Hyrwyddo effeithlonrwydd adnoddau a'r economi gylchol	14	NTW17		x		Cefnogaeth a ddarparwyd yn fewnol ac i Fentrau Bach lawn, Bach a Chanolig a sefydliadau trydydd sector a chymdeithas sifil o fewn y gadwyn gyflenwi i fabwysiadu atebion Economi Gylchol – achosion busnes ac arweinyddiaeth ar gyfer yr economi gylchol	Nifer yr oriau arbenigol gan staff	£87.48	
			NTW18		x		£ wedi'i wario gyda phartneriaethau lleol i weithredu atebion economi gylchol	£	£1.00	
	Arloesi i gefnogi Cymru sy'n fwy ffyniannus	15	NTW19		x		Arallgyfeirio gwastraff anodd ei ailgylchu o safleoedd tirlenwi neu losgi drwy bartneriaethau ailgylchu penodol (e.e. Terracycle neu gyfwerth)	Tunelli	£94.15	
			NTW20		x		Mesurau arloesol mewn perthynas â 'Chymru Ffyniannus' i'w darparu ar y contract – mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fentrau, ac ati	£ a fuddsoddwyd, gan gynnwys amser staff	£1.00	
	Cadw swyddi a sgiliau yn ystod yr argyfwng COVID-19		CW19-1			x		Diogelu swyddi ar gontract – Canran o staff eich hunan ar gontract a gadwyd heb newid lefel eu tâl a'u horiau yn sgil yr argyfwng (i'w defnyddio at ddibenion Rheoli/Mesur yn unig – nid Caffael)	Canran staff eich hunain ar gontract a gadwyd	Cofnodion yn unig
			CW19-2			x		Canan y staff ar gontract a gadwyd gyda chytundeb i ostwng eu horiau (i'w ddefnyddio at ddibenion Rheoli/Mesur yn unig – nid Caffael) – Er mwyn lleihau nifer y diswyddiadau ymysg staff eich hunan ar gontract sydd ond yn gallu ymgymryd â'u cyfrifoldebau'n rhannol o ganlyniad i'r argyfwng COVID-19	Canran o staff eich hunan ar gontract a gadwyd – gyda gostyngiad i'w horiau	Cofnodion yn unig
		CW19-3			x		Diogelu swyddi'r gadwyn gyflenwi ar gontract – Canran y staff cadwyn gyflenwi ar gontract a gadwyd naill ai heb newid lefel eu tâl a'u horiau neu gydag amodau diwygiedig dros dro yn sgil yr argyfwng (e.e. llai o oriau a thâl, i'w hamlinellu) - (i'w defnyddio at ddibenion Rheoli/Mesur yn unig – nid Caffael)	Canran o staff cadwyn gyflenwi ar gontract a gadwyd	Cofnodion yn unig	
<b>Cymru sy'n Gyfrifol yn Fydeang</b> Cenedl sydd, wrth iddi wneud unrhyw beth i wella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol Cymru, yn ystyried a allai gwneud peth o'r fath gyfrannu'n gadarnhaol at lesiant byd-eang.	Lleihau Allyriadau Carbon	14	NTW21	x			Arbedion mewn allyriadau CO2 ar gontract nad ydynt yn deillio o gludiant (nodwch sut fydd y rhain yn cael eu cyflawni).	Tunelli CO2e	£69.35	
		41	NTW22		x		Polisi a rhaglen i fod yn ddi-garbon erbyn 2030 gan gynnwys cynllun monitro gyda cherrig milltir penodol	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig	
		41	NTW23		x		Cyfraniad a wnaed ar y contract i gronfa gwrthbwyso carbon eich hunan (pan ymddengys nad oes modd lleihau'r allyriadau carbon a nodwyd o fewn amserlen y contract)	£	£1.00	
		41	NTW24		x		Tystysgrif Carbon (Safon yr Ymddiriedolaeth Carbon, Planet Mark neu wiriad annibynnol cyfwerth) – wedi'i gyflawni neu i'w gyflawni eleni	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig	
	Hyrwyddo caffael moesegol yn fyd-eang	20	NTW25		x		Canran o'ch contractau sy'n cynnwys ymrwymadau i arferion cyflogaeth moesegol yn y gadwyn gyflenwi fyd-eang, gan gynnwys cadarnhad o ddull dim goddefiant tuag at gaethwasiaeth fodern, llafur plant a gofynion perthnasol eraill, megis dileu hunangyflogaeth ffug, contractau dim oriau annheg a rhestrau du.	% y contractau	Cofnodion yn unig	
		20	NTW26		x		Mentrau ar draws y gadwyn gyflenwi fyd-eang i nodi, monitro a rheoli'r peryglon o gaethwasiaeth fodern mewn perthynas â'r contract (h.y. mapio'r gadwyn gyflenwi, hyfforddiant staff, rheoli contractau)	£	£1.00	
Arloesi i gefnogi Cymru sy'n gyfrifol yn fyd-eang		NTW27		x		Mesurau arloesol yn ymwneud â 'Chymru sy'n Gyfrifol yn Fyd-eang' i'w darparu ar y contract – mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fentrau, ac ati	£ a fuddsoddwyd, gan gynnwys amser staff	£1.00		
<b>Cymru gydnerth</b> Cenedl sy'n cynnal ac yn gwella amgylchedd bioamrywiol naturiol gydag ecosystemau iach sy'n cefnogi gwytnwch cymdeithasol, economaidd ac ecolegol a'r gallu i addasu i newid.	Caiff manau gwyrdd a bioamrywiaeth eu diogelu a'u gwella	43 & 44	NTW28		x		Gwirfoddoli gyda mentrau gan weithio ar sgysiau amgylcheddol a rheoli ecosystem gynaliadwy - adnoddau a fuddsoddwyd, gan gynnwys amser, cyllid a chyfraniadau o fath arall	£ a fuddsoddwyd, gan gynnwys amser staff	£1.00	
	Diogelu'r amgylchedd	45	NTW29		x		Cyfraniadau neu fuddsoddiadau tuag at fentrau wedi'u hanelu at sgysiau amgylcheddol a bioamrywiaeth a phrosiectau rheoli cynaliadwy ar gyfer ecosystemau morol a daearol	£	£1.00	
		43 & 44	NTW30		x		Cyfraniadau neu fuddsoddiadau tuag at fentrau coedwigo neu ailgoedwigo cynaliadwy ac arbenigol.	£	£1.00	
		15	NTW31		x		Cyfradd ailgylchu plastig ar y contract (e.e. lleihau microblastigau)	%	Cofnodion yn unig	
		15	NTW32		x		Cyfradd y deunydd Mwy nag Ailgylchu a ddefnyddir ar gontract, megis coed, a deunydd wedi'u hail-dddefnyddio, atgyweirio a'u hail-weithgynhyrchu	%	Cofnodion yn unig	
			NTW33		x		Buddsoddiad a chefnogaeth a ddarparwyd i fentrau addysg amgylcheddol lleol (e.e. Llythrennedd Carbon Cymru)	£ a fuddsoddwyd, gan gynnwys amser staff	£1.00	
		15	NTW34		x		Buddsoddiad a chefnogaeth a ddarparwyd i fentrau hyfforddiant rheoli gwastraff	£ a fuddsoddwyd, gan gynnwys amser staff	£1.00	

Thema	Canlyniad	FG#	Cyfeirnod NTW	Min	Add	COVID	Mesur	Uned	Procsi	
	Hyrwyddo caffael cynaliadwy		NTW35	x			Canran o'ch contractau sy'n cynnwys ymrwymidiadau cynaliadwyedd amgylcheddol, gan gynnwys, e.e., lleihau'r defnydd o gegion sy'n niweidiol i'r amgylchedd, defnyddio deunydd neu gynnyrch lleol, lleihau gwastraff bwyd a gwastraff cyffredinol, gweithredu ymrwymidiadau economi gylchol	%	Cofnodion yn unig	
		41	NTW36	x			Canran y contractau â'r gadwyn gyflenwi sy'n ymofyn i gontractwyr weithredu cerbydau dim allyriadau neu allyriadau isel	%	Cofnodion yn unig	
		41	NTW37	x			Tystysgrif Carbon Cadwyn Gyflenwi (Safon yr Ymddiriedolaeth Garbon ar gyfer Cadwyn Gyflenwi neu wiriad annibynnol cyfwerth) - wedi'i gyflawni neu i'w gyflawni eleni	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig	
		41	NTW38	x			Gofynion neu gefnogaeth (ar gyfer mentrau bach iawn neu fach) i gyflenwyr er mwyn cyflwyno hyfforddiant lleihau carbon neu newid hinsawdd i bob aelod o staff – e.e. Hyfforddiant Nodau Cenedlaethau'r Dyfodol Cymru	Nifer yr oriau (cyfanswm hyd y sesiynau) *nifer y mynychwyr	£87.48	
	Arloesi i gefnogi Cymru sy'n fwy cydnerth		NTW39	x			Mesurau arloesol yn ymwneud â 'Chymru sy'n Fwy Cydnerth' i'w darparu ar y contract – mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fetrau, ac ati	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00	
<b>Cymru Iachach</b> Cymdeithas lle gwneir y mwyaf o les corfforol a meddyliol pobl a lle mae dewisiadau ac ymddygiad sydd o fudd i iechyd yn y dyfodol yn cael eu deall.	Creu cymuned iachach	34	NTW40	x			Mentrau i fynd i'r afael â digartrefedd (cefnogi cynlluniau tai dros dro, ac ati)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00	
		3 & 5	NTW41	x			Mentrau a weithredwyd neu a gefnogwyd i annog pobl i ymgysylltu ag ymyraethau iechyd (e.e. atal ysmegu, gordewdra, alcoholiaeth, cyffuriau ac ati) neu fetrau lles yn y gymuned, gan gynnwys gweithgareddau corfforol i oedolion a phlant.	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00	
	Lleihau llygredd aer	4	NTW42	x				Milltiroedd ceir a arbedwyd ar y prosiect o ganlyniad i raglen cludiant gwyrdd neu gyfwerth (e.e. rhaglenni beicio i'r gwaith, cludiant cyhoeddus neu raglenni rhannu ceir, ac ati).	Milltiroedd a arbedwyd	£0.03
		4	NTW43	x				Nifer y cerbydau dim allyriadau neu allyriadau isel i staff sydd wedi'u cynnwys ar y prosiect o ganlyniad i raglen cludiant gwyrdd (milltiroedd a deithiwyd)	Milltiroedd a deithiwyd	£0.02
		4	NTW44	x				Cynlluniau teithio corfforaethol sydd ar gael i weithwyr ar y contract (cludiant cyhoeddus rhatach, cynlluniau a manau storio beics rhatach, cludiant corfforaethol cynaliadwy megis bws trydan o orsaf gyhoeddus i gyfleusterau corfforaethol)	✓ / ✗ – nodwch ddisgrifiad	Cofnodion yn unig
		4	NTW45	x				% y fflyd neu gerbydau adeiladu ar y contract sydd â safon allyriadau o Ewro 6 neu LEV, o leiaf	%	Cofnodion yn unig
				NTW46	x			Rhaglen fonitro allyriadau fflyd ar y contract, gan gynnwys casgliadau data (milltiroedd, math o gerbyd, math o injan, safon allyriadau)	✓ / ✗ – nodwch ddisgrifiad	Cofnodion yn unig
	Gwella lles staff	3 & 20	NTW47	x				Nifer y gweithwyr ar y contract sydd wedi derbyn mynediad at raglenni lles cynhwysol ac amlddimensiynol am o leiaf 12 mis	Nifer y gweithwyr sydd wedi derbyn mynediad	£124.30
		29	NTW48	x				Ymgirchoedd iechyd Meddwl i staff ar y contract i greu cymuned o dderbyniad, a gwaredu'r stigma mewn perthynas ag iechyd meddwl	£	£1.00
	Arloesi i gefnogi Cymru iachach		NTW49	x				Darparu mesurau arloesol mewn perthynas â 'Chymru Iachach' i'w darparu ar y contract – mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fetrau, ac ati	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Cefnogi gweithwyr, mentrau bach iawn, bach a chanolig a sefydliadau trydydd sector a chymdeithas sifil i wynebu'r argyfwng COVID-19			CW19-4			x	A oes gennych chi bolisi neu strategaeth i ddarparu cymorth i staff sy'n gweithio o bell neu ar ffyrlo mewn perthynas ag iechyd meddwl a lles?	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig
				CW19-5			x	Mentrau i ddarparu cymorth i staff sy'n gweithio o bell neu ar ffyrlo gyda'u hiechyd meddwl a lles	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
				CW19-6			x	A oes gennych chi bolisi neu strategaeth i ddarparu safleoedd ar-lein diogel i staff, gan gynnwys canllawiau ynghylch seiberddiogelwch ac arfer da mewn perthynas â gweithio ar-lein a gweithio o bell? (Darparu strategaeth neu bolisi)	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig
				CW19-7			x	Mentrau i ddarparu safleoedd ar-lein diogel i staff, gan gynnwys canllawiau ynghylch seiberddiogelwch ac arfer da mewn perthynas â gweithio ar-lein a gweithio o bell	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
			CW19-8			x	Mentrau i gynnal cefnogaeth bellach i staff sy'n darparu gwaith hanfodol yn ôl diffiniad Llywodraeth y DU, o fewn y cwmni yn ogystal â'r gadwyn gyflenwi (e.e. cyflenwi bwyd a darparu gwasanaethau cymorth iechyd meddwl, ac ati).	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00	
			CW19-9			x	Mentrau i gynnal cefnogaeth bellach i'ch staff a staff y gadwyn gyflenwi o grwpiau diamddiffyn er mwyn lleihau effaith economaidd yr argyfwng (e.e. cynnal mesurau cymorth ariannol, cynnal cyngor ar sut i gael mynediad at gymorth gan y llywodraeth, cyflenwadau bwyd a gwasanaethau cymorth iechyd meddwl pro bono, ac ati.)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00	
			CW19-10			x	Canran y contractwyr a ymgysylltwyd â hwy i weithredu mesurau ymateb COVID-19 fel yr amlinellwyd yn TOMs Cenedlaethol Cymru	% y contractwyr o fewn cadwyn gyflenwi'r contract	Cofnodion yn unig	

Thema	Canlyniad	FG#	Cyfeirnod NTW	Min	Add	COVID	Mesur	Uned	Procsi
<b>Cymru sy'n fwy cyfartal</b> Cymdeithas sy'n galluogi pobl i gyflawni eu potensial waeth beth yw eu cefndir neu eu hamgylchiadau (gan gynnwys eu cefndir a'u hamgylchiadau economaidd-gymdeithasol).	Rhagor o gyfleoedd i bobl ddiameddiffern	19	NTW50	x			Nifer y gweithwyr (cyfwerth â llawn amser) a gyflogwyd ar y contract o ganlyniad i raglen recriwtio, sydd wedi bod yn ddi-waith am o leiaf 6 mis ac uchafswm o 12 mis	Nifer y bobl gyfwerth â llawn amser	£16,224.00
		19	NTW50a	x			Nifer y gweithwyr (cyfwerth â llawn amser) a gyflogwyd ar y contract o ganlyniad i raglen recriwtio, sydd wedi bod yn ddi-waith yn hirdymor am o leiaf 12 mis ac uchafswm o 24 mis	Nifer y bobl gyfwerth â llawn amser	£18,146.00
		19	NTW50b	x			Nifer y gweithwyr (cyfwerth â llawn amser) a gyflogwyd ar y contract o ganlyniad i raglen recriwtio, sydd wedi bod yn ddi-waith yn hirdymor am fwy na 24 mis	Nifer y bobl gyfwerth â llawn amser	£19,115.00
		19	NTW51		x		"Nifer y gweithwyr (cyfwerth â llawn amser) o gefndiroedd diameddiffern neu leiafrifol a gyflogwyd ar y contract o ganlyniad i raglen recriwtio, sydd wedi bod yn ddi-waith am o leiaf 6 mis ac uchafswm o 12 mis NODYN PWYSIG: Dylid OND nodi manylion ar gyfer y bobl ganlynol yn yr adran hon: *Pobl Ddu, Asiaidd ac o Leiafrifoedd Ethnig (BAME) *Pobl dros 50 oed *Rhieni sengl *Grŵp rhyw digynsail *Cyn-filwyr *Mamau'n dychwelyd i'r gwaith *Goroeswyr caethwasiaeth fodern *Pobl ddigartref "	Nifer y bobl gyfwerth â llawn amser	Cofnodion yn unig
		19	NTW51a		x		"Nifer y gweithwyr (cyfwerth â llawn amser) o gefndiroedd diameddiffern neu leiafrifol a gyflogwyd ar y contract o ganlyniad i raglen recriwtio, sydd wedi bod yn ddi-waith yn hirdymor am o leiaf 12 mis ac uchafswm o 24 mis NODYN PWYSIG: Dylid OND nodi manylion ar gyfer y bobl ganlynol yn yr adran hon: *Pobl Ddu, Asiaidd ac o Leiafrifoedd Ethnig (BAME) *Pobl dros 50 oed *Rhieni sengl *Grŵp rhyw digynsail *Cyn-filwyr *Mamau'n dychwelyd i'r gwaith *Goroeswyr caethwasiaeth fodern *Pobl ddigartref "	Nifer y bobl gyfwerth â llawn amser	Cofnodion yn unig
		19	NTW51b		x		"Nifer y gweithwyr (cyfwerth â llawn amser) o gefndiroedd diameddiffern neu leiafrifol a gyflogwyd ar y contract o ganlyniad i raglen recriwtio, sydd wedi bod yn ddi-waith yn hirdymor am fwy na 24 mis NODYN PWYSIG: Dylid OND nodi manylion ar gyfer y bobl ganlynol yn yr adran hon: *Pobl Ddu, Asiaidd ac o Leiafrifoedd Ethnig (BAME) *Pobl dros 50 oed *Rhieni sengl *Grŵp rhyw digynsail *Cyn-filwyr *Mamau'n dychwelyd i'r gwaith *Goroeswyr caethwasiaeth fodern *Pobl ddigartref "	Nifer y bobl gyfwerth â llawn amser	Cofnodion yn unig
		22	NTW52	x			Nifer y gweithwyr (cyfwerth â llawn amser) a gyflogwyd nad ydynt mewn cyflogaeth, addysg neu hyfforddiant (NEET)	Nifer y bobl gyfwerth â llawn amser	£12,470.00
			NTW53	x			Nifer y gweithwyr (cyfwerth â llawn amser) a gyflogwyd sy'n droseddwy'r ifanc yn adsefydlu (18-24 oed)	Nifer y bobl gyfwerth â llawn amser	£22,162.00
			NTW54	x			Nifer y swyddi (cyfwerth â llawn amser) a grëwyd ar gyfer pobl ag anableddau	Nifer y bobl gyfwerth â llawn amser	£14,980.00
		21	NTW55	x			Nifer yr oriau a ymrwymwyd i gefnogi pobl ddi-waith i ddod o hyd i swyddi drwy ddarparu gwasanaeth mentora gyrfaoedd, gan gynnwys cyfweiliadau ffug, cyngor CV a chanllawiau gyrfaoedd (dros 24 oed)	Nifer yr oriau (cyfanswm hyd y sesiynau) *nifer y mynychwyr	£114.33

Thema	Canlyniad	FC#	Cyfeirnod NTW	Min	Add	COVID	Mesur	Uned	Procsi
	Cyflogadwyedd gwell i bobl ifanc (dan 24 oed)	10	NTW56	x			Nifer yr oriau a ymrwymwyd i gefnogi pobl ifanc i ddod o hyd i waith (e.e. cyngor CV, cyfweliadau ffug, canllawiau gyrfaoedd) – (dan 24 oed)	Nifer yr oriau (cyfanswm hyd y sesiynau) *nifer y mynychwyr	£114.33
		10	NTW57	x			Nifer yr wythnosau a dreuliwyd ar leoliadau gwaith neu gwrs cyn-cyflogaeth ystyrlon – 1-6 wythnos o leoliadau myfyrwyr (di-dâl)	Nifer yr wythnosau	£158.23
		22	NTW57a	x			Ar gyfer pobl sydd wedi cael profiadau niweidiol yn ystod eu plentyndod - Nifer yr wythnosau a dreuliwyd ar leoliadau gwaith neu gwrs cyn-cyflogaeth ystyrlon– 1-6 wythnos o leoliadau myfyrwyr (di-dâl)	Nifer yr wythnosau	£158.23
		10	NTW58	x			Lleoliadau gwaith ystyrlon sy'n talu'r Isafswm Cyflog Byw neu'r Cyflog Byw Cenedlaethol yn unol â chymhwyster – 6 wythnos neu fwy (interniaethau)	Nifer yr wythnosau	£158.23
		19	NTW58a	x			Ar gyfer pobl sydd wedi cael profiadau niweidiol yn ystod plentyndod - Lleoliadau gwaith ystyrlon sy'n talu'r Isafswm Cyflog Byw neu'r Cyflog Byw Cenedlaethol yn unol â chymhwyster– 6 wythnos neu fwy (interniaethau)	Nifer yr wythnosau	£158.23
	Rhagor o gefnogaeth ar gyfer gweithgareddau cwricwlwm targed	22	NTW59	x			Amser a dreuliwyd yn cefnogi gweithgareddau cwricwlwm STEM mewn ysgolion a cholegau	Nifer yr oriau (cyfanswm hyd y sesiynau) *nifer y mynychwyr	£87.48
	Lleihau anghydraddoldeb	17	NTW60	x			Nifer a'r math o fentrau i'w rhoi ar waith i leihau'r bwch cyflog rhwng y rhywiaw ar gyfer staff a gaiff eu cyflogi mewn perthynas â'r contract (dylid disgrifio a dogfennu'r mentrau)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
		10	NTW61	x			Canran o'r staff ar contract sy'n derbyn y Cyflog Byw Go lawn perthnasol fel lleiafswm, fel y nodir gan y sefydliad Cyflog Byw.	%	Cofnodion yn unig
		10	NTW62	x			% y contractwyr yn y gadwyn gyflenwi y mae'n ofynnol iddynt (neu, os ydynt yn fusnesau bach/bach iawn, yn derbyn cymorth i) dalu'r gyfradd Byw Go lawn fel lleiafswm	%	Cofnodion yn unig
	Hyrwyddo caffael moesegol yng Nghymru		NTW63	x			Canran o'ch contractau sy'n cynnwys ymrwymadau i arferion cyflogaeth moesegol lleol, gan gynnwys cadarnhad o ddull dim goddefiant o gaethwasiaeth fodern, llafur plant a gofynion perthnasol eraill, megis dileu hunangyflogaeth ffug, contractau dim oriau annheg a rhestrau du. Gellir dod o hyd i enghreifftiau yng Nghod Ymarfer Llywodraeth Cymru a'u rheoli, e.e. drwy Gyfrifon Banc Prosiectau yn y gadwyn gyflenwi	%	Cofnodion yn unig
			NTW64	x			Mentrau ar draws y gadwyn gyflenwi leol i nodi, monitro a rheoli'r peryglon o gaethwasiaeth fodern mewn perthynas â'r contract (h.y. mapio'r gadwyn gyflenwi, hyfforddiant staff, rheoli contractau)	£	£1.00
		Arloesi ar gyfer Cymru sy'n fwy cyfartal	NTW65	x			Darparu mesurau arloesol yn ymwneud â 'Chymru sy'n fwy cyfartal' i'w darparu ar y contract - mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fetrau, ac ati	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Innovation for a more equal Wales		NTW65	x			Innovative measures relating to "A more equal Wales" 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	£1.00
	<b>Cymru o Gymunedau Cydlynol</b> Cymunedau atyniadol, hyfryw a diogel sydd â chysylltiadau da	Ragor o gyfleoedd ar gyfer Sefydliadau Trydydd Sector a Chymdeithas Sifil (Mentrau Gwirfoddol, Cymunedol a Chymdeithasol)		NTW66	x			Dyrannu offer neu adnoddau i sefydliadau trydydd sector a chymdeithas sifil (£ gwerth cyfwerth)	£ gwerth
			NTW67	x			Nifer yr oriau gwirfoddol a dreuliwyd yn cefnogi sefydliadau trydydd sector a chymdeithas sifil (gan eithrio cyngor busnes arbenigol)	Nifer yr oriau gwirfoddol gan staff	£14.63
			NTW68	x			Cyfanswm (£) a wariwyd â sefydliadau trydydd sector a chymdeithas sifil o fewn eich cadwyn gyflenwi	£	£0.12
			NTW69	x			Cyngor busnes arbenigol a ddarparwyd i sefydliadau trydydd sector a chymdeithas sifil (e.e. cyngor ariannol / cyngor cyfreithiol / cyngor AD / lechyd a Diogelwch)	Nifer yr oriau arbenigol gan staff	£87.48
Gweithlu a diwylliant sy'n adlewyrchu'r amrywiaeth yn y gymuned leol		23 & 24 & 26 & 27	NTW70	x			Hyfforddiant cydraddoldeb, amrywiaeth a chynhwysiant a ddarparwyd i contractwyr ac iscontractwyr	Nifer yr oriau (cyfanswm hyd y sesiynau) *nifer y mynychwyr	£87.48
			NTW71	x			Canran y gweithwyr BAME (cyfwerth â llawn amser) a gyflogwyd ar y contract	%	Cofnodion yn unig
Gwerth cymdeithasol wedi'i sefydlu yn y gadwyn gyflenwi			NTW72	x			Canran y contractau â'r gadwyn gyflenwi lle mae ymrwymadau, mesuriadau a monitro mewn perthynas â Gwerth Cymdeithasol yn ofynnol	%	Cofnodion yn unig
Lleihau trosedd		25	NTW73	x			Mentrau wedi'u hanelu at leihau trosedd (e.e. cefnogaeth ar gyfer grwpiau ieuencid lleol, goleuadau ar gyfer manau cyhoeddus, ac ati.)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00

Thema	Canlyniad	FC#	Cyfeirnod NTW	Min	Add	COVID	Mesur	Uned	Procsi
	Helpu pobl ddiameddifyn i fyw'n annibynnol	24	NTW74	x			Mentrau i gefnogi pobl hŷn, anabl a phobl ddiameddifyn i ddatblygu rhwydweithiau cymunedol cryfach (e.e. cynlluniau cyfeillio, clybiau cynhwysiant digidol)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Cefnogaeth ar gyfer pobl ifanc ddifreintiedig a'u teuluoedd	18a	NTW75		x		Mentrau i gynnig cefnogaeth i bobl ifanc ddifreintiedig a'u teuluoedd	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Gweithio mwy gyda'r gymuned	26	NTW76	x			Cyfraniadau ariannol neu gyfraniadau o fath arall i brosiectau cymunedol lleol (£ a deunydd)	£ gwerth	£1.00
		28	NTW77	x			Nifer yr oriau gwirfoddol a ddarparwyd i gefnogi prosiectau cymunedol lleol	Nifer yr oriau gwirfoddol gan staff	£14.63
		23	NTW78	x			Cefnogaeth i helpu'r gymuned leol i lunio eu Cynllun Budd-ddeiliaid neu Siarter Cymunedol eu hunain	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Arloesi i gefnogi cymunedau mwy cydlynol yng Nghymru		NTW79	x			Darparu mesurau arloesol yn ymwneud â 'Chymru sy'n Fwy Cydlynol' i'w darparu ar y contract - mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fetrau, ac ati	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Cefnogi gweithwyr, Busnesau Bach a Chanolig a sefydliadau trydydd sector a chymdeithas sifil i wynebu'r argyfwng COVID-19		CW19-11		x		Darparu cymorth i fusnesau bach a chanolig a sefydliadau trydydd sector a chymdeithas sifil i ymateb i'r argyfwng Covid-19 a chynnal gweithrediadau busnes – oriau'r cymorth arbenigol gan staff	Nifer yr oriau arbenigol gan staff	£87.48
			CW19-12		x		Canran o'r anfonebau ar y contract a dalwyd i fusnesau bach a chanolig a sefydliadau trydydd sector a chymdeithas sifil o fewn 30 diwrnod	%	Cofnodion yn unig
	Cefnogi cymunedau i ymdrin â'r argyfwng COVID-19		CW19-13		x		A oes gennych strategaeth ar waith i ddarparu canllawiau ar yr arfer orau mewn perthynas â rhyngweithio cymdeithasol dros gyfnod y COVID-19 i'ch staff chi a'r gadwyn gyflenwi, a'r gymuned lle bo hynny'n bosibl?	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig
			CW19-14		x		Galluogi ac annog staff ar y contract i wirfoddoli o fewn eu cymuned neu gymryd rhan mewn rhwydweithiau cymorth lleol yn ddiogel - yn arbennig i helpu'r bobl fwyaf diameddifyn (categoriâu risg), pobl sy'n hunan-ynysu a gweithwyr hanfodol lleol	Nifer yr oriau gwirfoddol gan staff	£14.63
			CW19-15		x		Cefnogaeth uniongyrchol gan eich sefydliad i awdurdodau lleol neu sefydliadau trydydd sector a chymdeithas sifil yn yr ardal leol ar gyfer y contract er mwyn darparu'r gwasanaethau i gefnogi'r bobl mewn grwpiau diameddifyn (categoriâu risg), pobl sy'n hunan-ynysu a'r gweithwyr hanfodol lleol – (cyflenwi bwyd, cefnogaeth iechyd meddwl, ac ati)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
			CW19-16		x		Ariannu ymgyrchoedd i gynyddu'r ddealltwriaeth o bwysigrwydd dilyn y normau ymddygiadol fel y nodir gan y llywodraeth a sefydliadau iechyd cyhoeddus, cydnabyddiaeth a gwerthfawrogiad o'r gwerth cymdeithasol sydd ynghlwm â gwasanaethau hanfodol (y GIG, manwerthu bwyd, cludiant, ac ati.) - wedi'u targedu tuag at staff a'r cyhoedd.	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
			CW19-17		x		Mae opsiynau cludiant diogel a chynaliadwy ar waith – gyda'r targed o leihau'r risgiau sydd ynghlwm â COVID-19.	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig
			CW19-18		x		Rydych wedi cynnal asesiad risg COVID-19, ac mae mesurau monitro ac adrodd ar waith ac ar gael i'r cyhoedd.	✓ / ✗ – Darparwch ddogfennau perthnasol	Cofnodion yn unig
<b>A Wales of Vibrant Shared Culture and Thriving Welsh Language</b>	Hyrwyddo'r Gymraeg	36	NTW80	x			Cefnogaeth a buddsoddiad a ddarparwyd er mwyn i bobl ddysgu a defnyddio'r Gymraeg (e.e. rhyngweithio ac arwyddion)	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
		35	NTW81		x		Cefnogaeth a buddsoddiad a ddarparwyd er mwyn i bobl gymryd rhan mewn digwyddiadau diwylliannol, celfyddydau, chwaraeon a gweithgareddau treftadaeth Cymreig	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Diogel bywyd gwyllt, natur a safleoedd treftadaeth	35	NTW82	x			Cefnogaeth a buddsoddiad a ddarparwyd i ddiogelu bywyd gwyllt a bioamrywiaeth yn ogystal â safleoedd treftadaeth lleol	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00
	Arloesi i gefnogi diwylliant mwy bywiog		NTW83	x			Mesurau arloesol yn ymwneud â 'Chymru gyda diwylliant bywiog lle mae'r Gymraeg yn ffynnu' i'w darparu ar y contract – mae modd e.e. cydlynu'r rhain â budd-ddeiliaid neu gymunedau, neu anelu at ddarparu buddion gan leihau ôl troed carbon o fetrau, ac ati	£ a fuddsoddiwyd, gan gynnwys amser staff	£1.00