

# National TOMs Wales

## TOMs Cenedlaethol Cymru

### The National Social Value Measurement Framework For Wales

(National TOMs Wales)

#### PART 3 - THE NATIONAL TOMS WALES (MEASURES, VALUES AND SOURCES)

### Fframwaith Mesur Gwerth Cymdeithasol Cenedlaethol Cymru

(Fframwaith TOMs Cenedlaethol Cymru  
2020 Y Set Mesuriadau a'i Chydrannau)

#### RHAN 3



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# Introduction

In Wales, the term social value is in effect defined through the **Well-being of Future Generations Act (Wales) 2015** (hereafter referred to as the “**Wellbeing Act**”) which 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 seven well-being goals and makes it clear that the listed public bodies must work to achieve all of the goals as a collective whole, as opposed to picking one or two.

## 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

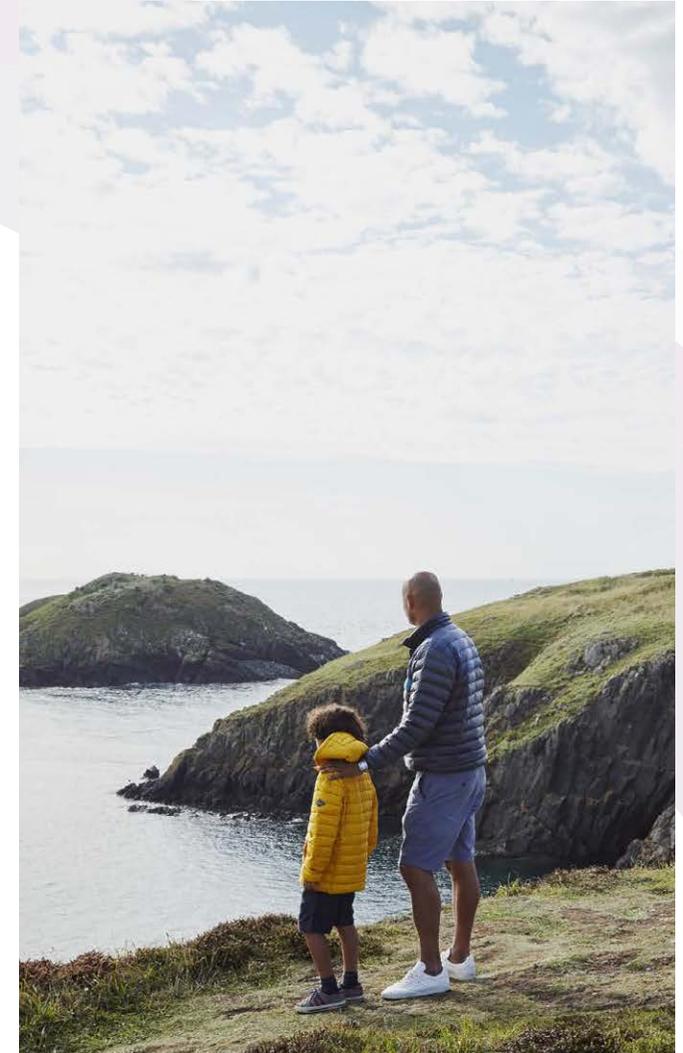
This guidance describes the philosophy behind the National TOMs Framework. It includes the overarching rationale behind each measure and proxy value as well as how each measure should be used for procurement, measurement and benefits realisation.

### 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 units, proxy values, rationales and detailed descriptions.



# 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 tlodi, 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.

## Cydnherth

Cenedl sy'n cynnal ac yn gwella amgylchedd naturiol bioamrywiol gydag ecosystemau iach gweithredol sy'n cynnal cydnherthedd 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 cystal â phosibl a lle deallir dewisiadau ac ymddygiadau sydd o fudd i iechyd yn y dyfodol.



**LLESANT  
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 chyflenwyr 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

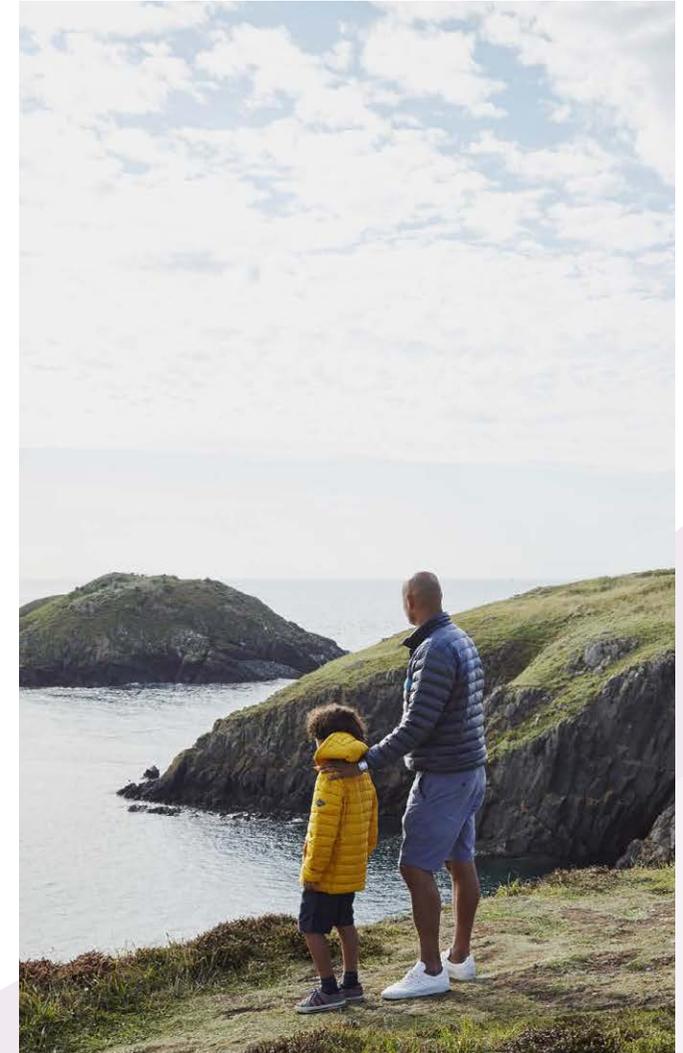
Mae'r Arweiniad hwn yn disgrifio'r athroniaeth sy'n sail i Fframwaith y TOMs Cenedlaethol gan gynnwys y rhesymeg gyffredinol tu ôl i bob Mesur a Gwerth Procsi a ddefnyddir, yn ogystal â sut dylid eu defnyddio wrth gaffael, mesur ac i wireddu buddion.

### 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.



# The National TOMs Wales

The tables and information provided in this section comprehensively introduce the National TOMs Wales' components and structure. They provide detailed information on the Measures, Units, Proxies and Guidance. All information provided in this section reflects the state of the National TOMs Wales at release in November 2020.

The components discussed in this section constitute parts of the minimum reporting standard that is the National TOMs Wales (see Graphic below). The Themes provide overarching narratives, the Outcomes outline more specific topics within a Theme and the Measures provide the ability to operationalise measurement and management. Measures come with a distinct Measure Reference, a measurement Unit, a financial valuation Proxy and a set of Guidance that informs how the Measure should be used. These National TOMs Wales components will be presented in this document for each Measure. Measures are part of the Minimum Reporting, Additional or Covid sets and mapped against the Future Generations National Indicators (FG#, for further information on the FG National Indicators please see: <https://gov.wales/national-wellbeing-indicators>, and for further information on the Wellbeing of Future Generations Act (Wales) 2015 please see: <https://www.legislation.gov.uk/anaw/2015/2/contents>). Organisations using the TOMs can also define their own organisational well-being objectives and map those into the 7 Themes, replacing the National Indicators. Reporting against own or national well-being indicators is encouraged to facilitate engaging with different aspects of the Well-being Act.

## 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 will be updated over time. Please always ensure the most up to date TOMs and components are used by checking updates from the National Social Value Taskforce Wales and The Social Value Portal.

The latest resources can be accessed through this link:  
[www.nationalsocialvaluetaskforce.org/national-toms-wales](http://www.nationalsocialvaluetaskforce.org/national-toms-wales)

The components presented in this part include: National TOMs Wales, NT Wales Outcomes (Table 1), Stakeholder Analysis on the Outcome level (Table 2), Measure Guidance including: Measure Definitions (Table 3), Measurement Unit and Unit Guidance (Table 5), Proxy Values and Proxy Rationales (Table 4), Target Guidance and Evidence (Table 6), Double Counting Guidance (Table 7), Reporting Guidelines for Business on Social and Local Economic Value (Table 8).



**NTW53**

These components, forming part of the NT Wales Standard Measure Set, should not be changed, to ensure comparability and replicability across projects and between different application contexts.

No. of 18-24 y.o. employees (FTE) hired on the contract who are rehabilitating young offenders as a result of a recruitment programme



MEASURE REFERENCE	MEASURE PHRASING
DEFINITION	
TARGET GUIDANCE	
EVIDENCE	
UNIT GUIDANCE	
PROXY RATIONALE	
MEASUREMENT UNIT	PROXY VALUE

## 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
				NTW16		x		Percentage of invoices on the contract paid within 30 days	%	Record only
Resource efficiency and the circular economy are promoted		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
	Reducing inequalities	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
		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
	Ethical procurement is promoted in Wales		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
			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
	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
			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	

# Tables

**Table 1: Outcome outlines**

The following table briefly describes what the Outcomes in the National TOMs Wales are about. The language of the Outcomes can be rephrased to reflect local issues, and Measures can be moved from one Outcome to another. Additional Measures can be added to the National TOMs list, which is designed to be a minimum reporting set. The Outcome outlines will help the user to combine new Measures with the National TOMs Wales.

Theme	Outcome	Direct Beneficiaries
	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

## Table 2: Outcomes - Stakeholders' Analysis

Table 2 outlines which stakeholders are likely to benefit directly or indirectly from the various Measures undertaken to achieve the Outcomes. It is important to stress that both the defined stakeholder groups and where the benefits are likely to fall will vary from project to project and users of the National TOMs Wales should consider this on a case by case basis. The National TOMs Proxies allow monetisation of part of these benefits, as illustrated in Table 4.

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
Native wildlife, nature and heritage sites are protected		Society	Local community, Government (taxpayers)
Innovation to support a more vibrant culture		-	-

### Table 3: Measure Definitions

Table 3 explains how the National TOMs Measures are defined. Only interventions that are aligned and compliant with the Definitions should be reported via the Measures. This will help both bidders during procurement and other organisations during measurement to apply the National TOMs in a uniform way which is coherent with the prescribed Units and appropriate for the application of the Proxies.

NTW Ref	Definition
NTW1	The full time annual equivalent (FTE) number of people employed on the contract directly as a result of your procurement requirements. Included employees should be residing in the local area and with an employment contract duration of at least one year, unless the overall duration of the contract is less (in which case it is at least the overall duration of the contract). Please refer to the list of specific areas provided for this measure and for the specific contract (LIST NTW1b). Please check evidence requirements for details on postcode collection.
NTW1a	This measure can be used alternatively to NTW1 at Measurement whenever the contract has been renewed or entails TUPE transfers. Employees that fall within the TUPE transfer and that satisfy the Definition for NTW1 should be recorded.
NTW1b	The full time annual equivalent (FTE) number of people employed on the contract directly or through the supply chain as a result of your procurement requirements. They should be residing in the selected sub-localities (LIST NTW1b) and with an employment contract duration of at least one year, unless the overall duration of the contract is less (in which case it is at least the overall duration of the contract). Please refer to the list of specific sub-localities provided for this measure and for the specific contract (LIST NTW1b). Please check evidence requirements for details on postcode collection. Include both direct employment and unlocked through the supply chain as a result of your procurement requirements.
NTW1c	The full time annual equivalent (FTE) number of people employed on the contract by the supply chain as a result of your procurement requirements. Employees included should be residing in the local area and with an employment contract duration of at least one year, unless the overall duration of the contract is less (in which case it is at least the overall duration of the contract). Please refer to the definition of 'local area' provided for the specific contract. Please check evidence requirements for details on postcode collection.
NTW2	This is the percentage of people employed directly or through the supply chain as a result of your procurement requirements on the contract that reside within the local area, over the total number of people employed on the contract. Please refer to the definition of local area provided above for NTW1.
NTW3	This is the level of satisfaction with working conditions of direct and supply chain employees hired or retained on contract, measured through employee engagement. This could be measured through a questionnaire. A Likert scale (e.g. 0= do not agree at all to 5 completely agree) could be used to ask employees whether they agree that their contract related working conditions are "good" and "fair". Other similar methods can also be used. This measure captures employee satisfaction with contract related working conditions.  A comprehensive good work survey is regularly conducted across different sectors of the UK economy by CIPD. This survey and the related resources and methodology can be accessed through the following links and can help better understand the purpose and structure of a good practice employee survey: <a href="https://www.cipd.co.uk/knowledge/work/trends/goodwork#40068">https://www.cipd.co.uk/knowledge/work/trends/goodwork#40068</a> ; <a href="https://www.cipd.co.uk/Images/good-work-index-appendix-2-methodology-2-2020_tcm18-79213.pdf">https://www.cipd.co.uk/Images/good-work-index-appendix-2-methodology-2-2020_tcm18-79213.pdf</a> . Additional information can be accessed through the Workforce Disclosure Project's Suvey Guidance, though the following link: <a href="https://shareaction.org/wp-content/uploads/2018/07/WDI_Survey_Guidance_2018.pdf">https://shareaction.org/wp-content/uploads/2018/07/WDI_Survey_Guidance_2018.pdf</a>
NTW4	This is the implementation and facilitation of aspects of the Fair Work Wales Standard standard that related to "good" or "fair" work of employees on the contract. The Fair Work Wales Standard sets out guidelines around what is to be understood as fair work and how it can be facilitated.
NTW5	This includes the existance of and facilitation of recognition agreements and of collective bargaining in the supply chain. Corporate policy and initiatives that encourage or facilitate both recognition agreements and collective bargaining in the supply chain can be included for evidencing. Relevant documents from suppliers also are to be provided for evidencing. For further government information please see the following link: <a href="https://www.gov.uk/trade-union-recognition-employers">https://www.gov.uk/trade-union-recognition-employers</a> . Additional information on good practice can be found e.g. in UNISON's "Seeking recognition and achieving the best terms" report. ( <a href="https://www.unison.org.uk/content/uploads/2020/10/Seeking-recognition-and-achieving-the-best-terms-v8.pdf">https://www.unison.org.uk/content/uploads/2020/10/Seeking-recognition-and-achieving-the-best-terms-v8.pdf</a> )
NTW6	This is the number of staff hours dedicated to the preparation and delivery of curriculum related activities including literacy support, career talks, safety talks, etc.. Example subjects include STEM, social care and social sciences. Please provide a description of the range of activities provided.
NTW7	Only vocational training opportunities supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://www.gov.uk/what-different-qualification-levels-mean/overview">https://www.gov.uk/what-different-qualification-levels-mean/overview</a> . To find a registered qualification see: <a href="https://gov.wales/credit-and-qualifications-framework-cqfw">https://gov.wales/credit-and-qualifications-framework-cqfw</a> . For further information on qualifications in Wales see: <a href="https://gov.wales/qualifications">https://gov.wales/qualifications</a> The social value proxy is appropriate for opportunities that are for new employees, not existing employees.
NTW8	Only apprenticeships supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://www.gov.uk/what-different-qualification-levels-mean/overview">https://www.gov.uk/what-different-qualification-levels-mean/overview</a> . To find a registered qualification see: <a href="https://gov.wales/credit-and-qualifications-framework-cqfw">https://gov.wales/credit-and-qualifications-framework-cqfw</a> . For further information on qualifications in Wales see: <a href="https://gov.wales/qualifications">https://gov.wales/qualifications</a> . The social value proxy is appropriate for opportunities that are for new employees, not existing employees.
NTW9	Only vocational training opportunities that are part of a contract related comprehensive upskilling programme and supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://www.gov.uk/what-different-qualification-levels-mean/overview">https://www.gov.uk/what-different-qualification-levels-mean/overview</a> . To find a registered qualification see: <a href="https://gov.wales/credit-and-qualifications-framework-cqfw">https://gov.wales/credit-and-qualifications-framework-cqfw</a> . For further information on qualifications in Wales see: <a href="https://gov.wales/qualifications">https://gov.wales/qualifications</a> .

NTW Ref	Definition
NTW10	Only apprenticeships that are part of a contract related comprehensive upskilling programme and supported to completion should be counted, even when that completion will occur after the end of the contract. For a description of the qualification levels see: <a href="https://www.gov.uk/what-different-qualification-levels-mean/overview">https://www.gov.uk/what-different-qualification-levels-mean/overview</a> . To find a registered qualification see: <a href="https://gov.wales/credit-and-qualifications-framework-cqfw">https://gov.wales/credit-and-qualifications-framework-cqfw</a> . For further information on qualifications in Wales see: <a href="https://gov.wales/qualifications">https://gov.wales/qualifications</a> .
NTW11	Training programmes for people to acquire skills for the low carbon economy and renewable technologies (e.g. technical feasibility analysis, solar system design, solar panel installation, energy efficiency, community engagement). For guidance on initiatives see "A toolkit for city regions and local authorities", Ashden - examples include Repowering's Youth Training programme ( <a href="https://www.repowering.org.uk/">https://www.repowering.org.uk/</a> ). Examples for traditionally high carbon industries are: Non-renewable energy and fuels (e.g. coal, oil and gas), materials (e.g. chemicals, iron and steel, cement, forestry), transportation.
NTW12	This Measure should be used specifically for apprenticeships relevant to the low carbon economy (e.g. relevant activity areas include renewable energy production and distribution, environmental consulting services, technical and advisory services, water, sewerage and waste sustainable management, supporting manufacturing services, remodelling and renovation services, installation and repair services, etc). Only apprenticeships supported to completion should be counted. For a description of the qualification levels see: <a href="https://www.gov.uk/what-different-qualification-levels-mean/overview">https://www.gov.uk/what-different-qualification-levels-mean/overview</a> . To find a registered qualification see: <a href="https://gov.wales/credit-and-qualifications-framework-cqfw">https://gov.wales/credit-and-qualifications-framework-cqfw</a> . For further information on qualifications in Wales see: <a href="https://gov.wales/qualifications">https://gov.wales/qualifications</a> . The social value proxy is appropriate for opportunities that are for new employees, not existing employees.
NTW13	This is expert staff time (e.g. financial advice / legal advice / HR advice / HSE) dedicated to supporting micro, small and medium enterprises (MSMEs). Please include only the amount of volunteering that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please see the toolkit guidance document for worked out examples on attribution. Please note that MSMEs are defined as (0-250 employees) - Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees).
NTW14	Please refer to the definition of the local area specified for NTW1. This should be calculated as the cumulative spend with suppliers that are based within the local area. A local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area has been provided in the National TOMs. This figure should be tailored to the locality and industry for the project. Alternative methodologies include the LM3 methodology - where a local multiplier should still be computed for the relevant geographical area and based on the project's supply chain.
NTW14a	Please refer to the specified sub-localities identified for the contract in list NTW14a. This should be calculated as the cumulative spend with suppliers that are based within the local area. A local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area has been provided in the National TOMs. This figure should be tailored to the locality and industry for the project. Alternative methodologies include the LM3 methodology - where a local multiplier should still be computed for the relevant geographical area and based on the project's supply chain.
NTW15	Please refer to the definition of the local area specified for NTW1. This should be calculated as the cumulative spend with MSMEs suppliers that are based within the local area. A local multiplier figure for the Construction Industry and the Birmingham NUTS 3 area has been provided in the National TOMs. This figure should be tailored to the locality and industry for the project. Alternative methodologies include the LM3 methodology - where a local multiplier should still be computed for the relevant geographical area and based on the project's supply chain. As for NTW13 except that only MSME suppliers should be included. Please note that MSMEs are defined as (0-250 employees) - Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees).
NTW16	As per Measure's phrasing. Such payment terms can alleviate pressures especially on MSMSs and third sector and civil society organisations within the supply chain and help tackle modern slavery issues.
NTW17	This is expert staff time (e.g. financial advice / legal advice / HR advice / HSE) dedicated to supporting third sector and civil society organisations or micro, small and medium enterprises (MSMEs). Please include only the amount of volunteering that has been provided by staff during working hours or on overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please see the toolkit guidance document for worked out examples on attribution. Please note that MSMEs are defined as (0-250 employees) - Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees).
NTW18	Spend on (or equivalent value of) goods and services provided by organisations through local partnerships to implement circular economy solution (e.g. - ground coffee waste used for landscaping or repurposed, outdated technological equipment repurposed in local third sector and civil society organisations, discarded furniture, uniforms or similar to be repurposed by local third sector and civil society organisations, etc.).
NTW19	Difficult or hard to recycle waste encompass all those materials from all waste categories that show low rates of recycling, due to a lack of capacity or capability. This includes e.g. plastic items (straws, bottles), textiles (carpets, mattresses, furniture) or batteries. For further examples of hard or difficult to recycle waste in a household environment, see this WRAP publication: <a href="https://www.wrap.org.uk/sites/files/wrap/Difficult%20to%20recycle%20products.pdf">https://www.wrap.org.uk/sites/files/wrap/Difficult%20to%20recycle%20products.pdf</a> . For relevant programmes see Terracycle ( <a href="https://www.terracycle.com/en-GB/zero_waste_boxes">https://www.terracycle.com/en-GB/zero_waste_boxes</a> ; <a href="https://www.terracycle.com/en-GB/about-terracycle/pre_consumer_programs">https://www.terracycle.com/en-GB/about-terracycle/pre_consumer_programs</a> or equivalent).
NTW20	

NTW Ref	Definition
CW19-1	<p>Employment contracts for own staff on the contract - maintaining the same time and pay conditions. This Measure is designed to be used for the measurement and management of existing contracts, not during the procurement phase and should not form part of a tender assessment. Given the current crisis, innovation and engagement with creative and best practice solutions are encouraged. Examples or innovative and best practice solutions can be accessed through the following links:</p> <p>Support for business through the Coronavirus Job Retention Scheme (<a href="https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses#support-for-businesses-through-the-coronavirus-job-retention-scheme">https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses#support-for-businesses-through-the-coronavirus-job-retention-scheme</a>). For jobs that have not been retained at the original contract conditions or that have been terminated, please provide a description of the operating context and type of contracts (i.e. effect of COVID 19 on ability to operate contract e.g. closure of sites - schools, offices, etc.) Please specify if relevant where employees have been redeployed internally. For employment contracts that have been terminated offer an explanation of how you have given due consideration to realistic alternatives for retaining those jobs before resorting to redundancies</p>
CW19-2	<p>Employment contracts for own staff on the contract retained with altered conditions (e.g. time and pay). This Measure is designed to be used for the measurement and management of existing contracts, not during the procurement phase and should not form part of a tender assessment. Please provide a description of the changes made to all affected contracts (time reduced or pay reduced and how) and the operating contexts (i.e. effect of COVID 19 on ability to operate contract e.g. closure of sites - schools, offices, etc.). Please specify if relevant where these employees have been redeployed internally. Please provide evidence that you have given due consideration to realistic alternatives for retaining them at the original employment conditions before resorting to reductions in time or pay. Evidence requirements about giving due consideration to realistic alternatives should be applied and considered with proportionality to the scale, scope and impact of the crisis on the contract.</p>
CW19-3	<p>Supply chain employment contracts for staff not terminated before the original end date or renewed - maintaining the same time and pay conditions or with temporarily altered conditions (e.g. reduced time and pay, to be specified in the description). This Measure is designed to be used for the measurement and management of existing contracts, not during the procurement phase and should not form part of a tender assessment. Given the current crisis situation, innovation and engagement with creative and best practice solutions are encouraged. Examples of innovative and best practice solutions can be accessed through the following links:</p> <p>Support for business through the Coronavirus Job Retention Scheme (<a href="https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses#support-for-businesses-through-the-coronavirus-job-retention-scheme">https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses#support-for-businesses-through-the-coronavirus-job-retention-scheme</a>). For jobs that have not been retained at the original contract conditions or that have been terminated, please provide a description of the operating contexts and type of contracts (i.e. effect of COVID 19 on ability to operate contract e.g. closure of sites e.g. schools, offices, etc.) Please specify if relevant where supply chain staff have been redeployed internally. For employment contracts that have been terminated or where pay and time conditions have been reduced please offer an explanation of how you have given due consideration to realistic alternatives. Evidence requirements about giving due consideration to realistic alternatives should be applied and considered with proportionality to the scale, scope and impact of the crisis on the contract.</p>
NTW21	<p>These could result e.g. from a deliberate programme aimed at changing processes or from de-carbonisation work. This category does not include transport related savings resulting from car miles saved (e.g. cycling to work or carpooling initiatives for employees - NTW42) or from low emission vehicles - NTW43. Estimated or recorded savings in CO2 emissions must be expressed against a baseline that represents a reasonable scenario of the situation prior to or without the implementation of this measure. Information that shows how the baseline has been developed must be provided. It is expected that these savings will result from a deliberate programme aimed at changing business processes or work to decarbonise assets. Installations that do participate within the EU ETS and grid electricity should be recorded and valued separately as per BEIS Supplementary Guidance to HM Green Book 2017 (<a href="https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal">https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal</a>).</p>
NTW22	<p>This will be your existing policy, strategy and/or plan of action to achieve, evidence and monitor net zero carbon by 2030. If you have not issued one but are committing to do so before the end of 2020, please provide a statement including scope and expected publication date.</p>
NTW23	<p>Monetary contributions to offset equivalent tonnes of carbon, where carbon cannot be reduced within the contract's timeframe. Explanation of why carbon emissions cannot be reduced during the contract's timeframe has to be provided.</p>
NTW24	<p>See Planet Mark (<a href="https://theplanetmark.com/certification/">https://theplanetmark.com/certification/</a>), Carbon Trust (Carbon Neutral Certification, Carbon Standard - <a href="https://www.carbontrust.com/client-services/certification/assurance-certification/">https://www.carbontrust.com/client-services/certification/assurance-certification/</a>) or equivalent.</p>
NTW25	<p>This can include among other things a focus on supply chain sustainability and fairness, fair trade or the use of B Corps. Percentage of contracts within the global supply chain that include requirements to ensure that supply chains are free from slavery and to encourage effective and transparent reporting. Global in this context refers to the international, non Wales and UK supply chain. To record for the local and regional Welsh or UK supply chain please use NTW63. For further information please see: <a href="http://www.antislaverycommissioner.co.uk/priorities/priority-4-private-sector-engagement/">http://www.antislaverycommissioner.co.uk/priorities/priority-4-private-sector-engagement/</a> or <a href="https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf">https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf</a> For management insight please see e.g. Project Bank Accounts and how they can be used in the supply chain (<a href="https://gov.wales/sites/default/files/publications/2019-09/guidelines-for-deploying-welsh-government-project-bank-account-policy.pdf">https://gov.wales/sites/default/files/publications/2019-09/guidelines-for-deploying-welsh-government-project-bank-account-policy.pdf</a>).</p>

NTW Ref	Definition
NTW26	These are initiatives run by your organisation to identify, manage, track and reduce risks of modern slavery within the global supply chain for the contract. These might include e.g. supply chain mapping, staff training, robust checking processes for recruitment and agency workers (e.g. right to work checks, bank account checks, address checks), engagement programmes with the supply chain to communicate expectations and requirements around modern slavery and to offer support to solve challenges, etc. Global in this context refers to the international, non Welsh and UK supply chain. To record spend with local and regional Welsh or UK supply chain initiative please use NTW64. For further information and guidance in terms of engagement and process please consult the "Code of Practice Guide to tackling Modern Slavery and Human Rights Abuses" provided by Welsh Government. The guide can be accessed through the following link and provides practical guidelines and examples on how to best engage with this issue: <a href="https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf">https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf</a>
NTW27	
NTW28	This can e.g. include an engagement in multi-stakeholder and advocacy initiatives around environmental conservation or sustainable ecosystem management. Participation and resources to be invested, including time and volunteering, in relevant initiatives that can be attributed to the contract. Only volunteering hours spent during work hours or paid overtime hours can be counted.
NTW29	These are donations or investments attributable to the contract geared towards environmental and biodiversity conservation and towards sustainable management projects for both marine and terrestrial ecosystems.
NTW30	These are donations or investments attributable to the contract. Reforestation or afforestation initiatives must be designed by experts to take into account, among other aspects, placement on different types of land, alternative use, climate change effects, biodiversity implications, etc.
NTW31	% of plastic used on the contract that is recycled.
NTW32	% of material inputs used on contract that are Beyond Recycling. This includes wood, remanufactured, repaired or recycled content. For further information see: <a href="https://gov.wales/beyond-recycling">https://gov.wales/beyond-recycling</a>
NTW33	This could be run in partnership with a third sector and civil society organisations or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW34	This could be run in partnership with a third sector and civil society organisations or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution). Example initiatives include, but are not limited to Wrap UK zero waste training ( <a href="http://www.wrap.org.uk/">http://www.wrap.org.uk/</a> ).
NTW35	List requirements and contracts where applied.
NTW36	List requirements and contracts where applied.
NTW37	See Carbon Trust Standard for Supply chain or equivalent ( <a href="https://www.carbontrust.com/client-services/certification/carbon-trust-standard/?kw=+carbon+certificates-Broad&amp;qclid=EAlaIqobChMIISkqaCS5wIVhrHtCh0ChwyqEAYASAAEgLUvD_BwE">https://www.carbontrust.com/client-services/certification/carbon-trust-standard/?kw=+carbon+certificates-Broad&amp;qclid=EAlaIqobChMIISkqaCS5wIVhrHtCh0ChwyqEAYASAAEgLUvD_BwE</a> ).
NTW38	For examples of training and courses see e.g. SDG Academy courses (e.g. <a href="https://sdgacademy.org/">https://sdgacademy.org/</a> ) or in the Real Estate sector the Supply chain sustainability school ( <a href="https://www.supplychainschool.co.uk/">https://www.supplychainschool.co.uk/</a> ). Please note Micro and Small enterprises are defined as having between 0-9 employees (Micro) or 10-49 employees (Small). This excludes medium sized companies with 50+ employees.
NTW39	
NTW40	This could be run in partnership with a third sector and civil society organisations or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW41	This could be run in partnership with a third sector and civil society organisations or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).

NTW Ref	Definition
NTW42	These benefits are expected to be delivered as a result of transport programmes. Provide detail on different programmes including how passenger car miles have been saved, and figures that have been used as a benchmark or baseline. There is an expectation for independently assured and audited reports to be provided. Miles can be saved on contract or through direct contract related commuting/travel. The measure proxy value can be localised for the type of area in which car miles have been saved. For further information please see pages 9-11 in the DEFRA "Air quality damage cost guidance January 2019" document which can be downloaded from this homepage: <a href="https://www.gov.uk/guidance/air-quality-economic-analysis">https://www.gov.uk/guidance/air-quality-economic-analysis</a> . Please reach out to SVP if you have further questions regarding the localisation of this measure.
NTW43	These benefits are expected to be delivered as a result of transport programmes. Examples of evidence would be fleet reports or mileage logs. There is an expectation for independently assured and audited reports to be provided, including the definition and evidencing of the baseline used to calculate any savings against.
NTW44	These sustainable transport incentivisation schemes for employees can include but are not limited to: subsidies for use of public transport, cycle buying scheme, cycle infrastructure provision such as storage, corporate carpooling options and incentivisation, corporate bus service, etc.
NTW45	% of fleet used on contract that complies with EURO 6 emissions standards (including all sub-categories of EURO 6) or is LEV. This includes passenger cars, light commercial vehicles and heavy trucks.
NTW46	Fleet emissions monitoring programme on the contract including collection of data on for each vehicle used on contract. Per vehicle used it is necessary to collect data on: distance travelled for contract in miles, type of vehicle (passenger car, light commercial vehicle by weight category (< 1305 kg, 1305 kg - 1760kg, >1760kg), heavy truck), engine type (diesel, petrol, electric, hybrid), EURO emissions standard of vehicle (EURO 1, EURO 2, EURO 3, EURO 4, EURO 5 (if available EURO 5a, EURO 5b), EURO 6 (if available EURO 6b, EURO 6c, EURO 6d). If data on the location is collected this measure can further be localized if desired. This could lead to a substantial increase in the captured social value. For further information please see pages 9-11 in the DEFRA "Air quality damage cost guidance January 2019" document which can be downloaded from this homepage: <a href="https://www.gov.uk/guidance/air-quality-economic-analysis">https://www.gov.uk/guidance/air-quality-economic-analysis</a> . Please reach out to SVP if you have further questions regarding the localization of this measure.
NTW47	Total number of direct or supply chain employees on contract provided with access to comprehensive workplace wellbeing programmes. Qualifying programmes should include the following dimensions: flexible working time arrangements; healthy nutrition options; physical health programmes; a health risk appraisal questionnaire; access to health and wellbeing resources (e.g. a tailored health improvement web portal; wellness literature; and seminars and workshops focused on identified wellness issues). The response should take into consideration any contract specificities to reflect specific needs and priorities in terms of workplace wellbeing.
NTW48	Initiatives to remove stigma and promote mental health organised on the contract for direct staff and supply chain.
NTW49	
CW19-4	This is about setting up virtual support screening and channels for staff working remotely around mental health and wellbeing. A strategy could specify the main objective and audiences as well as the scope of the guidance, distribution channels and delivery or enforcement responsibilities.
CW19-5	This is about setting up virtual support screening and channels for staff working remotely around mental health and wellbeing.
CW19-6	
CW19-7	
CW19-8	Applies to own and supply chain essential workers.
CW19-9	Further support for own and supply chain staff.
CW19-10	Percentage of supply chain contractors engaged to deliver C19 TOMs Measures or equivalent.
NTW50	This is to record people employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for 6-12 months preceding the start of the employment contract. The value is additional to NTW1, so that the job can be counted both as NTW1 and in this Measure if the conditions apply. This measure relates to the benefits of employing one person of the relevant background and can only be applied once per person and for a maximum duration of 1 year FTE per person.
NTW50a	This is to record people employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for 12-24 months preceding the start of the employment contract. For a definition of long-term unemployment see: <a href="https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116">https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116</a> . The value is additional to NTW1, so that the job can be counted both as NTW1 and in this Measure if the conditions apply. This measure relates to the benefits of employing one person of the relevant background and can only be applied once per person and for a maximum duration of 1 year FTE per person.

NTW Ref	Definition
NTW50b	This is to record people employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for at least the 24 months preceding the start of the employment contract. For a definition of long-term unemployment see: <a href="https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116">https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116</a> . The value is additional to NTW1, so that the job can be counted both as NTW1 and in this Measure if the conditions apply. This measure relates to the benefits of employing one person of the relevant background and can only be applied once per person and for a maximum duration of 1 year FTE per person.
NTW51	This is to record people employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for 6-12 months preceding the start of the employment contract.
NTW51a	This is to record people employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for 12-24 months preceding the start of the employment contract. For a definition of long-term unemployment see: <a href="https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116">https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116</a> .
NTW51b	This is to record people employed as a result of a specific and deliberate employment initiative. Record the number of full time annual equivalent (FTE) employees taken on as a result of the contract that had been claiming Jobseeker's Allowance (JSA) or Universal Credit unemployment benefits for at least the 24 months preceding the start of the employment contract. For a definition of long-term unemployment see: <a href="https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116">https://www.gov.uk/government/publications/predicting-likelihood-of-long-term-unemployment-the-development-of-a-uk-jobseekers-classification-instrument-wp116</a> .
NTW52	This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of 16-24 yr. old employees taken on as a result of the contract that had not been in employment, education, or training (NEET) before the start of the employment contract. See the following link for a list of categories included: <a href="https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/november2019">https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/bulletins/youngpeoplenotineducationemploymentortrainingneet/november2019</a> . The value is additional to NTW1, so that the job can be counted both as NTW1 and in this Measure if the conditions apply.
NTW53	This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of employees aged 18+ taken on as a result of the contract that were within the rehabilitation period before the start of the employment contract. Support from Youth Offending Teams ( <a href="https://www.gov.uk/youth-offending-team">https://www.gov.uk/youth-offending-team</a> ), Jobcentre Plus or other agencies carrying out specific programmes may be beneficial in identifying eligible individuals. For guidance about rehabilitation periods see: <a href="https://www.gov.uk/exoffenders-and-employment">https://www.gov.uk/exoffenders-and-employment</a> . The value is additional to NTW1, so that the job can be counted both as NTW1 and in this Measure if the conditions apply.
NTW54	This is to record people employed as a result of a specific and deliberate employment initiative. Record the full time annual equivalent (FTE) number of employees taken on that are disabled. A disabled person is defined as "someone with a physical or mental impairment that has a 'substantial' and 'long-term' effect on their ability to do normal daily activities" (Equality Act 2010). For guidance about employing disabled people and support programmes for employers please see: <a href="https://www.gov.uk/government/publications/employing-disabled-people-and-people-with-health-conditions/employing-disabled-people-and-people-with-health-conditions">https://www.gov.uk/government/publications/employing-disabled-people-and-people-with-health-conditions/employing-disabled-people-and-people-with-health-conditions</a> . The value is additional to NTW1, so that the job can be counted both as NTW1 and in this Measure if the conditions apply.
NTW55	This is the number of staff hours dedicated to individual or group employment support.
NTW56	This is the number of staff hours dedicated to individual or group employment support specifically for people under 24 years old.
NTW57	Work placements indicate a temporary work experience within a company, for example working on junior-level tasks for the purpose of gaining experience and insight into the industry, or a more skill specific graduate position. Only work placements for students with a duration of 1 to 6 weeks (typically unpaid) should be registered here. The cumulative number of weeks (from 1 to 6 for each student work placement) should be registered. For guidance please see: <a href="https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships">https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships</a> . Should not be double counted with other work placement Measures.
NTW57a	Work placements indicate a temporary work experience within a company, for example working on junior-level tasks for the purpose of gaining experience and insight into the industry, or a more skill specific graduate position. Only work placements for students with a duration of 1 to 6 weeks (typically unpaid) should be registered here. The cumulative number of weeks (from 1 to 6 for each student work placement) should be registered. For guidance please see: <a href="https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships">https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships</a> . For further information on the definition of and purpose behind working with people with adverse childhood experiences please see the Social Services and Well-being (Wales) Act 2014 and related documents ( <a href="https://socialcare.wales/hub/sswbact">https://socialcare.wales/hub/sswbact</a> ) as well as the Wellbeing of Future Generations (Wales) Act 2015 and related resources ( <a href="https://www.futuregenerations.wales/priority_areas/adverse-childhood-experiences/">https://www.futuregenerations.wales/priority_areas/adverse-childhood-experiences/</a> )
NTW58	Work placements indicate a temporary work experience within a company, for example working on junior-level tasks for the purpose of gaining experience and insight into the industry, or a more skill specific graduate position. The cumulative number of weeks of work placements (noting that each placement must be longer than 6 weeks) should be registered. Only placements paid at least minimum or national living wage, as per governmental regulations, should be included. For guidance please see: <a href="https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships">https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships</a> and here <a href="https://www.gov.uk/national-minimum-wage-rates">https://www.gov.uk/national-minimum-wage-rates</a> .

NTW Ref	Definition
NTW58a	Work placements indicate a temporary work experience within a company, for example working on junior-level tasks for the purpose of gaining experience and insight into the industry, or a more skill specific graduate position. The cumulative number of weeks of work placements (noting that each placement must be longer than 6 weeks) should be registered. Only placements paid at least minimum or national living wage, as per governmental regulations, should be included. For guidance please see: <a href="https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships">https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships</a> and here <a href="https://www.gov.uk/national-minimum-wage-rates">https://www.gov.uk/national-minimum-wage-rates</a> . For further information on the definition of and purpose behind working with people with adverse childhood experiences please see the Social Services and Well-being (Wales) Act 2014 and related documents ( <a href="https://socialcare.wales/hub/sswbact">https://socialcare.wales/hub/sswbact</a> ) as well as the Wellbeing of Future Generations (Wales) Act 2015 and related resources ( <a href="https://www.futuregenerations.wales/priority_areas/adverse-childhood-experiences/">https://www.futuregenerations.wales/priority_areas/adverse-childhood-experiences/</a> )
NTW59	This is expert staff time dedicated to supporting STEM curriculum activities in schools and colleges. Expert in this context refers to a person qualified to deliver relevant, well structured and comprehensive STEM curriculum activities that provide a benefit to affected pupils and students. Please include only the amount of time that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please see the toolkit guidance document for worked out examples on attribution.
NTW60	The gender pay gap is defined as the percentage difference in average pay of all female employees when compared to the average pay of all male employees. A gender pay gap of 10% would mean that female or male employees on average earn 10% less than the other. Guidance on practices that reduce the gender pay gap: <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/731288/Gender-Pay-Gap-actions_.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/731288/Gender-Pay-Gap-actions_.pdf</a>
NTW61	The current Real Living wage for the UK as set by the Living Wage foundation is £9.30 per hour ( <a href="https://www.livingwage.org.uk/">https://www.livingwage.org.uk/</a> ). Please apply the appropriate rate as the relevant threshold depending on the contract.
NTW62	The current Real Living wage for the UK as set by the Living Wage foundation is £9.30 per hour ( <a href="https://www.livingwage.org.uk/">https://www.livingwage.org.uk/</a> ). Please apply the appropriate rate as the relevant threshold depending on the contract. MSMEs (0-249 employees): Micro (0-9 employees), Small (10-49 employees), Medium (50-249 employees)
NTW63	This can include among other things a focus on supply chain sustainability and fairness, fair trade or a use of B Corps. Percentage of contracts within the local supply chain that include requirements to ensure that supply chains are free from slavery and to encourage effective and transparent reporting. Local in this context refers to the Welsh and UK supply chain. To record for the international supply chain please use NTW25. For further information please see: <a href="http://www.antislaverycommissioner.co.uk/priorities/priority-4-private-sector-engagement/">http://www.antislaverycommissioner.co.uk/priorities/priority-4-private-sector-engagement/</a> or <a href="https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf">https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf</a>  For management insight please see e.g. Project Bank Accounts and how they can be used in the supply chain ( <a href="https://gov.wales/sites/default/files/publications/2019-09/guidelines-for-deploying-welsh-government-project-bank-account-policy.pdf">https://gov.wales/sites/default/files/publications/2019-09/guidelines-for-deploying-welsh-government-project-bank-account-policy.pdf</a> ).
NTW64	These are initiatives run by your organisation to identify, manage, track and reduce risks of modern slavery within the local supply chain for the contract. These might include e.g. supply chain mapping, staff training, robust checking processes for recruitment and agency workers (e.g. right to work checks, bank account checks, address checks), engagement programmes with the supply chain to communicate expectations and requirements around modern slavery and to offer support to solve challenges, etc. Local in this context refers to the Welsh and UK supply chain. To record spend with international supply chain initiatives please use NTW26. For further information and guidance in terms of engagement and process please consult the "Code of Practice Guide to tackling Modern Slavery and Human Rights Abuses" provided by Welsh Government. The guide can be accessed through the following link and provides practical guidelines and examples on how to best engage with this issue: <a href="https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf">https://gov.wales/sites/default/files/publications/2019-09/code-of-practice-guide-to-tackling-modern-slavery-and-human-rights-abuses.pdf</a>
NTW65	
NTW66	This could be e.g. donating a van to a community organisation, or the use of office accommodation, etc. Equivalent £ value should be calculated and assumptions and details about the calculation should be made explicit. Attribution might need to be taken into account where resources are being donated not strictly as a result of commitments made in relation to the contract. There needs to be a clear link to the contractual activity. Please see the toolkit guidance document for worked out examples on attribution.
NTW67	Volunteering is defined by the International Labour Organisation (2001) as 'unpaid non-compulsory work; that is, time individuals give without pay to activities performed either through an organisation or directly for others outside of the household'. Here only staff volunteering hours should be recorded when time has been allocated for staff to spend on formal volunteering (not for family and friends). Please include only the amount of volunteering that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please see the toolkit guidance document for worked out examples on attribution.
NTW68	This is the additional SV (SVA) from spending on suppliers for the contract that are voluntary, community or social enterprises. This might include e.g. choosing a catering company that employs rehabilitating offenders, or a furniture service that recycles donated furniture, or a social enterprise recruitment consultancy, etc. Social Enterprise UK have a useful tool to identify social enterprises that have membership with them based on location <a href="https://www.socialenterprise.org.uk/members-map">https://www.socialenterprise.org.uk/members-map</a> . You may refer to the local economic development team in the council to identify potential partners. A relevant SROI multiplier can be substituted to this default value when available and assured, by using the additional multiplier column in the Measurement Calculator. The total SVA from selecting a local third sector and civil society organisation in the supply chain can be computed by adding the appropriate NTW68 and NTW14 multipliers, when NTW14 or NTW15 are not directly included in the analysis.

NTW Ref	Definition
NTW69	This is expert staff time (e.g. financial advice / legal advice / HR advice / HSE) dedicated to supporting third sector and civil society organisations. Please include only the amount of volunteering that has been provided by staff during working hours or on paid overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees. Please see the toolkit guidance document for worked out examples on attribution.
NTW70	This includes training provided to own staff, Tier 1 supply chain and subcontractors specifically around diversity. Record the cumulative number of hours experienced by the attendees and specify both separately as a description. Only training provided for supply chain organisation at no cost to them should be included.
NTW71	Combined % of BAME (black, asian, minority ethnic) hired on contract as fulltime annual equivalent (FTE) directly and through the supply chain. This Measure encourages increased hiring of BAME.
NTW72	This includes quantitative requirements in terms of social value delivered, monitoring and measurement mechanism for delivery (e.g. the National Themes, Outcomes and Measures system or equivalent).
NTW73	This could be run in partnership with a third sector and civil society organisation or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW74	This could be run in partnership with a third sector and civil society organisation or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW75	This could be run in partnership with a third sector and civil society organisations or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution). Disadvantaged in this context refers to children suffering from various forms of deprivation and exclusion, including but not limited to economic or food poverty, social or education exclusion or discrimination, etc. The definition of disadvantaged may vary between different contexts. The overall aim of this measure is to reduce structural inequalities and enable and facilitate social and economic participation of those most vulnerable in society. For information on Welsh Government initiatives and policy around working with and supporting disadvantaged children particularly around education please see the following link: <a href="https://gov.wales/education-of-disadvantaged-children">https://gov.wales/education-of-disadvantaged-children</a>
NTW76	This could be a cash donation or the equivalent value of in kind contributions - e.g. donating a van to a community organisation - that have been made for a specific community project. Equivalent £ value should be calculated and assumptions and details about the calculation should be made explicit. Attribution might need to be taken into account where resources are being donated not strictly as a result of commitments made in relation to the contract. There needs to be a clear link to the contractual activity. Please see the tool kit guidance document for worked out examples on attribution.
NTW77	Please refer to the definition of the local area specified for NTW1. Volunteering is defined by the International Labour Organisation (2001) as 'unpaid non-compulsory work; that is, time individuals give without pay to activities performed either through an organisation or directly for others outside of the household'. Here only staff volunteering hours should be recorded when time has been allocated for staff to spend on formal volunteering (not for family and friends). In the case of local community projects there might not be a community organisation at the receiving end of the volunteering, but it might be an initiative set up by the company itself based on local intelligence. Time invested in organising such activities must be recorded in this category on top of the staff volunteering time itself. Please include only the amount of volunteering that has been provided by staff during working hours or on overtime, or that has been delivered as a direct result of an activity organised by the organisation and agreed with the employees (please see the toolkit guidance document for worked out examples on attribution).
NTW78	Please refer to the definition of the local area specified for NTW1. A Community Charter is a document designed by the community that identifies needs and opportunities, and directs businesses that can help towards specific deliverables. This could be provided through funding of a local community coordinator or a third party to facilitate the process. Supporting a local community coordinator means agreeing to be a sponsor and sign up to the initiatives, e.g. by directing staff volunteers towards them.
NTW79	
CW19-11	This Measure identifies staff time that you have donated to SMEs or third sector and civil society organisations to provide professional support with their organisational response to the COVID emergency (logistics, human resources, legal or financial advice, organisational or management advice, etc).
CW19-12	As per the Measure's phrasing. Applies to SMEs and third sector and civil society organisations.
CW19-13	A strategy could specify the main objective and audiences as well as the scope of the guidance, distribution channels and delivery or enforcement responsibilities.

NTW Ref	Definition
CW19-14	This is an allowance of (paid) time for staff on the contract to spend volunteering with different forms of organised support for people in their own community to cope with the challenges of the crisis ( e.g. joining their own local network to support vulnerable individuals, people that cannot go shopping and are struggling to get groceries, people that in need of a chat, etc.). You can alternatively use measure C-19-16 (which is picking up on help for people self isolating or volunteering through specific programmes) to record volunteering time as long as you don't double count with hours recorded under this measure.
CW19-15	This is the overall value of resources invested in initiatives to support programmes of organisations in the local area for the contract that are tackling the emergency (NHS, local authorities, charities and other third sector organisations) particularly supporting the identified categories. This Measure is designed to identify and value commitments made at organisational level rather than staff volunteering in their own communities (C19-15). Please do not double count staff volunteering time (C19-15) and do not claim the same initiatives (value) across multiple contracts in the same area (if you do have multiple contracts that are implementing the same local initiatives please attribute a share of the overall value to each contract).
CW19-16	This could be campaigns directly organised or supported for own and supply chain staff or communities that are local to the contract.
CW19-17	Information on safe and sustainable travel and transport for staff and affected members of the public has to be provided. Safe and sustainable in this context refer to travel options that can be maintained during covid times while risks to health and safety for staff are minimised. A focus is to be put on a reduction of COVID-19 related risks. Examples include e.g. company run travel schemes for staff and their family that reduce risks related to COVID-19, a provision of funding, support and materials such as masks and hygiene options to staff that have to use public transport or the option to travel off-peak for those relying on public transport to make contract related travel more safe.
CW19-18	A COVID-19 risk assessment and related monitoring and reporting refer to measuring, managing and mitigating risks for staff and the wider public related to any contract operations. This can include business or work force related risks, as well as risk for the wider public. Any assessment should include information on how it identifies and engages with different COVID-19 related risks, as well as how monitoring and reporting are structure and how risks are reduced or mitigated. Risks could relate to e.g. hygiene and managing spaces on contract, transportation or wider operations. An example for risk assessment and management can be accessed through the IWFM's homepage, focussing on identifying, managing and mitigating risk in a facilities and workplace environment: <a href="https://www.iwfm.org.uk/coronavirus-resources/covid-19-guidance-returning-to-work.html">https://www.iwfm.org.uk/coronavirus-resources/covid-19-guidance-returning-to-work.html</a>
NTW80	Facilitating the use of the Welsh language is part of social value in Wales. This measure is aimed at engaging with this. This could be run in partnership with a third sector and civil society organisation or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW81	Enhancing and expanding the knowledge of Welsh culture and facilitating the participation in local arts, sports and heritage activities is part of social value in Wales. This measure is aimed at engaging with this. This could be run in partnership with a third sector and civil society organisation or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW82	Investing in the protection of local wildlife, biodiversity and heritage sites is part of social value in Wales. This measure is aimed at engaging with this. This could be run in partnership with a third sector and civil society organisation or as part of a company programme. The cumulative cash value should be recorded for organising and running such initiatives. Equivalent cost of equipment and volunteering hours should be recorded separately in the appropriate categories. Staff volunteering time should be valued at £14.63 (2019 prices) per hour, as per 2017 ONS guidance. A detailed description of the relevant initiatives should be provided, together with a method statement and a workplan. When support is being provided as part of a wider company programme (e.g. a nationwide initiative or collaboration with a charity) attribution should be taken into account (please see the toolkit guidance document for worked out examples on attribution).
NTW83	

## Table 4: Measurement Units and Unit Guidance

Table 4 provides a list of Measure Units and Unit Guidance. These are meant to inform the measurement using the National TOMs Wales and to ensure their correct application.

NTW Ref	Unit	Unit Guidance
NTW1	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW1a	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week. Do not double count direct and supply chain employment for the same areas with other relevant measures.
NTW1b	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week. Include both direct employment and jobs unlocked through the supply chain as a result of your procurement requirements. Do not double count direct and supply chain employment for the same areas with other relevant measures.
NTW1c	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW2	%	Number of local residents employed (directly and through the supply chain as a result of your procurement requirements) over the total number of employees on the contract - (%)
NTW3	%	The % value entered for this measure should capture the average level of agreement with a question that assesses whether employees are satisfied with their work and working conditions. If the proposed example method is applied this would mean the following:  A Likert scale of 0-5 is used to assess how satisfied employees are with their contract related working conditions. An example question could be: "Do you agree with the statement that the working conditions on this contract are good and fair for employees?" 0 = do not agree at all, 3 = no opinion, 5 = completely agree. All provided answer values from all direct and supply chain employees on contract should be summed up and the value divided by the number of employees that participated. This average score then has to be divided by the maximum possible score (in this case a 5) and multiplied by 100, to provide a 0%-100% average aggregate job satisfaction score for employees on this contract.
NTW4	Y/N - Provide relevant documents	Provide relevant documents
NTW5	Y/N - Provide relevant documents	Provide relevant documents
NTW6	No. staff hours	Example: if 10 staff have spent 3 hours each, then the total number of hours reported should be 30. 37 hours equal 1 week.
NTW7	No. weeks	Record weeks of vocational qualification training provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion.

NTW Ref	Unit	Unit Guidance
NTW8	No. weeks	Record weeks of training for the apprenticeship provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion.
NTW9	No. weeks	Record total number of weeks of upskilling related vocational qualification training provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion. This should only include training provided as part of comprehensive upskilling programmes.
NTW10	No. weeks	Record total number of weeks of upskilling related training for apprenticeships provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion. This should only include training provided as part of comprehensive upskilling programmes.
NTW11	No. hrs (total session duration)*no. attendees	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people.
NTW12	No. weeks	Record weeks of training for the apprenticeship provided on the contract, even when the opportunity is supported beyond the duration of the contract, as long as it will be supported to completion.
NTW13	No. staff expert hours	For example, if 5 staff will spend 2 hours providing expert advice, then the total number of hours reported should be 10.
NTW14	£	Total amount of £ spent with the supply chain within the defined local area for the project
NTW14a	£	Total amount of £ spent with the supply chain within the defined local area for the project
NTW15	£	Total amount of £ spent with MSMEs (0-249 employees) in the supply chain within the defined local area for the project.
NTW16	%	(Number of invoices paid within 30 days / Number of invoices paid on the contract) * 100 to arrive at a percentage
NTW17	No. staff expert hours	For example, if 5 staff will spend 2 hours providing expert advice, then the total number of hours reported should be 10.
NTW18	£	The value of the goods and services planned to be requested through local partnership for a circular economy and for each detail spend or equivalent estimated value (where pro bono)
NTW19	Tonnes	Tonnes of waste that would not be recycled through standard recycling but that have been diverted towards a specific recycling programme
NTW20	£ invested including staff time	£ invested - including staff time (volunteering valued at £14.63 per hours, expert time valued at £87.48 per hour) and materials, equipment or other resources
CW19-1	Percentage of own staff on contract retained	Number of own staff retained on contract maintaining pre crisis time and pay conditions at the end of the reporting period over the overall number of own staff employed on the contract at the beginning of the reporting period (*100).
CW19-2	Percentage of own staff on contract retained - with reduced hours	Number of own staff retained with time or pay alterations on contract at the end of the reporting period over the overall number of own staff employed on the contract at the beginning of the reporting period (*100).
CW19-3	Percentage of supply chain staff on contract retained	Number of supply chain staff retained on contract at the end of the reporting period over the overall number of supply chain staff employed on the contract at the beginning of the reporting period (*100).
NTW21	Tonnes CO2e	Measure reductions in tonnes of CO2e against a baseline, which must be provided and evidenced
NTW22	Y/N - Provide relevant documents	Provide relevant documents
NTW23	£	Contributions should be calculated based on the tonnes CO2e and multiplied by the per tonne value of carbon adopted on the fund. CO2e savings refer to CO2 equivalent emissions savings
NTW24	Y/N - Provide relevant documents	Provide relevant documents or name the certificate you plan to achieve for the current year.
NTW25	% of contracts	-
NTW26	£	£ invested
NTW27	£ invested including staff time	£ invested - including staff time (volunteering valued at £14.63 per hours, expert time valued at £87.48 per hour) and materials, equipment or other resources

NTW Ref	Unit	Unit Guidance
NTW28	£ invested including staff time	Total £ value including time, funds and in-kind contributions. Volunteering time spent in multi-stakeholder engagement initiatives and sustainable ecosystem management can be valued at £ 14.63 per hour.
NTW29	£	£ invested attributable to the contract
NTW30	£	£ invested attributable to the contract
NTW31	%	(Plastics used on the contract that are recycled (tonnes) / total plastic used on the contract (tonnes)) * 100 to arrive at a percentage
NTW32	%	(Beyond Recycling material inputs used on contract (tonnes) / total material inputs used on the contract (tonnes)) * 100 to arrive at a percentage
NTW33	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW34	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW35	%	(Total contracts including relevant commitments / total contracts) * 100 to arrive at a percentage
NTW36	%	(Total contracts including relevant commitments / total contracts) * 100 to arrive at a percentage
NTW37	Y/N - Provide relevant documents	Provide certification or a statement with certifications you are planning to achieve.
NTW38	No. hrs (total session duration)*no. attendees	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people.
NTW39	£ invested including staff time	£ invested - including staff time (volunteering valued at £14.63 per hours, expert time valued at £87.48 per hour) and materials, equipment or other resources
NTW40	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW41	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW42	Miles saved	Car miles (not hundreds of miles) saved against baseline, which must be provided
NTW43	Miles driven	No. miles driven on contract on LEV as part of a specific sustainable transport programme
NTW44	Y/N - Provide description	Provide information on corporate travel scheme and/or describe the corporate travel scheme
NTW45	%	(Number of EURO 6 and LEV vehicles used on contract) / Total number of vehicles used on contract) * 100 to arrive at a percentage
NTW46	Y/N - Provide description	Upload description of your data collection programme, confirming that you will collect data on each vehicle used on the contract. Per vehicle used it is necessary to collect data on: distance travelled for contract in miles, type of vehicle (passenger car, light commercial vehicle by weight category (< 1305 kg, 1305 kg - 1760kg, >1760kg), heavy truck), engine type (diesel, petrol, electric, hybrid), EURO emissions standard of vehicle (EURO 1, EURO 2, EURO 3, EURO 4, EURO 5 (if available EURO 5a, EURO 5b), EURO 6 (if available EURO 6b, EURO 6c, EURO 6d)
NTW47	No. employees provided access	Number of employees on contract that have access to qualifying staff wellbeing programmes.
NTW48	£	Costs incurred (£) -costs of putting on the events including hiring of spaces, stands and staff time (to be valued at 14.63 £ per staff hour)
NTW49	£ invested including staff time	£ invested - including staff time (volunteering valued at £14.63 per hours, expert time valued at £87.48 per hour) and materials, equipment or other resources
CW19-4	Y/N - Provide relevant documents	Y/N (Provide documents)
CW19-5	£ invested including staff time	£ invested (staff time, equipment, financial resources)
CW19-6	Y/N - Provide relevant documents	Y/N (Provide documents)
CW19-7	£ invested including staff time	£ invested (staff time, equipment, financial resources)
CW19-8	£ invested including staff time	£ invested (staff time, equipment, financial resources)

NTW Ref	Unit	Unit Guidance
CW19-9	£ invested including staff time	£ invested (staff time, equipment, financial resources)
CW19-10	% of contractors within the contract's supply chain	
NTW50	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW50a	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW50b	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW51	No. people FTE	<p><b>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</b></p> <p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>
NTW51a	No. people FTE	<p><b>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</b></p> <p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>
NTW51b	No. people FTE	<p><b>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</b></p> <p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>

NTW Ref	Unit	Unit Guidance
NTW52	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW53	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW54	No. people FTE	The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.
NTW55	No. hrs (total session duration)*no. attendees	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people. The cumulative number across sessions should be reported.
NTW56	No. hrs (total session duration)*no. attendees	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people.
NTW57	No. weeks	Number of total student placement weeks on the contract (only student placements between 1-6 weeks)
NTW57a	No. weeks	IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required
NTW58		Current economic benefit to the individual from actual minimum increased earnings, based on minimum pay given the distribution of apprenticeship achievements by age.
NTW58a	Number of total student placement weeks on the contract (only student placements between 1-6 weeks)	IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required Current economic benefit to the individual from actual minimum increased earnings, based on minimum pay given the distribution of apprenticeship achievements by age.
NTW59	No. weeks	Number of weeks in total on the contract (note that each placement must be at least 6 weeks).
NTW60	No. weeks	IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required
NTW61		Recorded, not monetised. This indicator should be used to measure progress over time.
NTW62	Number of weeks in total on the contract (note that each placement must be at least 6 weeks).	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW63	No. hrs (total session duration)*no. attendees	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people.
NTW64	£ invested including staff time	£ invested
NTW65	%	Apply relevant rates depending on location of the contract.

NTW Ref	Unit	Unit Guidance
NTW66	£ value	Equivalent £ value of the donation
NTW67	No. staff volunteering hours	Number of staff hours spent on volunteering with third sector and civil society organisations. For example, if 10 staff volunteer 3 hours, then the total reported should be 30.
NTW68	£	£ spent with third sector and civil society organisations in the supply chain. Note that they do not need to be local organisations. Please see the Rationale for more on double counting.
NTW69	No. staff expert hours	For example, if 5 staff will spend 2 hours providing expert advice, then the total number of hours reported should be 10.
NTW70	No. hrs (total session duration)*no. attendees	The number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours, regardless of if the session is delivered by 1 person or 5 people.
NTW71	%	Number of BAME hired on the contract over the total number of people hired on the contract - (%). Please provide calculation both in original number of contracts and converted to FTE for comparison with other employment indicators. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week. Include both direct employment and jobs unlocked through the supply chain as a result of your procurement requirements. Do not double count direct and supply chain employment for the same areas with other relevant measures.
NTW72	%	-
NTW73	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW74	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW75	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW76	£ value	£ donated (or equivalent value in £)
NTW77	No. staff volunteering hours	For example, if 10 staff will volunteer 3 hours each, then the total number of hours reported should be 30.
NTW78	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW79	£ invested including staff time	£ invested - including staff time (volunteering valued at £14.63 per hours, expert time valued at £87.48 per hour) and materials, equipment or other resources
CW19-11	No. staff expert hours	For example, if 5 staff will spend 2 hours providing expert advice, then the total number of hours reported should be 10.
CW19-12	%	Please specify the total number of invoices to SMEs and third sector and civil society organisations to be paid on the contract and the number of those invoices paid within 30 days.
CW19-13	Y/N - Provide relevant documents	Provide documents, links to or description of the strategy.
CW19-14	No. staff volunteering hours	Cumulative allowance of paid hours for staff on the contract. Please do not double count with C19-16.
CW19-15	£ invested including staff time	Please do not double count staff volunteering time (C19-15) and do not claim the same initiatives (value) across multiple contracts in the same area (if you do have multiple contracts that are implementing the same local initiatives please attribute a share of the overall value to each contract).
CW19-16	£ invested including staff time	£ invested (staff time, equipment, financial resources)
CW19-17	Y/N - Provide relevant documents	Please state whether any safe and sustainable travel and transport options are in place that can reduce risks stemming from COVID-19. Please provide relevant documents that evidence any of your implemented measures, including an evidencing of the positive impact.
CW19-18	Y/N - Provide relevant documents	Please first specify if a COVID-19 risk assessment has been conducted. If an assessment has been conducted, please make the assessment available, including information on how identified risks have been managed, monitored and reported on.

NTW Ref	Unit	Unit Guidance
NTW80	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW81	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW82	£ invested including staff time	Calculate the equivalent pound value of resources invested - including cash, equipment, use of assets (e.g. space) and staff time (staff hours should be valued at £14.63 per hour)
NTW83	£ invested including staff time	£ invested - including staff time (volunteering valued at £14.63 per hours, expert time valued at £87.48 per hour) and materials, equipment or other resources

## Table 5: Proxies and Rationale

Table 5 provides Proxy and Proxy Rationales for each of the National TOMs Wales Measures.

NTW Ref	Proxy	Proxy Rationale
NTW1	£27,500.00	Economic benefit for the individual. Fiscal benefits to the government are excluded as they do not benefit the local area directly. UK median wage, Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) 2019. Should be localised by choosing from the same dataset the average over the relevant geographic area. Should not be reported as Social Value, but separately as Local Economic Value. An assessment of deadweight should be made for the specific project, by estimating what percentage of the project workforce would have been employed from the local area in a business as usual scenario. Link to download localised figures <a href="https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99">https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99</a>
NTW1a	£27,500.00	Economic benefit for the individual. Fiscal benefits to the government are excluded as they do not benefit the local area directly. UK median wage, Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) 2019. Should be localised by choosing from the same dataset the average over the relevant geographic area. Should not be reported as Social Value, but separately as Local Economic Value. An assessment of deadweight should be made for the specific project, by estimating what percentage of the project workforce would have been employed from the local area in a business as usual scenario. Link to download localised figures <a href="https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99">https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99</a>
NTW1b	£27,500.00	Economic benefit for the individual. Fiscal benefits to the government are excluded as they do not benefit the local area directly. UK median wage, Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) 2019. Should be localised by choosing from the same dataset the average over the relevant geographic area. Should not be reported as Social Value, but separately as Local Economic Value. An assessment of deadweight should be made for the specific project, by estimating what percentage of the project workforce would have been employed from the local area in a business as usual scenario. Link to download localised figures <a href="https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99">https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99</a>
NTW1c	£27,500.00	Economic benefit for the individual. Fiscal benefits to the government are excluded as they do not benefit the local area directly. UK median wage, Office of National Statistics (ONS) - Annual Survey of Hours and Earnings (ASHE) 2019. Should be localised by choosing from the same dataset the average over the relevant geographic area. Should not be reported as Social Value, but separately as Local Economic Value. An assessment of deadweight should be made for the specific project, by estimating what percentage of the project workforce would have been employed from the local area in a business as usual scenario. Link to download localised figures <a href="https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99">https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&amp;version=0&amp;dataset=99</a>
NTW2	Record only	Recorded not monetised. This indicator reflects how the pledged intervention differs e.g. from the business as usual scenario. We are working at producing benchmarks for specific categories of projects that will help understand "what good looks like".
NTW3	Record only	Recorded, not monetised.
NTW4	Record only	Recorded, not monetised.
NTW5	Record only	Recorded, not monetised.
NTW6	£14.63	The proxy reflects the replacement cost for the wage of the individual volunteering. It is based on the Office of National Statistics (ONS) hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset. Updated to 2019 prices. ( <a href="https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering">https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering</a> ). Can be localised by selecting appropriate wages for the relevant geographical area.
NTW7	£285.41	The proxy value has been computed combining the current economic benefit to the individual (based on minimum pay given the distribution of achievements by age and their average length), and the annualised future lifetime value to society of achieving the qualification (based on Unit Cost Database (UCDB) v2.0 updated to 2019/2020 prices, and the distribution of achievements by level). Value to the individual therefore includes current increased earnings and annualised value of future increased earnings as a result of achieving the qualification. It is the lower estimate, and reflects an assumption that 50% of the employment benefit is attributed to the qualification (see UCDB v2.0 for details). Estimates of distribution of achievements by age, average length, and level are based on data from the FE data library: further education and skills ( <a href="https://www.gov.uk/government/statistical-data-sets/fe-data-library-vocational-qualifications-2">https://www.gov.uk/government/statistical-data-sets/fe-data-library-vocational-qualifications-2</a> ), and BIS Returns to Intermediate and Low Level Vocational Qualifications, 2011. Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to achieving the qualification. This assumption is likely to be revisited in future editions, to pick up on non-linearities.

NTW Ref	Proxy	Proxy Rationale
NTW8	£231.45	The proxy value has been computed combining the current economic benefit to the individual (based on minimum pay given the distribution of achievements by age and their average length), and the annualised future lifetime value to society of achieving an apprenticeship (based on Unit Cost Database (UCDB) v2.0 updated to 2019/2020 prices, and the distribution of achievements by level and gender). Value to the individual therefore includes current increased earnings and annualised value of future increased earnings as a result of achieving the qualification. It is the lower estimate, and reflects an assumption that 50% of the employment benefit is attributed to the qualification (see UCDB v2.0 for details). Estimates of distribution of achievements by age, average length, and level are based on data from the FE data library: further education and skills ( <a href="https://www.gov.uk/government/statistical-data-sets/fe-data-library-further-education-and-skills">https://www.gov.uk/government/statistical-data-sets/fe-data-library-further-education-and-skills</a> and <a href="https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships">https://www.gov.uk/government/statistical-data-sets/fe-data-library-apprenticeships</a> ). Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to achieving the qualification. This assumption is likely to be revisited in future editions, to pick up on non-linearities.
NTW9	£15.62	The proxy value has been computed based on the annualised future lifetime value to society of achieving the qualification (based on Unit Cost Database (UCDB) v2.0 updated to 2019/2020 prices, and the distribution of achievements by level). Value to the individual therefore includes annualised value of future increased earnings as a result of achieving the qualification. It is the lower estimate, and reflects an assumption that 50% of the employment benefit is attributed to the qualification (see UCDB v2.0 for details). Estimates of distribution of achievements by age, average length, and level are based on data from the FE data library: further education and skills ( <a href="https://www.gov.uk/government/statistical-data-sets/fe-data-library-vocational-qualifications-2">https://www.gov.uk/government/statistical-data-sets/fe-data-library-vocational-qualifications-2</a> ), and BIS Returns to Intermediate and Low.  Level Vocational Qualifications, 2011. Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to achieving the qualification. This assumption is likely to be revisited in future editions, to pick up on non-linearities.
NTW10	£54.92	The proxy value has been computed based on the annualised future lifetime value to society of achieving the qualification (based on Unit Cost Database (UCDB) v2.0 updated to 2019/2020 prices, and the distribution of achievements by level). Value to the individual therefore includes annualised value of future increased earnings as a result of achieving the qualification. It is the lower estimate, and reflects an assumption that 50% of the employment benefit is attributed to the qualification (see UCDB v2.0 for details). Estimates of distribution of achievements by age, average length, and level are based on data from the FE data library: further education and skills ( <a href="https://www.gov.uk/government/statistical-data-sets/fe-data-library-vocational-qualifications-2">https://www.gov.uk/government/statistical-data-sets/fe-data-library-vocational-qualifications-2</a> ), and BIS Returns to Intermediate and Low.  Level Vocational Qualifications, 2011. Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to achieving the qualification. This assumption is likely to be revisited in future editions, to pick up on non-linearities.
NTW11	£114.33	Economic value to the individual. Based on a 2019 sample of 18 pricing points from 9 different companies offering cv advice and job interview coaching, either in one-to-one sessions or daily or half-day courses in small groups. An amber value has been allocated for robustness because of the sample size.
NTW12	£231.45	Please note that this proxy value does not capture the additional specificity of the topic of the apprenticeship, it is the same proxy value of NTW8. At procurement only, a prioritisation weighting can be used to differentiate the two measures if appropriate. See NTW8 for the full rationale.
NTW13	£87.48	Economic benefits to micro, small and medium enterprises (MSMEs) resulting from avoided cost of expert advise/support. Based on average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2019 prices.
NTW14	£0.59	Economic value to the local area - increased business opportunities for the local tier 1 contractors, and their local supply chain. Based on GVA Type I Multiplier. The multiplier should be made industry specific by selecting the appropriate Industry Type I Multiplier and localised by referencing the relevant geographical GVA figures ( <a href="https://www.ons.gov.uk/economy/grossvalueaddedgva">https://www.ons.gov.uk/economy/grossvalueaddedgva</a> - contact the Social Value Portal for guidance). The default assumption for leakage is 20%. An assessment of deadweight should be made on a project specific base to identify the % increase in local spend with respect to the business as usual scenario. This component of value should not be reported as Social Value, but separately as Local Economic Value, unless a specific comparison with the business as usual scenario is made.
NTW14a	£0.59	Please note that the proxy does not reflect an higher need due to e.g. high deprivation and this should be captured through prioritisation at procurement and through a separate indicator at measurement. Economic value to the local area - increased business opportunities for the local tier 1 contractors, and their local supply chain. Based on GVA Type I Multiplier. The multiplier should be made industry specific by selecting the appropriate Industry Type I Multiplier and localised by referencing the relevant geographical GVA figures ( <a href="https://www.ons.gov.uk/economy/grossvalueaddedgva">https://www.ons.gov.uk/economy/grossvalueaddedgva</a> - contact the Social Value Portal for guidance). The default assumption for leakage is 20%. An assessment of deadweight should be made on a project specific base to identify the % increase in local spend with respect to the business as usual scenario. This component of value should not be reported as Social Value, but separately as Local Economic Value, unless a specific comparison with the business as usual scenario is made.
NTW15	£0.59	Please note that the proxy does not reflect the specificity of spending with MSMEs. Economic value to the local area - increased business opportunities for the local tier 1 contractors, and their local supply chain. Based on GVA Type I Multiplier. The multiplier should be made industry specific by selecting the appropriate Industry Type I Multiplier and localised by referencing the relevant geographical GVA figures ( <a href="https://www.ons.gov.uk/economy/grossvalueaddedgva">https://www.ons.gov.uk/economy/grossvalueaddedgva</a> - contact the Social Value Portal for guidance). The default assumption for leakage is 20%. An assessment of deadweight should be made on a project specific base to identify the % increase in local spend with respect to the business as usual scenario. This component of value should not be reported as Social Value, but separately as Local Economic Value, unless a specific comparison with the business as usual scenario is made.

NTW Ref	Proxy	Proxy Rationale
NTW16	Record only	Recorded, not monetised. Indicator should be used to measure progress over time.
NTW17	£87.48	Economic benefits to third sector and civil society organisations or MSMEs resulting from avoided cost of expert advise/support. Based on average self-reported fees from a survey of consultants in various sectors, updated to 2019 prices, all over UK.
NTW18	£1.00	Input value - spend with local organisations on partnerships to implement circular economy solutions.
NTW19	£94.15	Standard Landfill rate.
NTW20	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rational for the volunteering rate (£14.63 per hour) see NTW67; for the hourly rate for expert support provided pro bono to third sector and civil society organisations and MSMEs (£87.48 per hour) see e.g. NTW13
CW19-1	Record only	Recorded, not monetised.
CW19-2	Record only	Recorded, not monetised.
CW19-3	Record only	Recorded, not monetised.
NTW21	£69.35	The proxy value is based on the abatement costs, i.e. "(...) the economic cost of mitigating a unit cost of carbon", to meet specific emissions reduction targets (HM Green Book, Central Government Guidance on Appraisal Evaluation (2018) and BEIS's DECC/HM Treasury Green Book supplementary appraisal guidance on valuing energy use and greenhouse gas (GHG) emissions: <a href="https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal">https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal</a> ).
NTW22	Record only	Recorded, not monetised.
NTW23	£1.00	Monetary contributions to offset carbon emissions. £ value should be linked to the tonnes of CO2e being offset and the value of carbon chosen for the calculation.
NTW24	Record only	Recorded, not monetised.
NTW25	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW26	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on events including hiring of spaces, stands and staff time, etc.) invested in the initiatives on the contract.
NTW27	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rational for the volunteering rate (£14.63 per hour) see NTW67; for the hourly rate for expert support provided pro bono to third sector and civil society organisations and MSMEs (£87.48 per hour) see e.g. NTW13
NTW28	£1.00	Input value - record investments. Volunteering time spent in multi-stakeholder engagement initiatives and sustainable ecosystem management can be valued at £14.63 per hour.
NTW29	£1.00	Input value - record investments. Can be combined with an independently calculated impact multiplier if a dedicated impact assessment has been carried out.
NTW30	£1.00	Input value - record investments. Can be combined with an independently calculated impact multiplier if a dedicated impact assessment has been carried out.
NTW31	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW32	Record only	Recorded, not monetised. Indicator should be used to measure progress over time.
NTW33	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combined with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW34	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combined with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW35	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW36	Record only	Recorded, not monetised. Indicator should be used to measure progress over time.
NTW37	Record only	Recorded, not monetised.

NTW Ref	Proxy	Proxy Rationale
NTW38	£87.48	Economic benefits to Micro and Small enterprises resulting from avoided cost of expert advise/support. Based on average self-reported fees from a survey of consultants in various sectors, updated to 2019/2020 prices, all over UK.
NTW39	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rationale for the volunteering rate (£14.63 per hour) see NTW67; for the hourly rate for expert support provided pro bono to third sector and civil society organisations and MSMEs (£87.48 per hour) see e.g. NTW13
NTW40	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combined with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW41	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.
NTW42	£0.03	Carbon cost of CO2 emissions and social cost (including health costs) of PM2.5 and NOx for emissions from road transport by cars (ref. fleet 2017). The Carbon cost is from DfT's WebTAG guidance and based on estimated abatement costs that will need to be incurred in order to meet specific emissions reduction targets ((HM Green Book, Central Government Guidance on Appraisal Evaluation (2018) and BEIS's DECC/HM Treasury Green Book supplementary appraisal guidance on valuing energy use and greenhouse gas (GHG) emissions: <a href="https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal">https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal</a> ). The social cost based on DEFRA Damage Cost Approach (DCA) and monetised. Updated to 2019 prices. The value has increased from 2019 due to the increase in availability of specific transport related pollution costs published by DEFRA providing more accurate measurement of costs occurring as a result of NOx and PM2.5 emissions.  These benefits are expected to be delivered as a result of transport programmes. Examples of evidence would be fleet reports or mileage logs. There is an expectation for independently assured and audited reports to be provided, including the definition and evidencing of the baseline used to calculate any savings against.
NTW43	£0.02	CO2, PM2.5 and NOx emissions saved by Low Emission Vehicles (LEV) (defined by emissions <75mg/km). Carbon cost of CO2 emissions and social cost (including health costs) of PM2.5 and NOx for emissions from road transport by cars (ref. fleet 2017). The Carbon cost is from DfT's WebTAG guidance and based on estimated abatement costs that will need to be incurred in order to meet specific emissions reduction targets (HM Green Book, Central Government Guidance on Appraisal Evaluation (2018) and BEIS's DECC/HM Treasury Green Book supplementary appraisal guidance on valuing energy use and greenhouse gas (GHG) emissions: <a href="https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal">https://www.gov.uk/government/publications/valuation-of-energy-use-and-greenhouse-gas-emissions-for-appraisal</a> ). The social cost based on DEFRA Damage Cost Approach (DCA) and monetised. Updated to 2019 prices.
NTW44	Record only	Record, not monetised. This indicator measures employee incentivization to make use of sustainable transport options (These can include but are not limited to: subsidies for use of public transport, cycle buying scheme, cycle infrastructure provision such as storage, corporate carpooling options and incentivisation, corporate bus service, etc.).
NTW45	Record only	Record, not monetised. This indicator measures progress towards fleet modernization with the goal of reduced air pollutant emissions.
NTW46	Record only	Data collection programme - can be monetised. Monetary value of emissions savings generated from total project related transportation. Emissions savings are generated through the use of a modern low emissions vehicle fleet versus a baseline vehicle fleet.
NTW47	£124.30	Average increase in productivity per worker on contract from a workplace wellbeing programme, during the year of delivery. Calculated as a conservative percentage of the assessed increased productivity resulting from reduced absenteeism and presenteeism due to ill health within a sample programme. Measures in the assessed wellbeing programme include: flexible working time arrangements; healthy nutrition options; physical health programmes including personalised health and wellbeing information and advice; a health risk appraisal questionnaire; access to a tailored health improvement web portal; wellness literature; and seminars and workshops focused on identified wellness issues. (Knapp, M., McDaid, D. and Parsonage, M., 2011. Mental health promotion and mental illness prevention: The economic case.; Mills, P.R., Kessler, R.C., Cooper, J. and Sullivan, S., 2007. Impact of a health promotion program on employee health risks and work productivity. American Journal of Health Promotion, 22(1), pp.45-53.) Please note the proxy has been modelled for a large enterprise, and it might underestimate the costs of delivering the programme for smaller businesses.
NTW48	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in Mental Health Campaigns for staff and supply chain on the contract.

NTW Ref	Proxy	Proxy Rationale
NTW49	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rationale for the volunteering rate (£14.63 per hour) see NTW67; for the hourly rate for expert support provided pro bono to third sector and civil society organisations and MSMEs (£87.48 per hour) see e.g. NTW13
CW19-4	Record only	Recorded, not monetised.
CW19-5	£1.00	Input value of investment.
CW19-6	Record only	Recorded, not monetised.
CW19-7	£1.00	Input value of investment.
CW19-8	£1.00	Input value of investment.
CW19-9	£1.00	Input value of investment.
CW19-10	Record only	Recorded, not monetised.
NTW50	£16,224.00	Average annualised increase in economic benefits to the individual over the course of their lifetime. Annualised fiscal benefits to the NHS resulting from average reduction in health care costs associated with being out of work based on Unit Cost Database v2.0 E&E1.0.3, updated to 2019/2020 prices. The operational costs related to the fiscal benefit to DWP and HM Revenue and Customs are now included as in Unit Cost Database v2.0 E&E1.0 and E&E1.0.1 and E&E1.0.2 updated to 2019/2020 prices, which is adding an additional value component to the proxy that was not picked up previously. Remaining fiscal benefits to DWP and HM Revenue and Customs are excluded as indicated in the source. See Unit Cost Database v2.0 for a more detailed cost breakdown. Conservative proxy based on generic JSA claimant. 18.4% deadweight has been applied to reflect the probability for an unemployed person of getting off unemployment benefits. This deadweight is appropriate for the first year of employment. For succeeding years of continued employment, deadweight should be adjusted to reflect improved odds of finding a job.
NTW50a	£18,146.00	Average annualised increase in economic benefits to the individual over the course of their lifetime. Annualised fiscal benefits to the NHS resulting from average reduction in health care costs associated with being out of work based on Unit Cost Database v2.0 E&E1.0.3, updated to 2019/2020 prices. The operational costs related to the fiscal benefit to DWP and HM Revenue and Customs are now included as in Unit Cost Database v2.0 E&E1.0 and E&E1.0.1 and E&E1.0.2 updated to 2019/2020 prices, which is adding an additional value component to the proxy that was not picked up previously. Remaining fiscal benefits to DWP and HM Revenue and Customs are excluded as indicated in the source. See Unit Cost Database v2.0 for a more detailed cost breakdown. Conservative proxy based on generic JSA claimant. 8.74% deadweight has been applied to reflect the probability for a long term unemployed person of getting off unemployment benefits. This deadweight is appropriate for the first year of employment. For succeeding years of continued employment, deadweight should be adjusted to reflect improved odds of finding a job.
NTW50b	£19,115.00	Average annualised increase in economic benefits to the individual over the course of their lifetime. Annualised fiscal benefits to the NHS resulting from average reduction in health care costs associated with being out of work based on Unit Cost Database v2.0 E&E1.0.3, updated to 2019/2020 prices. The operational costs related to the fiscal benefit to DWP and HM Revenue and Customs are now included as in Unit Cost Database v2.0 E&E1.0 and E&E1.0.1 and E&E1.0.2 updated to 2019/2020 prices, which is adding an additional value component to the proxy that was not picked up previously. Remaining fiscal benefits to DWP and HM Revenue and Customs are excluded as indicated in the source. See Unit Cost Database v2.0 for a more detailed cost breakdown. Conservative proxy based on generic JSA claimant. 3.86% deadweight has been applied to reflect the probability for a long term unemployed person of getting off unemployment benefits. This deadweight is appropriate for the first year of employment. For succeeding years of continued employment, deadweight should be adjusted to reflect improved odds of finding a job.
NTW51	Record only	Recorded, not monetised.
NTW51a	Record only	Recorded, not monetised.
NTW51b	Record only	Recorded, not monetised.

NTW Ref	Proxy	Proxy Rationale
NTW52	£12,470.00	Based on Unit Cost Database (UCDB) v2.0, E&E 9.0 and E&E9.1, updated to 2019/2020 prices. Based on people aged 18-24 and 16-17 who are Not in Education, Employment or Training (NEET) (Dec. 2019). Current costs and forgone benefits to the individual and the government associated with being NEET. Value to the individual comprises the loss of earnings to the young person whilst NEET (£9,883 for 18-24 y.o. and £4,952 for 16-17 y.o.). Fiscal value to the government comprises benefit payments (worklessness and housing benefits) and foregone tax and national insurance receipts (£4,676 for 18-24 y.o. and £580 for 16-17 y.o.). Deadweight combines the 31% of 18-24 y.o. NEETs being unemployed and the 36.6% of 16-17 y.o. NEETs being unemployed (Dec. 2019) with the off-JSA-benefit and off-UC/off-UC if it had been available in the area rates of 17.96% for 18-24 y.o. NEETs and 19.01% for 16-17 y.o. NEETs (Dec. 2018 - Nov. 2019). The employment data is sourced from Stat-Xplore ( <a href="https://stat-xplore.dwp.gov.uk/">https://stat-xplore.dwp.gov.uk/</a> ). Deadweight should not be applied when the job opportunity would not have been created under the business as usual scenario. The proxy value is appropriate for the first year of employment. A red flag has been allocated in the UCDB v2.0 "in recognition of the global, top-down nature of the calculation, the age of the data, and the lack of consideration of wider fiscal elements such as costs associated with the health and/or crime impacts of being NEET."
NTW53	£22,162.00	The proxy value comprises the value to the individual from entering the labour market (annualised increase in lifetime earnings), the fiscal value to the NHS resulting from an average reduction in health care costs associated with being out of work, as well as the economic, fiscal and wellbeing value to society from preventing reoffending. The figures included in the proxy are the UK values for the population aged 18+. All components are based on Unit Cost Database (UCDB) v2.0 figures, updated to 2019/2020 prices, and MOJ prevention of reoffending statistics. See UCDB v2.0 for a more detailed description of unemployment and crime costs. An across-crimes crime multiplier of 4.3 has been applied to reflect the ratio of estimated total number of crimes (based on the Crime Survey for England and Wales, formerly British Crime Survey) to the number of comparable crimes recorded by the police (a UK weighted average of crime type multipliers - weighted according to the 2015/2020 distribution of reported crimes by typology - derived by GMCA Research Team and presented in the UCDB v2.0). A 3.96 multiplier has been applied to the average number of offences per offender, to take into account unproven offences (based on MOJ Crime statistics). The figures included in the proxy are the UK level values for the population aged 18+. They can be localised by choosing average reoffending figures for the relevant geographical area. Deadweight is established separately to reflect the reduction in reoffending probabilities for employed rehabilitating offenders (dw: 91%), and the average probability for rehabilitating offenders to be employed respectively (dw: 17%). Deadweight figures should be adjusted to reflect primary data from the project when available, e.g. by using success rates in preventing reoffending from a rehabilitating offender programme run in partnership with (or by) a third sector and civil society organisation. The proxy value is appropriate for the first year of employment. For succeeding years of continued employment, it should be adjusted to reflect an increased probability of finding a job. Value to the individual or business who suffered the crime is £16,807.18, the value to the government is £3,128.47 and the value to society is £2,277.54. These have been calculated based on the UCDB v2.0 Economic, Fiscal and Social components and Comments.
NTW54	£14,980.00	Based on Unit Cost Database v2.0, E&E 2.0, updated to 2019/2020 prices. Based on "illustrative estimate by the Department of Work and Pensions (DWP) of the costs and benefits that would occur if some hypothetical 'typical' ESA WRAG (Work-Related Activity Group) claimant (who would otherwise have remained on benefits) were to move into employment for one additional year" (see UCDB v2.0 for a more detailed description). Value to the individual comprises increased earnings as a result of entering employment. Value to the government includes savings to the NHS related to a reduction in health care costs associated with being out of work. Fiscal benefits to the DWP have been excluded. Deadweight is based on the statistic that 50% of disabled unemployed are very likely to be long term unemployed. Therefore the deadweight figure is a weighted average of the probability of finding a job for a LTU (5.6%) and the generic probability of finding a job for the generic JSA claimant (13.6% for the Nov. 2018 - Oct. 2019 period). The proxy value is appropriate for the first year of employment. For succeeding years of continued employment it should be adjusted to reflect the increased probability of finding a job.
NTW55	£114.33	Economic value to the individual. Based on a 2019 sample of 18 pricing points from 9 different companies offering cv advice and job interview coaching, either in one-to-one sessions or daily or half-day courses in small groups.
NTW56	£114.33	Economic value to the individual. Based on a 2019 sample of 18 pricing points from 9 different companies offering cv advice and job interview coaching, either in one-to-one sessions or daily or half-day courses in small groups.
NTW57	£158.23	Current equivalent economic benefit to the individual from equivalent increased earnings, based on minimum pay given the distribution of apprenticeships achievements by age.
NTW57a	£158.23	IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required Current equivalent economic benefit to the individual from equivalent increased earnings, based on minimum pay given the distribution of apprenticeships achievements by age.
NTW58	£158.23	Current economic benefit to the individual from actual minimum increased earnings, based on minimum pay given the distribution of apprenticeship achievements by age.
NTW58a	£158.23	IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required Current economic benefit to the individual from actual minimum increased earnings, based on minimum pay given the distribution of apprenticeship achievements by age.
NTW59	£87.48	Economic benefits to pupils and students resulting from avoided cost of expert advise/support. Based on average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2019 prices.

NTW Ref	Proxy	Proxy Rationale
NTW60	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on events including hiring of spaces, stands and staff time, etc.) invested in the initiatives on the contract.
NTW61	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW62	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW63	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW64	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on events including hiring of spaces, stands and staff time, etc.) invested in the initiatives on the contract.
NTW65	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.
NTW66	£1.00	Economic value to the third sector and civil society organisation. This proxy is based on primary data: a pre-determined value cannot be established. A resource-specific valuation exercise of the assets should be carried out and accurately described.
NTW67	£14.63	The proxy reflects the replacement cost for the wage of the individual volunteering. It is based on the Office of National Statistics (ONS) hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset. Updated to 2019 prices. ( <a href="https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering">https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering</a> ). Can be localised by selecting appropriate wages for the relevant geographical area.
NTW68	£0.12	Value to society resulting from average financial resources reinvested by third sector and civil society organisations in their social mission (lower bound based on SEs). Assumed average profitability of 25%, wage differential with respect to non-third sector and civil society organisations of 12.5% (there is about a 12.5% differential between the national Living Wage and the minimum wage for +25 y.o.), and average of 35% of profits reinvested into social purpose. An amber robustness assessment has been attributed given the relative scarcity of specific data and statistics on the various differentials for third sector and civil society organisations. This is the additional SV (SVA) from spending with a third sector and civil society organisations. A relevant SROI multiplier can substituted to this default value when available and assured, by using the additional multiplier column in the Measurement Calculator. The total SVA from selecting a local third sector and civil society organisations in the supply chain can be computed by adding the appropriate NT14 and NT18 multipliers, when NT18 or NT19 are not directly included in the analysis (i.e. if doing so please avoid double counting by only recording the same spend under one Measure).
NTW69	£87.48	Economic benefits to third sector and civil society organisations resulting from avoided cost of expert advise/support. Based on average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2019 prices.
NTW70	£87.48	The proxy reflects the average estimated cost of training if delivered by and external consultant. Based on average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2019 prices.
NTW71	Record only	Recorded, not monetised.
NTW72	Record only	Recorded, not monetised. This indicator should be used to measure progress over time.
NTW73	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combine with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW74	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.
NTW75	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.

NTW Ref	Proxy	Proxy Rationale
NTW76	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.
NTW77	£14.63	The proxy reflects the replacement cost for the wage of the individual volunteering activity. It is the ONS hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset. Updated to 2019 prices. ( <a href="https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering">https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering</a> ). Can be localised by selecting appropriate wages for the relevant geographical area.
NTW78	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture.
NTW79	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rationale for the volunteering rate (£14.63 per hour) see NT17; for the hourly rate for expert support provided pro bono to third sector and civil society organisations and MSMEs (£87.48 per hour) see e.g. NT14
CW19-11	£87.48	The proxy reflects the average estimated cost of training if delivered by an external consultant. Based on average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2019 prices.
CW19-12	Record only	Recorded, not monetised.
CW19-13	Record only	Recorded, not monetised.
CW19-14	£14.63	The proxy reflects the replacement cost for the wage of the individual volunteering activity. It is the ONS hourly value of volunteering: based on different types of volunteering being identified in survey data (Community Life Survey) and valued at the closest market equivalent wage rate from the ASHE dataset. Updated to 2019 prices. ( <a href="https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering">https://www.ons.gov.uk/economy/nationalaccounts/satelliteaccounts/articles/changesinthevalueanddivisionofunpaidcareworkintheuk/2015#valuation-of-unpaid-formal-volunteering</a> ). Can be localised by selecting appropriate wages for the relevant geographical area.
CW19-15	£1.00	Input value of resources. This can include staff voluntary hours during paid work time valued at £14.63 or staff expert hours valued at £87.48.
CW19-16	£1.00	Input value of investment.
CW19-17	Record only	Recorded, not monetised.
CW19-18	Record only	Recorded, not monetised.
NTW80	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combined with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW81	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combined with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW82	£1.00	Input value - this proxy measures the value of resources (e.g. costs of putting on the events including hiring of spaces, stands and staff time) invested in the initiatives on the contract. It can be combined with an impact multiplier when a dedicated impact assessment and monetisation exercise has been carried out for specific initiatives.
NTW83	£1.00	Input proxy - this proxy measures the value of resources pledged to support, fund or finance existing initiatives in the community. An additional multiplier capturing the rate of investment to impact should be used whenever available in the National TOMs Calculator for Measurement. This could be e.g. an SROI study developed for the specific initiative supported. Once an appropriate additional multiplier is used the proxy will capture the value to the beneficiaries, with economic, fiscal or wellbeing components included depending on what the additional multiplier adopted is designed to capture. For the specific rationale for the volunteering rate (£14.63 per hour) see NT17; for the hourly rate for expert support provided pro bono to third sector and civil society organisations and MSMEs (£87.48 per hour) see e.g. NT14

## Table 6: Target Guidance and Evidence Requirements

Table 6 provides a list of Target Guidance and Evidence requirements for the National TOMs. Target Guidance is meant to be used at procurement, while Evidence is meant to be used at measurement. Measures with no Target Guidance are meant only for use at measurement. When social value is delivered in partnership with other organisations (e.g. VCSEs) on a specific programme, a separate assessment of social impact can be included – for example in the form of an SROI additional multiplier. We encourage all social impact assessment to be carried out by involving stakeholders and by following the Principles of Social Value as published by Social Value UK, and to be independently assured/audited.

NTW Ref	Target Guidance	Evidence
NTW1	Summarise your strategy for directly employing your target number of local people on this contract. For example, if you plan to advertise in local newspapers, please explain which ones and how regularly. Or, if you will cooperate with local job centres, please specify which ones and how you will approach engaging with them.	Specify the number of qualifying employees directly employed on this contract (for details on what a qualifying employee is defined as, please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status (e.g. full time or part time); 3.) the Full-Time Equivalent (FTE); 4.) the first half of their home postcode (i.e. the postcode district). For example, Employee 1: 6 months; full-time; 0.5 FTE; SE1. Information provided should be made compliant with data protection requirements (GDPR).
NTW1a	NB - The measure is designed to be used as an alternative to NTW1 at Measurement. Commitments should be made at procurement against NTW1.	Specify the number of TUPE transfer direct employees retained on this contract (for details on what a qualifying employee is defined as, please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status (e.g. full time or part time); 3.) the Full-Time Equivalent (FTE); 4.) the first half of their home postcode (i.e. the postcode district). For example, Employee 1: 6 months; full-time; 0.5 FTE; SE1. Information provided should be made compliant with data protection requirements (GDPR).
NTW1b	Summarise your strategy for employing your target number of people from listed sub-localities on this contract. For example, if you plan to advertise in local newspapers, please explain which ones and how regularly. Or, if you plan to cooperate with local job centres, please specify which ones and how you will approach engaging with them.	Specify the number of qualifying employees on this contract (for details on what a qualifying employee is defined as, please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status (e.g. full time or part time); 3.) the Full-Time Equivalent (FTE); 4.) the first half of their home postcode (i.e. the postcode district). For example, Employee 1: 6 months; full-time; 0.5 FTE; SE1. Information provided should be made compliant with data protection requirements (GDPR).
NTW1c	Summarise your existing or planned requirements for the supply chain on local employment and their strategy for employing your target number of local people on this contract. For example, if they will advertise in local newspapers, please explain which ones and how regularly. Or, if they plan to cooperate with local job centres, please specify which ones and how you will approach this.	Specify the number of qualifying employees on this contract (for details on what a qualifying employee is defined as, please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status (e.g. full time or part time); 3.) the Full-Time Equivalent (FTE); 4.) the first half of their home postcode (i.e. the postcode district). For example, Employee 1: 6 months; full-time; 0.5 FTE; SE1. Information provided should be made compliant with data protection requirements (GDPR).
NTW2	Specify the total number of people that will be employed on this contract. Of these, what is the total number of local people that will be employed on this contract? If you have not done so for NTW1, NTW1b or NTW1c summarise your strategy for employing your target number of local people on this contract. For example, if you plan to advertise in local newspapers, please explain which ones and how regularly. Or, if you will cooperate with local job centres, please specify which ones and how you will approach engaging with them.	Specify the total number of people employed on this contract and the total number of local people employed on this contract. Information provided should be made compliant with data protection requirements (GDPR).
NTW3	Specify your planned approach for engaging with your direct and supply chain employees on contract to assess how they classify their working conditions. Information should be provided on how employees will be engaged (e.g. through the distribution of a short anonymised survey) and how it will be ensured that the collected data captures employee satisfaction in a fair and unbiased way (e.g. by making the survey participation mandatory for all contract related employees and ensuring anonymity).	Specify your approach for engaging with your direct and supply chain employees on contract to assess how they classify their working conditions. Information should be provided on how employees were engaged (e.g. through the distribution of a short anonymised survey) and how it was ensured that the collected data captures employee satisfaction in a fair and unbiased way (e.g. by making the survey participation mandatory for all contract related employees and ensuring anonymity). Please also provide the survey outcome data in a processed and unprocessed format (e.g. excel spreadsheet).

NTW Ref	Target Guidance	Evidence
NTW4	Summarise how you plan to reflect and facilitate employment practices guided by ideas of "fair" work outlined in the Fair Work Wales Standard on contract. This includes providing information on any organisations you might want to partner with, as well as an evidencing of how the desired "fair" work practices are expected to be integrated into the relevant contract related operations and how they will impact the workforce on contract.	Summarize how you structured employment practices guided by ideas of "fair" work outlined in the Fair Work Wales Standard on contract. This includes providing information on any organisations you partnered with, as well as an evidencing of how "fair" work practices were integrated into the relevant contract related operations and how they impacted the workforce on contract.
NTW5	Please provide information on the situation of union recognition agreements or equivalent worker representation, as well as collective bargaining in the supply chain and how such engagement will be encouraged. Documentation and evidencing are to be provided. This can include among other things: supply chain data, past experiences, existing union recognition agreements or documentation that provides proof of equivalent worker representation, etc.	Please provide information on the situation of union recognition agreements or equivalent worker representation, as well as collective bargaining in the supply chain and how such engagement has been encouraged. Documentation and evidencing are to be provided. This can include among other things: supply chain data, past experiences, existing union recognition agreements or documentation that provides proof of equivalent worker representation, etc.
NTW6	Summarise your workplan for delivering your target number of local school and college visits. Provide a breakdown of the number of staff hours to be spent on each visit (preparation versus delivery). For example, if 10 staff will spend 3 hours each, then the total number of hours reported should be 30.	Provide the names of the schools/colleges visited and a breakdown of the number of staff hours spent on each visit (including time spent preparing and then delivering the session). For example, if 10 staff have spent 3 hours each on a visit, then the total number of hours reported for that visit should be 30. Describe the visits and the activities delivered and provide any supporting information, e.g. a confirmation from the school/college after the visit. Information provided should be made compliant with data protection requirements (GDPR).
NTW7	Summarise your strategy for providing your target number of weeks of training for vocational qualifications on this contract, including details of how you will support completion of the qualifications. If possible, provide details of the accredited training provider, the type and the level of the outcomes to be achieved as well as the resulting qualification.	Specify the number of people in vocational qualification training on this contract and the number of weeks of training per person. Provide details of the accredited training provider, the type and the level of the outcomes achieved as well as the resulting training qualification. Information provided should be made compliant with data protection requirements (GDPR).
NTW8	Summarise your strategy for providing your target number of apprenticeship weeks on this contract, including details of how you will support completion of the apprenticeships. If possible, provide details of the accredited training provider, the type and the level of the apprenticeships to be achieved as well as the resulting qualifications.	Specify the number of people on apprenticeships on this contract and the number of apprenticeship weeks per person. Provide details of the accredited training provider, the type and the level of the apprenticeship achieved as well as the resulting qualification. Information provided should be made compliant with data protection requirements (GDPR).
NTW9	Summarise your strategy for providing your target number of weeks of upskilling related training for vocational qualifications on this contract, including details of how you will support completion of the qualifications. If possible, provide details of the accredited training provider, the type and the level of the outcomes to be achieved as well as the resulting qualification.	Specify the number of people in upskilling related vocational qualification training on this contract and the number of weeks of training per person. Provide details of the accredited training provider, the type and the level of the outcomes achieved as well as the resulting training qualification. Information provided should be made compliant with data protection requirements (GDPR).
NTW10	Summarise your strategy for providing your target number of upskilling related apprenticeship weeks on this contract, including details of how you will support completion of the apprenticeships. If possible, provide details of the accredited training provider, the type and the level of the apprenticeships to be achieved as well as the resulting qualifications.	Specify the number of people on upskilling related apprenticeships on this contract and the number of apprenticeship weeks per person. Provide details of the accredited training provider, the type and the level of the apprenticeship achieved as well as the resulting qualification. Information provided should be made compliant with data protection requirements (GDPR).
NTW11	Describe the programme you are planning to deliver, the number of people benefitting that are in "traditional" high carbon industries and also the number of hours of training planned for each participant. Describe any certificates or qualifications that will be achieved.	Describe the nature and relevance of the training, and any certificates or qualifications achieved. Report the number of employees in high carbon industries that have benefitted, and number of hours of training provided.
NTW12	Summarise your strategy for providing your target number of apprenticeship weeks on this contract, including details of how you will support completion of the apprenticeships. If possible, provide details of the accredited training provider, the type and the level of the apprenticeships to be achieved as well as the resulting qualifications and relevance for the low carbon economy.	Specify the number of people on apprenticeships on this contract including the number of apprenticeship weeks per person. Provide details of the accredited training provider, the type and the level of the apprenticeship achieved as well as the resulting qualification and its relevance for the low carbon economy. Information provided should be made compliant with data protection requirements (GDPR).

NTW Ref	Target Guidance	Evidence
NTW13	Summarise your strategy for providing expert advice to micro, small and medium enterprises (MSMEs). Provide the names of the MSMEs you will support or a range of options. Describe the number of staff hours to be spent in total and for each MSME. Specify the type of expert advice that will be provided, including the type of qualification/role of the person delivering this advice.	Provide a breakdown of staff hours spent providing expert advice to micro, small and medium enterprises (MSMEs). Provide the details of the MSMEs you have supported. Specify the number of staff hours spent for each MSME, the type of expert advice given as well as the qualification/role of the person delivering this advice. Information provided should be made compliant with data protection requirements (GDPR).
NTW14	Provide a breakdown in pounds to be spent with organisations in your local supply chain on this contract. Specify the name of each eligible supplier, including the category/industry of goods/services to be procured from each as well as the first half of their postcode.	Provide a breakdown of pounds spent with organisations in your local supply chain on this contract. Specify the name of each eligible supplier, including the category/industry of goods/services procured from each and the first three digits of their postcode.
NTW14a	Provide a breakdown in pounds to be spent with organisations in your supply chain within the specified sub-localities on this contract. Specify the name of each eligible supplier, including the category/industry of goods/services to be procured from each as well as the first half of their postcode.	Provide a breakdown of pounds spent with organisations in your local supply chain within the specified sub-localities (LIST NTW14a) on this contract. Specify the name of each eligible supplier, including the category/industry of goods/services procured from each and the first three digits of their postcode.
NTW15	Provide a breakdown in pounds to be spent with organisations in your supply chain within the specified local area on this contract. Specify the name of each eligible supplier, including the category (MSME)/industry of goods/services to be procured from each as well as the first half of their postcode.	Provide a breakdown of pounds spent with organisations in your local supply chain. Specify the name of each eligible supplier, specifying that it is a Micro, Small or Medium Enterprise, and include the category/industry of goods/services procured from each and the first three digits of their postcode.
NTW16	Please specify your payment conditions on the contract and commitments on the percentage of invoices paid within 30 days.	Please specify the total number of invoices paid on the contract and the number of invoices paid within 30 days. Please provide evidence of implemented payment terms.
NTW17	Summarise your strategy for providing expert advice to support third sector and civil society organisations/MSMEs to adopt circular economy solutions. Provide the names of the third sector and civil society organisations/MSMEs you will support or a range of options. Describe the number of staff hours to be spent in total and for each third sector and civil society organisations/MSME. Specify the type of expert advice that will be provided, including the type of qualification/role of the person delivering this advice.	Provide a breakdown of staff hours spent providing expert advice to third sector and civil society organisations/MSMEs. Provide the names of the third sector and civil society organisations/MSMEs you have supported. Specify the number of expert staff hours spent with each third sector and civil society organisations/MSME, the type of expert advice given as well as the qualification/role of the person delivering this advice. Information provided should be made compliant with data protection requirements (GDPR).
NTW18	Provide a list of goods and services to be requested through local partnerships for a circular economy and for each either detail the spend or the equivalent estimated value (i.e. if it is pro bono). Provide evidence on the circular economy aspect of the goods and services to be consumed.	Provide a list of organisations you have partnered with and for each a breakdown of goods and services that were requested through local partnerships for a circular economy. For each category of items, either detail the spend or the equivalent estimated value (i.e. if it is pro bono). Provide evidence on the circular economy aspect of the goods and services consumed.
NTW19	Calculate the estimated tonnes of waste that would not be recycled but that will be diverted to a specific recycling programme as a result of your programme or partnership. Provide information on the nature of the waste expected to be recycled to evidence the nature of recycling difficulties.	Report the total amount of hard to recycle waste on the contract that has been diverted through a dedicated recycling programme. Provide details of any partner organisations on the contract for the programme. Provide information on the nature of the waste recycled to evidence the nature of recycling difficulties.
NTW20	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.

NTW Ref	Target Guidance	Evidence
CW19-1		Specify the overall number of own staff employed on the contract at the beginning of the reporting period and the number of own staff retained at the end of the reporting period - maintaining the same time and pay conditions. Provide reference to the relevant payroll document. Information provided should be made compliant with data protection requirements (GDPR). For jobs that have been terminated, please provide a description of the operating context and type of contracts (i.e. effect of COVID 19 on ability to operate contract e.g. closure of sites - schools, offices, etc.) Please specify if relevant where employees have been redeployed internally. For employment contracts that have been terminated offer an explanation of how you have given due consideration to realistic alternatives for retaining those jobs before resorting to redundancies. Evidence requirements about giving due consideration to realistic alternatives should be applied and considered with proportionality to the scale, scope and impact of the crisis on the contract.
CW19-2		Specify the overall number of own staff employed on the contract at the beginning of the reporting period and the number of own staff retained with time or pay alterations at the end of the reporting period. Examples include but are not limited to: working week reduced to 3 day for a specific list of employment contracts or pay reduced to 80% for a specific list of employment contracts. Provide a description of all alterations (e.g. percentage of reduction in time or pay) and reference to the relevant payroll documents. Information provided should be made compliant with data protection requirements (GDPR). Please provide a description of the operating context (i.e. effect of COVID 19 on ability to operate contract e.g. closure of sites - schools, offices, etc.). Specify if relevant where these employees have been redeployed internally. Provide evidence of how you have given due consideration to realistic alternatives for retaining those jobs without alterations before resorting to reducing time and/or pay. Evidence requirements about giving due consideration to realistic alternatives should be applied and considered with proportionality to the scale, scope and impact of the crisis on the contract.
CW19-3		Specify the overall number of supply chain staff employed on the contract at the beginning of the reporting period and the number of supply chain staff retained at the end of the reporting period either at full or temporarily reduced time and pay. Provide description of any altered conditions (e.g. reduce time and pay) and contracts where they have been applied, together with reference to the relevant documents. Reductions in supply chain staff working on contract resulting from non-contract related redundancies do not have to be counted. Information provided should be made compliant with data protection requirements (GDPR). For jobs that have been terminated, please provide a description of the operating context and type of contracts (i.e. effect of COVID 19 on ability to operate contract e.g. closure of sites - schools, offices, etc.) Please specify if relevant where supply chain staff have been redeployed internally. For employment contracts that have been terminated or where pay and time conditions have been reduced please offer an explanation of how you have given due consideration to realistic alternatives. Evidence requirements about giving due consideration to realistic alternatives should be applied and considered with proportionality to the scale, scope and impact of the crisis on the contract.
NTW21	Describe the programmes or initiatives that you are going to put in place to achieve the identified savings in CO2 emissions on the contract including timeframes. These could be from de-carbonisation work (other than low emission vehicles and car miles saved by sustainable transport programmes that can be measured elsewhere). Specify and evidence the pre-existing baseline that will be used to measure savings/reductions.	Carbon reductions should be evidenced through an independent and verifiable process (e.g. Planet Mark Certification or equivalent). There is an expectation for independently assured and audited reports to be provided. Specify and evidence the pre-existing baseline that has been used to measure savings/reductions.
NTW22	At corporate level. This will be your existing policy, strategy and/or plan of action to achieve, evidence and monitor net zero carbon by 2030. If you have not issued one but are committing to do so before the end on 2020, please provide a statement including scope and expected publication date.	Please provide a copy of your policy, strategy and plan with specific milestones to achieve, evidence and monitor net zero carbon by 2030.

NTW Ref	Target Guidance	Evidence
NTW23	List contributions to offset carbon made into own fund, providing a breakdown for the different types of offsetting and where relevant explanation of why said carbon cannot be reduced within the contract's timeframe. Please provide information on the conversion rate used (price of CO2e applied per tonne). Explanation on why carbon emissions cannot be reduced during contract's timeframe has to be provided.	List contributions to offset carbon made on the contract into own carbon offset fund, providing a breakdown for the different types of offsetting and where relevant explanation of why said carbon cannot be reduced within the contract's timeframe.
NTW24	List certifications achieved or to be achieved for the reporting year.	Provide achieved certifications and documentation on how these have been achieved.
NTW25	Specify the total number of procurement contracts on this contract and the total number of those that will include commitments to ethical employment practices in the global supply chain. If possible and applicable, provide a copy of your ethical procurement policy and a copy of your modern slavery statement. This measure focusses explicitly on procurement contracts with a global and thereby international reach.	Specify the total number of procurement contracts on this contract and the total number of those that include commitments to ethical employment practices in the global supply chain. If applicable, provide a copy of your ethical procurement policy and a copy of your modern slavery statement. This measure focuses explicitly on procurement contracts with a global and thereby international reach.
NTW26	Identify and describe planned initiatives, and for each initiative provide a breakdown of expected costs. Please also provide information on how the planned initiatives are going to identify, manage, track and reduce risks of modern slavery in the global supply chain, how monitoring and progression will be managed. If you plan to partner with other organisations for any of the specified initiatives please provide information on those partners.	Describe delivered relevant initiatives, and for each initiative provide a breakdown of the costs. Provide detail of the number of organisations in the global supply chain for the contract involved. Please also provide information on how the undertaken initiatives reduced risks of modern slavery in the global supply chain, how monitoring and progression were be managed.
NTW27	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.
NTW28	Participation and resources invested including time and volunteering that can be attributed to the contract. Only volunteering hours spent during work hours or paid overtime hours can be counted.	For each initiative or project supported, provide a breakdown of volunteering and staff time invested, alongside other investment. Only volunteering hours spent during work hours or paid overtime hours can be counted.
NTW29	Provide a list of donations and projects to be supported on the contract, together with anticipated impacts and an explanation of the Monitoring and Evaluation processes to be put in place.	Provide a list of donations and projects supported on the contract, together with information on what the anticipated impacts were and an explanation of the Monitoring and Evaluation processes that were put in place for each programme.
NTW30	Provide a list of donations and projects to be supported on the contract, together with anticipated impacts and an explanation of the Monitoring and Evaluation processes to be put in place. Specify a list of areas expected to be impacted by the reforestation or afforestation projects.	Provide a list of donations and projects supported on the contract, together with information on what the anticipated impacts were and an explanation of the Monitoring and Evaluation processes that were put in place for each programme. Specify or list areas that were directly impacted by the reforestation or afforestation projects.
NTW31	% of plastic used on the contract that is expected to be recycled.	Provide a breakdown of the total amount of plastic used on the contract and the total amount of that that has been recycled.
NTW32	Target % of material inputs used on contract that are projected to be Beyond Recycling. This includes wood, remanufactured, repaired or recycled content. Please provide evidence for the proposed materials to be used and why they can be classified as Beyond Recycling. For further information see: <a href="https://gov.wales/beyond-recycling">https://gov.wales/beyond-recycling</a>	Provide a breakdown of the total amount of material inputs used on the contract and the total amount of material inputs that can be classified as beyond recycling based on Welsh Government circular economy guidance. Please provide evidence for all material inputs used and for why certain materials can be classified as "Beyond Recycling".

NTW Ref	Target Guidance	Evidence
NTW33	Provide a breakdown of pounds to be invested in local environmental education initiatives (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you plan to support, including how and where you aim to do so. Details of any organisations you will partner with must be provided. Example initiatives include, but are not limited to Carbon Literacy Wales ( <a href="https://carbonliteracy.com/cymru/wales/">https://carbonliteracy.com/cymru/wales/</a> )	Provide a breakdown of pounds invested in initiatives aimed at protecting native wildlife and biodiversity as well as local heritage sites (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you supported, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR). Example initiatives include, but are not limited to Carbon Literacy Wales ( <a href="https://carbonliteracy.com/cymru/wales/">https://carbonliteracy.com/cymru/wales/</a> )
NTW34	Provide a breakdown of pounds to be invested in waste management training initiatives (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you plan to support, including how and where you aim to do so. Details of any organisations you will partner with must be provided. Example initiatives include, but are not limited to Wrap UK zero waste training ( <a href="http://www.wrap.org.uk/">http://www.wrap.org.uk/</a> ).	Provide a breakdown of pounds invested in waste management training initiatives (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you supported, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR). Example initiatives include, but are not limited to Wrap UK zero waste training ( <a href="http://www.wrap.org.uk/">http://www.wrap.org.uk/</a> ).
NTW35	Specify the total number of procurement contracts on this contract and the total number of contracts that will include sustainable procurement commitments on this contract. Provide a copy of your sustainable procurement policy or an equivalent statement.	Specify the total number of procurement contracts on this contract and the total number of contracts that have included sustainable procurement commitments on this contract. Provide a copy of your sustainable procurement policy or equivalent statement.
NTW36	Specify the expected total number of contracts with the supply chain on this contract with that require contractors to operate low or zero emission vehicles and the total number of contracts with the supply chain on this contract.	Specify the total number of contracts with the supply chain on this contract with that require contractors to operate low or zero emission vehicles and the total number of contracts with the supply chain on this contract. Provide evidence for the contractual requirements for contractors to operate low or zero emission vehicles as implemented in contracts.
NTW37	Specify certifications you have achieved or are planning to achieve within the current year.	Provide certifications you have achieved within the current year.
NTW38	Training programmes on climate change and decarbonisation for all staff in the supply chain - sponsored for Micro and Small enterprises or required from contractors. Provide a description of what type of training you are requiring or supporting contractors to deliver to staff. Also provide the number of people receiving the training together with the overall duration.	Provide details and evidence of what type of training has been delivered to staff in the supply chain (for Micro and Small enterprises), including number of people receiving the training together with the overall duration. If you have used online training please provide links and references, otherwise provide references to the training partner.
NTW39	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.
NTW40	Provide a breakdown of pounds to be invested in initiatives aimed at tackling homelessness (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe how you aim to tackle homelessness, including how and where you aim to do so. Details of any organisations you will partner with to tackle homelessness must be provided.	Provide a breakdown of pounds invested in initiatives aimed at tackling homelessness (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)), and of any organisations you have partnered with. Describe how you have worked to tackle homelessness, including how and where you have aimed to do so. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).

NTW Ref	Target Guidance	Evidence
NTW41	Provide a breakdown of pounds to be invested in initiatives aimed at improving health and/or wellbeing in the community (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of health and/or wellbeing issue/s you will address, including how and where you aim to do so. Details of any organisations you will partner with must be provided.	Provide a breakdown of pounds (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)) invested in initiatives aimed at improving health and/or wellbeing in the community. Describe the type of health and/or wellbeing issues you have addressed, including how and where you have done so. Provide details of your initiatives and any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW42	Provide details on the programme to be implemented to reduce passenger car miles driven, including a breakdown of the number of car miles to be saved and how the car miles will be saved. Specify the baseline to be used (i.e. car miles driven before a programme is put in place to reduce car miles driven) and full methodology of calculation. This measure can be localized if place specific data for savings in car miles is collected. For further information please see DEFRA "Air quality appraisal: damage cost guidance" (July 2020), which can be accessed through this homepage: <a href="https://www.gov.uk/government/publications/assess-the-impact-of-air-quality/air-quality-appraisal-damage-cost-guidance">https://www.gov.uk/government/publications/assess-the-impact-of-air-quality/air-quality-appraisal-damage-cost-guidance</a> . Please reach out to SVP if you have further questions regarding the localization of this measure.	Provide details of the corporate green transport programme implemented to reduce passenger car miles driven, including a breakdown of the number of car miles saved and how they have been saved. Specify the baseline that is used (i.e. car miles driven before a programme was put in place to reduce car miles driven) and full methodology of calculation.
NTW43	Provide details on the programme to be implemented. This measure can be localized if place specific data for savings in car miles is collected. For further information please see DEFRA "Air quality appraisal: damage cost guidance" (July 2020), which can be accessed through this homepage: <a href="https://www.gov.uk/government/publications/assess-the-impact-of-air-quality/air-quality-appraisal-damage-cost-guidance">https://www.gov.uk/government/publications/assess-the-impact-of-air-quality/air-quality-appraisal-damage-cost-guidance</a> . Please reach out to SVP if you have further questions regarding the localization of this measure.	Fleet report and mileage log. There is an expectation for independently assured and audited reports to be provided.
NTW44	Summarise the nature of your corporate travel scheme and your strategy for providing access to it. This can include but is not limited to subsidies for use of public transport, cycle buying scheme, cycle infrastructure provision such as storage, corporate carpooling options and incentivization, corporate bus service.	Provide information on the corporate travel scheme that has been implemented. This could be proof of a public transport subsidy or cycle subsidy scheme (expenditure or corporate policy documents); proof of cycle infrastructure (e.g. storage layout); proof of employee carpooling incentivisation and/or corporate bus service (corporate documents). Report the number of staff that have benefited from the different initiatives on the scheme.
NTW45	Provide information on % of fleet planned to be used directly on contract that complies with EURO 6 emissions standard or is LEV (Low Emissions Vehicles such as electric or hybrid). The fleet includes passenger cars, light commercial vehicles and heavy trucks.	Provide information on the share of the fleet used on directly contract (this excludes employee commuting) that complies with EURO 6 emissions standards or is LEV (Low Emissions Vehicles such as electric and hybrid). The fleet includes passenger cars, light commercial vehicles and heavy trucks.
NTW46	Please describe your plan for collecting data on each vehicle expected to be used on contract, including expected distance travelled for contract in miles, type of vehicle (passenger car, light commercial vehicle by weight category (< 1305 kg, 1305 kg - 1760kg, >1760kg), heavy truck), engine type (diesel, petrol, electric, hybrid), EURO emissions standard of vehicle (EURO 1, EURO 2, EURO 3, EURO 4, EURO 5 (if available EURO 5a, EURO 5b), EURO 6 (if available EURO 6b, EURO 6c, EURO 6d)). This measure can be localized if place specific data for savings in car miles is collected. For further information please see DEFRA "Air quality appraisal: damage cost guidance" (July 2020), which can be accessed through this homepage: <a href="https://www.gov.uk/government/publications/assess-the-impact-of-air-quality/air-quality-appraisal-damage-cost-guidance">https://www.gov.uk/government/publications/assess-the-impact-of-air-quality/air-quality-appraisal-damage-cost-guidance</a> . Please reach out to SVP if you have further questions regarding the localization of this measure.	Breakdown of travel data for each vehicle used directly on contract (including by contractors), including distance travelled for contract in miles, type of vehicle (passenger car, light commercial vehicle by weight category (< 1305 kg, 1305 kg - 1760kg, >1760kg), heavy truck), engine type (diesel, petrol, electric, hybrid), EURO emissions standard of vehicle (EURO 1, EURO 2, EURO 3, EURO 4, EURO 5 (if available EURO 5a, EURO 5b), EURO 6 (if available EURO 6b, EURO 6c, EURO 6d)). If data on the location is collected this measure can further be localized if desired. This could lead to a substantial increase in the captured social value. For further information please see pages 9-11 in the DEFRA "Air quality damage cost guidance January 2019" document which can be downloaded from this homepage: <a href="https://www.gov.uk/guidance/air-quality-economic-analysis">https://www.gov.uk/guidance/air-quality-economic-analysis</a> . Please reach out to SVP if you have further questions regarding the localization of this measure.

NTW Ref	Target Guidance	Evidence
NTW47	Summarise your strategy for providing access to a comprehensive workplace wellbeing programme to all employees, including measures in place or planned. Describe how the programme you are going to deliver is going to be structured around the following dimensions: flexible working time arrangements; healthy nutrition options; physical health; health risk appraisal questionnaires; access to health and wellbeing resources (e.g. a tailored health improvement web portal; wellness literature; and seminars and workshops focused on identified wellness issues). If you are partnering with any specialist organisation, please provide details or a range of options.	Please upload a description of the wellbeing programme you have delivered and the number of people on the contract that had access to that. Provide evidence for all of the following for the contract context: employment contract based flexible working time arrangements; access to healthy nutrition options and physical health programmes; if available provide information on use rate of healthy nutrition options and physical health programmes. Information on physical health programmes can include the structure of health and wellbeing support and advice; evidence on and structure of health risk appraisal questionnaire; access to health and wellbeing resources (health improvement web portal; information on use of wellness literature; availability and times of seminars and workshops focused on identified wellness issues). If you are partnering with any specialist organisation, please provide details.
NTW48	Specify the planned costs for relevant initiatives on the contract. Describe the type of initiatives, their aim and focus and also who they will be targeted at (staff, supply chain). If you are partnering with any specialist organisation, please provide details or a range of options.	Please provide a breakdown of costs for each initiative, and a summary of the number of people you have engaged where relevant. If you are partnering with any specialist organisation, please provide details.
NTW49	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.
CW19-4	Specify whether you have a policy or strategy to provide mental health and wellbeing support to staff working remotely as well as to staff that is on furlough. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:  Protect home workers ( <a href="https://www.hse.gov.uk/toolbox/workers/home.htm">https://www.hse.gov.uk/toolbox/workers/home.htm</a> );  Mental Health in the workplace ( <a href="https://www.acas.org.uk/supporting-mental-health-workplace">https://www.acas.org.uk/supporting-mental-health-workplace</a> );  Working from home ( <a href="https://www.acas.org.uk/working-from-home">https://www.acas.org.uk/working-from-home</a> )	Provide relevant documents.
CW19-5	Summarise initiatives for providing mental health and wellbeing support to staff working remotely as well as to staff that is on furlough. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:  Protect home workers ( <a href="https://www.hse.gov.uk/toolbox/workers/home.htm">https://www.hse.gov.uk/toolbox/workers/home.htm</a> );  Mental Health in the workplace ( <a href="https://www.acas.org.uk/supporting-mental-health-workplace">https://www.acas.org.uk/supporting-mental-health-workplace</a> );  Working from home ( <a href="https://www.acas.org.uk/working-from-home">https://www.acas.org.uk/working-from-home</a> );  Leesman home working survey ( <a href="https://homeworkingsurveydemo.leesmanindex.co.uk/FnjaCDant8XCGoJZ?mc_cid=3efac67cc4&amp;mc_eid=9abc6bd76a">https://homeworkingsurveydemo.leesmanindex.co.uk/FnjaCDant8XCGoJZ?mc_cid=3efac67cc4&amp;mc_eid=9abc6bd76a</a> )	Provide description of the initiatives including aims, audiences and delivery responsibilities, alongside details of organisations you may have partnered with. Please provide a report of implementation for the reporting period.

NTW Ref	Target Guidance	Evidence
CW19-6	<p>Specify whether you have a policy or strategy to provide safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice. Examples could include but are not limited to: Building, expanding and streamlining company online capabilities and capacities (e.g. using MSTeams, Zoom, TeamViewer etc. for safe internal communication). Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>NCSC Home Working Guidance (<a href="https://www.ncsc.gov.uk/guidance/home-working">https://www.ncsc.gov.uk/guidance/home-working</a>)</p>	Provide relevant documents.
CW19-7	<p>Summarise initiatives for providing safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice. Examples could include but are not limited to: Building, expanding and streamlining company online capabilities and capacities (e.g. using MSTeams, Zoom, TeamViewer etc. for safe internal communication). Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>NCSC Home Working Guidance (<a href="https://www.ncsc.gov.uk/guidance/home-working">https://www.ncsc.gov.uk/guidance/home-working</a>)</p>	Provide description of the initiatives including aims, audiences and delivery responsibilities, alongside details of organisations you may have partnered with. Please provide a report of implementation for the reporting period.
CW19-8	<p>Summarise initiatives for supporting staff delivering essential work as defined by the UK government, both within the company and the supply chain. This measure focusses on support beyond legal requirements, such as providing food delivery, mental health support or equivalent services to workers defined as essential by the UK government. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged.</p>	Provide description of the initiatives including aims, target beneficiaries and delivery responsibilities, alongside details of organisations you may have partnered with. Please provide a report of implementation for the reporting period.
CW19-9	<p>Summarise initiatives for supporting staff within your company or supply chain that belongs to a vulnerable group, to reduce the economic impact of the crisis. Support can include but is not limited to: offering financial support measures, advise on how to access support from the government, pro bono food deliveries and mental health support services, or equivalent services. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>UK Government COVID-19 guidance for employees, employers and businesses (<a href="https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19">https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19</a>)</p>	Provide description of the initiatives including aims, target beneficiaries and delivery responsibilities, alongside details of organisations you may have partnered with. Please provide a report of implementation for the reporting period.
CW19-10	<p>Summarise the share of contractors engaged with to implement COVID-19 response measures as outlined in the National TOMs Wales COVID-19 set of Measures and contract management notes. Examples include but are not limited to: Providing guidance and information around COVID-19, best practice social behaviour, etc. to contractors and their staff. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged.</p>	Provide details of supply chain partners that have committed to deliver C19 Measures or equivalent.
NTW50	<p>Summarise your strategy for employing your target number of unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.</p>	Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) that this is the first employment experience after having been unemployed; 5.) how long they were unemployed for before the start of the employment contract. For example, Employee 1: 1 year; full-time; 1 FTE; this is the first employment experience after 4 months of unemployment. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).

NTW Ref	Target Guidance	Evidence
NTW50a	Summarise your strategy for employing your target number of long-term unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.	Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) that this is the first employment experience after having been long-term unemployed; 5.) how long they were unemployed for before the start of the employment contract. For example, Employee 1: 1 year; full-time; 1 FTE; this is the first employment experience after 14 months of unemployment. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).
NTW50b	Summarise your strategy for employing your target number of long-term unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.	Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) that this is the first employment experience after having been long-term unemployed; 5.) how long they were unemployed for before the start of the employment contract. For example, Employee 1: 1 year; full-time; 1 FTE; this is the first employment experience after 14 months of unemployment. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).
NTW51	<p>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</p> <p>Summarise your strategy for employing your target number of unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.</p>	<p>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</p> <p>The proxy value can be applied to a person working full time for a year, so if you are employing people part-time, or if the duration of the contract is shorter than one year, we ask you to calculate the full time equivalent (FTE) number of employees for the year. Please note that only direct employees with a contract duration that is at least one year or lasts the full duration of the contract (if this is shorter than one year) can be included within this measure. While there is no fixed definition of full time employment, an FTE of 1.0 corresponds to having one person employed on a full time basis for a period of 12 months. For example, two people employed full time for six months would equal 1.0 FTE. We define full time employment here as working at least 35 hours per week.</p>
NTW51a	<p>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</p> <p>Summarise your strategy for employing your target number of long-term unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.</p>	<p>IMPORTANT NOTE: ONLY enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</p> <p>Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) that this is the first employment experience after having been long-term unemployed; 5.) how long they were unemployed for before the start of the employment contract. For example, Employee 1: 1 year; full-time; 1 FTE; this is the first employment experience after 14 months of unemployment. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>

NTW Ref	Target Guidance	Evidence
NTW51b	<p><b>IMPORTANT NOTE: ONLY</b> enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</p> <p>Summarise your strategy for employing your target number of long-term unemployed people on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.</p>	<p><b>IMPORTANT NOTE: ONLY</b> enter data for this measure for people from disadvantaged or minority backgrounds that fulfil the specified requirements as outlined in the measure text - evidencing required</p> <p>Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) that this is the first employment experience after having been long-term unemployed; 5.) how long they were unemployed for before the start of the employment contract. For example, Employee 1: 1 year; full-time; 1 FTE; this is the first employment experience after 14 months of unemployment. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW52	<p>Summarise your strategy for employing your target number of people who are NEET on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.</p>	<p>Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) whether this is the first employment experience after having been NEET. For example, Employee 1: 3 months; full-time; 0.25 FTE; this is the first employment experience after being NEET. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW53	<p>Summarise your strategy for employing your target number of 18-24 year old rehabilitating offenders on this contract. For example, it is likely you will need to cooperate with job centres or other specialist organisations so please specify which ones and how you will approach working with them.</p>	<p>Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE); 4.) that they were a 18-24 year old rehabilitating offender before the start of the employment contract; that this is the first employment experience as an ex-offender. For example, Employee 1: 3 months; full-time; 0.25 FTE; was a 20 years old ex-offender before the start of the employment contract; this is the first employment experience. Provide details of any organisation partnered with Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW54	<p>Summarise your strategy for employing your target number of disabled people on this contract. For example, it is likely you will need to cooperate with job centres, care homes or charities so please specify which ones and how you will approach working with them.</p>	<p>Specify the number of qualifying employees on this contract (for details on how a qualifying employee is defined please see the Definition box of this Measure). For each qualifying employee, specify: 1.) the duration of employment; 2.) the employment status; 3.) the Full-Time Equivalent (FTE). For example, Employee 1: 3 months; full-time; 0.25 FTE. Provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW55	<p>Summarise your strategy for supporting unemployed people into work (including the number of staff hours to be spent and the number of people to be supported). For each session, the number of hours reported should be calculated by multiplying the length of the session by the number of beneficiaries. For example, a 2-hour session attended by 8 unemployed people would be 16 hours. The cumulative number across sessions should be reported. Describe the activity/activities to be carried out and provide details of any partner organisations you will work with.</p>	<p>Specify the number of sessions, and for each session specify the duration, the number of staff providing unemployment support and the number of unemployed people supported. Describe the activity/activities delivered and provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW56	<p>Summarise your strategy for supporting unemployed people into work (including the number of staff hours to be spent and the number of people to be supported). Describe the activity/activities to be carried out and provide details of any partner organisations you will work with.</p>	<p>Specify number of sessions, and for each session the duration, number of staff providing unemployment support and unemployed people supported. Describe the activity/activities delivered and provide details of any organisation partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW57	<p>Summarise your strategy for providing your target number of weeks of student work placements or pre-employment courses on this contract. Specify the type of student work placements or/and pre-employment courses that will be provided, including what kind of industry-based experience they will result in and how. As you will cooperate with schools, colleges or universities, please specify which ones and how you will approach this.</p>	<p>Specify the number of people in student work placements or pre-employment courses on this contract, and for each person specify: the duration in weeks and type of the work placement or pre-employment course. Describe the industry-based experience gained and provide details of the school, college or university partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>

NTW Ref	Target Guidance	Evidence
NTW57a	<p>IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required</p> <p>Summarise your strategy for providing your target number of weeks of student work placements or pre-employment courses on this contract. Specify the type of student work placements or/and pre-employment courses that will be provided, including what kind of industry-based experience they will result in and how. As you will cooperate with schools, colleges or universities, please specify which ones and how you will approach this.</p>	<p>IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required</p> <p>Specify the number of people in student work placements or pre-employment courses on this contract, and for each person specify: the duration in weeks and type of the work placement or pre-employment course. Describe the industry-based experience gained and provide details of the school, college or university partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW58	<p>Summarise your strategy for providing your target number of positions and weeks of paid work placements on this contract. Specify the type of work placements (as well as pay type, i.e. minimum wage, national living wage or higher wage) that will be provided, including what kind of industry-based experience they will result in and how. If you will cooperate with any organisation, school, college or university, please specify which ones and how you will approach this.</p>	<p>Specify the number of people in work placements, and for each person specify: the duration in weeks and type (including pay type, i.e. minimum wage, national living wage, higher wage) of the work placement. Describe the industry-based experience gained and provide details of any organisation, school, college or university partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW58a	<p>IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required</p> <p>Summarise your strategy for providing your target number of positions and weeks of paid work placements on this contract. Specify the type of work placements (as well as pay type, i.e. minimum wage, national living wage or higher wage) that will be provided, including what kind of industry-based experience they will result in and how. If you will cooperate with any organisation, school, college or university, please specify which ones and how you will approach this.</p>	<p>IMPORTANT NOTE: ONLY enter data for this measure for people with adverse childhood experiences - evidencing required</p> <p>Specify the number of people in work placements, and for each person specify: the duration in weeks and type (including pay type, i.e. minimum wage, national living wage, higher wage) of the work placement. Describe the industry-based experience gained and provide details of any organisation, school, college or university partnered with. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW59	<p>Summarise your strategy for providing expert staff time for STEM curriculum activities in schools and colleges. Provide the names of the school or college you will support. Describe the number of staff hours to be spent and the projected number of attendees for each activity. Specify the type of expert advice that will be provided, including the type of qualification/role of the person delivering this activity.</p>	<p>Provide a breakdown of staff hours spent providing expert staff time for STEM curriculum activities in schools and colleges. Provide the details of the school or college you supported. Describe the number of staff hours spent and the number of attendees for each activity. Specify the type of expert advice that was provided, including the type of qualification/role of the person that delivered this activity. Information provided should be made compliant with data protection requirements (GDPR).</p>
NTW60	<p>Please describe initiatives and how you plan to implement them. You can include e.g. changes to recruitment and promotion practices, relevant networking and mentoring programmes, flexibility and shared parental leave policies, and specific training for staff (for examples of relevant practices see <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/731288/Gender-Pay-Gap-actions.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/731288/Gender-Pay-Gap-actions.pdf</a>). Please provide a description of initiatives to be delivered on the contract and a breakdown of projected costs for each. If you are partnering with any specialist organisation, please provide details.</p>	<p>Provide a list of initiatives included and describe their aims and reach, together with any assessment of their impact if available (quantitative or qualitative). For each initiative, provide a breakdown of the £ invested. If you are partnering with any specialist organisation, please provide details.</p>
NTW61	<p>Please specify to what percentages of the workforce on the contract you apply the Real Living Wage rate.</p>	<p>Please provide evidence of the total number of employment contracts and the number of employment contracts where staff are paid at least Real Living wage according to the relevant local rate. For more information see: <a href="https://www.livingwage.org.uk/">https://www.livingwage.org.uk/</a>. All data should be reported in compliance with GDPR requirements.</p>
NTW62	<p>Please specify the contractors that apply the Real Living Wage. Please specify the total number of contractors, and the ones that will be paying Real Living Wage to all staff on the contract. Please specify how many of these you will be supporting to do so as MSMEs and how you will support them.</p>	<p>Please specify the contractors that apply the Real Living Wage. Please specify the total number of suppliers on the contract, and the ones that have been paying the Real Living Wage to all staff on the contract. Please specify how many of these you have supported to do so are MSMEs. All data should be reported in compliance with GDPR requirements.</p>

NTW Ref	Target Guidance	Evidence
NTW63	Specify the total number of procurement contracts on this contract and the total number of those that will include commitments to ethical employment practices in the local supply chain. If possible and applicable, provide a copy of your ethical procurement policy and a copy of your modern slavery statement.	Specify the total number of procurement contracts on this contract and the total number of those that include commitments to ethical employment practices in the local supply chain. If applicable, provide a copy of your ethical procurement policy and a copy of your modern slavery statement.
NTW64	These are initiatives you are planning to run to identify and manage risks of modern slavery within the local supply chain for the contract. Identify and describe planned initiatives, and for each initiative provide a breakdown of expected costs. Please also provide information on how the planned initiatives are going to reduce risks of modern slavery in the local supply chain, how monitoring and progression will be managed.	Describe delivered relevant initiatives, and for each initiative provide a breakdown of the costs. Provide detail of the number of organisations in the local supply chain for the contract involved. Please also provide information on how the undertaken initiatives reduced risks of modern slavery in the local supply chain, how monitoring and progression were managed.
NTW65	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.
NTW66	Provide a list of third sector and civil society organisations you have already identified or a range of options. Provide a breakdown of the equivalent value of resources and/or equipment to be donated to third sector and civil society organisations, including the names of the organisations.	Provide a breakdown of the equivalent value of resources and/or equipment donated to each third sector and civil society organisation, including evidence of the donations and the names of the third sector and civil society organisations supported.
NTW67	Specify the list of third sector and civil society organisations that are going to be supported and describe the volunteering activities to be delivered and their intended purposes. Provide a breakdown of staff volunteering hours to be delivered to third sector and civil society organisations. For example, if 10 staff volunteer 3 hours, then the total reported should be 30.	Specify the name of the third sector and civil society organisations supported, the volunteering activities delivered and their intended purposes. Provide a breakdown of staff volunteering hours delivered to third sector and civil society organisations. Information provided should be made compliant with data protection requirements (GDPR).
NTW68	Provide a breakdown of the estimated pounds to be spent with third sector and civil society organisations in your supply chain on this contract, including the name of the organisations (or a range of potential names) and the type of goods/services to be procured from each.	Provide a breakdown of pounds spent with third sector and civil society organisations within your supply chain on this contract, including the name of the organisations and the type of goods/services procured from each.
NTW69	Summarise your strategy for providing expert advice to third sector and civil society organisations. Provide the names of the organisations you will support or a range of options. Describe the number of staff hours to be spent in total and for each organisation. Specify the type of expert advice that will be provided, including the type of qualification/role of the person delivering this advice.	Provide a breakdown of staff hours spent providing expert advice to third sector and civil society organisations. Provide the details of the organisations you have supported. Specify the number of staff hours spent for each third sector and civil society organisation, the type of expert advice given as well as the qualification/role of the person delivering this advice. Information provided should be made compliant with data protection requirements (GDPR).
NTW70	Describe your strategy for delivering equality, diversity training to own staff and supply chain on this contract. Provide a workplan, including number of staff hours that will be spent and the number of people that will be involved in the training both from your own organisations and from those in the supply chain. Explain the objectives of the training session/s and how progress towards these objectives will be monitored over the course of the contract.	Provide a breakdown of staff hours spent providing equality, diversity and inclusion training to own staff and supply chain organisations on this contract, including the number of people involved in the training. Describe the objectives of the training session(s) and how progress towards these objectives will be monitored over the course of the contract. Information provided should be made compliant with data protection requirements (GDPR). If you are partnering with any specialist organisation, please provide details.
NTW71	Summarize your expected combined % share of BAME (black, asian, minority ethnic) hired on contract (FTE) directly and through the supply chain.	Provide information on the % share of BAME (black, asian, minority ethnic) working on contract (FTE). The provided data has to be supported by official company employment statistics or other documentation. If the data includes supply chain data suppliers have to provide the respective documentation. The data has to be adjusted for FTE employment to allow for comparability between different kinds of contracts.

NTW Ref	Target Guidance	Evidence
NTW72	Specify the total number of procurement contracts on this contract and the number of contracts that will include commitments to deliver social value on this contract. Explain how you will monitor and measure social value delivered through the supply chain on his contract, including how you will engage with your supply chain to promote social value.	Specify the total number of procurement contracts on this contract and the total number of contracts that include commitments to deliver social value on this contract. Explain how you have monitored and measured social value delivered through the supply chain on this contract, including how you have engaged with your supply chain to promote social value.
NTW73	Provide a breakdown of pounds to be invested in initiatives aimed at reducing crime (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of crime/s you aim to reduce, including how and where you aim to do so. Details of any organisations you will partner with to reduce crime must be provided.	Provide a breakdown of pounds invested in initiatives aimed at reducing crime (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of crime you have aimed to reduce, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW74	Provide a breakdown in pounds to be invested in initiatives aimed at supporting older, disabled and vulnerable people to build stronger community networks (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe the group/s you will be supporting and the activities you will deliver, including how and where you will do so. Details of any organisations you will partner with must be provided.	Provide a breakdown of pounds (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)) invested in initiatives aimed at supporting older and vulnerable people to build stronger community networks. Describe the groups you have supported and the activities you have delivered, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW75	Provide a breakdown of pounds to be invested in initiatives aimed at supporting disadvantaged young people and their families (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe the group/s you will be supporting and the activities you will deliver, including how and where you will do so. Details of any organisations you will partner with must be provided. Example initiatives include, but are not limited to, Action for Children ( <a href="https://www.actionforchildren.org.uk/">https://www.actionforchildren.org.uk/</a> ) or Children in Wales ( <a href="https://www.childreninwales.org.uk/">https://www.childreninwales.org.uk/</a> ).	Provide a breakdown of pounds (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)) invested in initiatives aimed at supporting disadvantaged young people and their families. Describe the groups you have supported and the activities you have delivered, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR). Example initiatives include, but are not limited to, Action for Children ( <a href="https://www.actionforchildren.org.uk/">https://www.actionforchildren.org.uk/</a> ) or Children in Wales ( <a href="https://www.childreninwales.org.uk/">https://www.childreninwales.org.uk/</a> ).
NTW76	Provide a breakdown of the pound equivalent value of donations and/or in-kind contributions that will be donated to local community projects. Describe the local community projects you will support. Provide details of any organisations you will partner with.	Provide a breakdown of the pound equivalent value of donations and/or in-kind contributions donated to local community projects. Describe the local community projects you have supported. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW77	Describe the volunteering activity/activities to be delivered and the local community projects to be supported. Provide details of any organisations you will partner with. Provide a breakdown of staff volunteering hours to be delivered to local community projects. Only regular work hours and overtime hours can be counted as volunteering hours. For example, if 10 staff will volunteer 3 hours each, then the total number of hours reported should be 30.	Describe the volunteering activity/activities you have delivered and the local community projects you have supported. Provide details of any organisations you have partnered with. Provide a breakdown of staff volunteering hours delivered to local community projects. Only regular work hours and paid overtime hours can be counted as volunteering hours. Information provided should be made compliant with data protection requirements (GDPR).

NTW Ref	Target Guidance	Evidence
NTW78	Provide a breakdown of pounds to be invested in helping the local community draw up their own Community Charter or Stakeholder Plan (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe your strategy/workplan for engaging with the local community. Provide details of any organisations you will partner with.	Provide a breakdown of pounds invested to help the local community draw up their own Community Charter or Stakeholder Plan (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Provide a copy of the Community Charter or the Stakeholder Plan and details of any organisations you have partnered with. Information provided should be made compliant with data protection requirements (GDPR).
NTW79	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.
CW19-11	<p>Summarise your strategy for staff providing expert support to SMEs and third sector and civil society organisations to respond to the COVID-19 crisis and maintain business operations. Examples could include but are not limited to: sharing online resources and capabilities, building online capacities, sharing resources and infrastructure, etc. Given the current crisis situation it is encouraged to be innovative and engage with creative and best practice solutions. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>UK Government COVID-19 guidance for employees, employers and businesses (<a href="https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19">https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19</a>);</p> <p>Good Things Foundation - initiative working on improving digital skills (<a href="https://www.goodthingsfoundation.org/">https://www.goodthingsfoundation.org/</a>)</p>	Provide a breakdown of staff hours spent providing expert advice to third sector and civil society organisations/SMEs to manage the COVID-19 crisis. Provide the details of the third sector and civil society organisations/SMEs you have supported. Specify the number of staff hours spent for each third sector and civil society organisation/SME, the type of expert advice given as well as the qualification/role of the person delivering this advice. Information provided should be made compliant with data protection requirements (GDPR).
CW19-12	Please specify your payment conditions for SMEs and third sector and civil society organisations on the contract and commitments on the percentage of invoices to be paid within 30 days.	Please specify the total number of invoices to SMEs and third sector and civil society organisations to be paid on the contract and the number of those invoices paid within 30 days. Please provide evidence of payment terms implemented.
CW19-13	<p>Specify whether you have in place a strategy to provide guidance on best practice social interaction during COVID-19 to own and supply chain staff. Examples include but are not limited to: Regular emails to own and where possible supply chain staff informing them on best practice social behaviour at work and at home. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>“How are you doing” campaign from Public Health Wales: <a href="https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/how-are-you-doing/">https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/how-are-you-doing/</a></p> <p>UK Government COVID behavioural guidance (<a href="https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance">https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance</a>);</p> <p>UK Government behaviour at work guidance poster (<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/873785/COVID19_Guidance_Employers_and_businesses_.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/873785/COVID19_Guidance_Employers_and_businesses_.pdf</a>);</p> <p>UK Government social distancing recommendations (<a href="https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people/guidance-on-social-distancing-for-everyone-in-the-uk-and-protecting-older-people-and-vulnerable-adults">https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people/guidance-on-social-distancing-for-everyone-in-the-uk-and-protecting-older-people-and-vulnerable-adults</a>)</p>	Please provide documents detailing your strategy and a report of its implementation (how it has been distributed, monitored or enforced, how you have engaged with target audiences etc)

NTW Ref	Target Guidance	Evidence
CW19-14	<p>Summarise your strategy for enabling and encouraging staff to volunteer within the community or participate in local support networks. This measure focuses particularly on help for the most vulnerable groups and essential work force. Examples include but are not limited to: NHS volunteering, community support group volunteering, digital volunteering to help vulnerable groups, etc. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>Goodsam - NHS volunteer responder (<a href="https://www.goodsamapp.org/NHsvolunteerresponders">https://www.goodsamapp.org/NHsvolunteerresponders</a>);</p> <p>Covid-19 Mutual Aid UK - network and lists of community support initiatives focussed on COVID response (<a href="https://covidmutualaid.org/">https://covidmutualaid.org/</a>);</p> <p>Silverline - telephone support for old people (<a href="https://www.thesilverline.org.uk/what-we-do/">https://www.thesilverline.org.uk/what-we-do/</a>)</p> <p>Protecting most vulnerable guidance: <a href="https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19">https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19</a></p>	<p>Describe the volunteering activity/activities that you have specified as qualifying in your allowance for staff, and if available the support they have provided, including details of organisations they have volunteered with. Only regular work hours and paid overtime hours can be counted as volunteering hours. Information provided should be made compliant with data protection requirements (GDPR).</p>
CW19-15	<p>Specify initiatives for supporting local authorities or third sector and civil society organisations with delivering services to support people isolating in the local area for the contract. These services could include but are not limited to: food delivery, mental health support or equivalent measures. Examples include but are not limited to: Donating resources to NHS or encouraging staff to volunteer during paid work hours. Given the current crisis situation it is encouraged to be innovative and engage with creative and best practice solutions. Examples for innovative and best practice solutions can be accessed through the following links:</p> <p>Goodsam - NHS volunteer responder (<a href="https://www.goodsamapp.org/NHsvolunteerresponders">https://www.goodsamapp.org/NHsvolunteerresponders</a>)</p> <p>“How are you doing” campaign from Public Health Wales: <a href="https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/how-are-you-doing/">https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/how-are-you-doing/</a></p>	<p>Please provide a breakdown or report of the organisations and programmes supported within the contract's local area. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.</p>
CW19-16	<p>Summarise information and campaigns you provided to increase the understanding, recognition and appreciation of the social value provided by essential services (NHS, food retail, transportation, etc.) among own or supply chain staff and the general public. Given the current crisis situation, innovation, creativity and best practice solutions are encouraged. Examples for innovative and best practice solutions can be accessed through the following links:</p>	<p>Please provide description and references to the campaign organised or funded, a list of any organisations you might have partnered with and a breakdown of resources invested.</p>
CW19-17	<p>Clap for our carers (<a href="https://clapforourcarers.co.uk/">https://clapforourcarers.co.uk/</a>) - a campaign to raise awareness and appreciation for NHS staff during the current crisis</p>	<p>Please provide information of the plans you put in place to reduce any COVID-19 risks from contract related travel and transport for staff and affected members of the public. Please provide information on how any of your plans helped reduce COVID-19 related risks, how they were implemented, managed and potentially monitored.</p>
CW19-18	<p>Please provide information on any plans to reduce COVID-19 risks from contract related travel and transport for staff and affected members of the public. Please provide information on how any of your plans will help reduce COVID-19 related risks, how they will be implemented, managed and potentially monitored.</p>	<p>Please provide information on if and how you conducted a COVID-19 risk assessment relating to contract operations, as well as related monitoring and reporting. Please also provide information on any organisations you partnered with to identify, manage, monitor and mitigate risks. The assessment should include any supply chain staff and operations on contract.</p>

NTW Ref	Target Guidance	Evidence
NTW80	Provide a breakdown of pounds to be invested in initiatives aimed at supporting people to learn the Welsh language (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of activities you plan to support, including how and where you aim to do so. Details of any organisations you will partner with must be provided.	Provide a breakdown of pounds invested in initiatives aimed at learning the Welsh language (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you supported, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW81	Provide a breakdown of pounds to be invested in initiatives aimed at supporting people to get involved in arts, sport and heritage activities (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of activities you plan to support, including how and where you aim to do so. Details of any organisations you will partner with must be provided.	Provide a breakdown of pounds invested in initiatives aimed at getting people involved in arts, sport and heritage activities (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you supported, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW82	Provide a breakdown of pounds to be invested in initiatives aimed at protecting native wildlife and biodiversity as well as local heritage sites (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you plan to support, including how and where you aim to do so. Details of any organisations you will partner with must be provided.	Provide a breakdown of pounds invested in initiatives aimed at protecting native wildlife and biodiversity as well as local heritage sites (including number of staff hours valued at £14.63 per hour - i.e. the general value for volunteering (NTW67)). Describe what type of initiatives you supported, including how and where you have done so. Provide details of any organisations you have partnered with. Where an additional multiplier has been added at Measurement as a result of specific impact assessments for the initiatives reported (e.g. SROI), the reports for each assessment should be provided. There is an expectation for independently assured and audited reports to be provided. Information provided should be made compliant with data protection requirements (GDPR).
NTW83	Describe the initiatives and their relevance to the Measure. A breakdown of pounds (including number of staff hours valued at £14.63 per hour or at £87.48 if it is expert time) should be provided. Provide details of any organisations you will work with and specify whether they will be covering the reported cost with you and how.	Please provide a project report that evidences the activities carried out during the reporting period, their impact, the range of expert services provided, and a description of partnering organisations if any. A breakdown of pounds invested per type of investment - e.g. cash, staff time volunteering (valued at £14.63 per hour), staff time expert advice (valued at £87.48), equipment or equivalent value of other assets should be provided.

## Table 7: Double Counting

The Double Counting guidance provided below enables National TOMs Wales users to prevent inputting the same data for multiple Measures. Where relevant a Measure has been allocated a Measure Type. When inputting data please ensure that data inputted for a Measure is not inputted again for any Measures of the Measure Types presented in the rightmost column. For NTW1 this means: The Measure is of type “Local jobs” and care should be given not to input the same data for any other “Local jobs, Local spend, Fair wage” measures. Double counting results in overclaiming of the delivered social value and should be avoided.

NTW Ref	Proxy	Proxy Rationale
NTW1	Local jobs	Local jobs, Local spend, Fair wage
NTW1a	Local jobs	Local jobs, Local spend, Fair wage
NTW1b	Local jobs	Local jobs, Local spend, Fair wage
NTW1c	Local jobs	Local jobs, Local spend, Fair wage
NTW2		
NTW3		
NTW4		
NTW5		
NTW6	Staff volunteering hours	Staff volunteering hours, Expert hours
NTW7	Apprenticeships and VQ	Apprenticeships and VQ
NTW8	Apprenticeships and VQ	Apprenticeships and VQ
NTW9	Apprenticeships and VQ	Apprenticeships and VQ
NTW10	Apprenticeships and VQ	Apprenticeships and VQ
NTW11	Apprenticeships and VQ	Apprenticeships and VQ
NTW12	Apprenticeships and VQ	Apprenticeships and VQ
NTW13	Expert hours	Expert hours, Staff volunteering hours
NTW14	Local spend	Local spend, Local jobs, Employing disadvantaged groups in supply chain
NTW14a	Local spend	Local spend, Local jobs, Employing disadvantaged groups in supply chain
NTW15	Local spend	Local spend, Local jobs, Employing disadvantaged groups in supply chain
NTW16		
NTW17	Community support	Community support, Expert hours, Staff volunteering hours
NTW18	Community support	Community support, Biodiversity and climate change
NTW19	Waste	Waste
NTW20	Innovation	Innovation
CW19-1	Covid-Jobs	Covid-Jobs
CW19-2	Covid-Jobs	Covid-Jobs
CW19-3	Covid-Jobs	Covid-Jobs

NTW Ref	Proxy	Proxy Rationale
NTW21	CO2e reductions	CO2e reductions
NTW22		
NTW23	CO2e reductions	CO2e reductions
NTW24		
NTW25	Procurement commitments	Procurement commitments
NTW26	Community support	Community support
NTW27	Innovation	Innovation
NTW28	Staff hours	Staff hours, Biodiversity and climate change
NTW29	Biodiversity and climate change	Biodiversity and climate change, Expert hours, Staff volunteering hours
NTW30	Biodiversity and climate change	Biodiversity and climate change, Expert hours, Staff volunteering hours
NTW31		
NTW32		
NTW33	Biodiversity and climate change	Biodiversity and climate change, Expert hours, Staff volunteering hours
NTW34	Waste	Waste, Biodiversity and climate change, Expert hours, Staff volunteering hours
NTW35	Procurement commitments	Procurement commitments
NTW36		
NTW37		
NTW38	Biodiversity and climate change	Biodiversity and climate change
NTW39	Innovation	Innovation
NTW40	Community support	Community support, Staff volunteering hours, Expert hours
NTW41	Staff volunteering hours	Staff volunteering hours, Community support
NTW42	Transportation	Transportation
NTW43	Transportation	Transportation
NTW44		
NTW45		
NTW46		
NTW47	Staff wellbeing	Staff wellbeing
NTW48	Staff wellbeing	Staff wellbeing
NTW49	Innovation	Innovation
CW19-4		
CW19-5	Staff wellbeing	Staff wellbeing, Other Covid measures
CW19-6		
CW19-7	Staff wellbeing	Staff wellbeing, Other Covid measures

NTW Ref	Proxy	Proxy Rationale
CW19-8	Staff wellbeing	Staff wellbeing, Other Covid measures
CW19-9	Staff wellbeing	Staff wellbeing, Other Covid measures
CW19-10		
NTW50	Employing disadvantaged groups	Employing disadvantaged groups, Employing disadvantaged groups in supply chain
NTW50a	Employing disadvantaged groups	Employing disadvantaged groups, Employing disadvantaged groups in supply chain
NTW50b	Employing disadvantaged groups	Employing disadvantaged groups, Employing disadvantaged groups in supply chain
NTW51	Employing disadvantaged groups	Employing disadvantaged groups
NTW51a	Employing disadvantaged groups	Employing disadvantaged groups
NTW51b	Employing disadvantaged groups	Employing disadvantaged groups
NTW52	Employing disadvantaged groups	Employing disadvantaged groups, Employing disadvantaged groups in supply chain
NTW53	Employing disadvantaged groups	Employing disadvantaged groups, Employing disadvantaged groups in supply chain
NTW54	Employing disadvantaged groups	Employing disadvantaged groups, Employing disadvantaged groups in supply chain
NTW55	Staff volunteering hours	Staff volunteering hours, Expert hours
NTW56	Staff volunteering hours	Staff volunteering hours
NTW57	Work placement	Work placement
NTW57a	Work placement	Work placement
NTW58	Work placement	Work placement, Fair wage
NTW58a	Work placement	Work placement
NTW59	Expert hours	Expert hours, Staff volunteering hours, Community support
NTW60	Community support	Community support
NTW61		
NTW62		
NTW63	Procurement commitments	Procurement commitments
NTW64	Community support	Community support
NTW65	Innovation	Innovation
NTW66	Community support	Community support, Expert hours, Staff volunteering hours
NTW67	Staff volunteering hours	Staff volunteering hours, Local spend, Community support
NTW68	Local spend	Local spend, Community support, Employing disadvantaged groups
NTW69	Expert hours	Expert hours, Staff volunteering hours
NTW70	Staff wellbeing	Staff wellbeing
NTW71		
NTW72		
NTW73	Community support	Community support, Staff volunteering hours, Expert hours

NTW Ref	Proxy	Proxy Rationale
NTW74	Community support	Community support, Staff volunteering hours, Expert hours
NTW75	Community support	Community support, Staff volunteering hours, Expert hours
NTW76	Community support	Community support
NTW77	Staff volunteering hours	Staff volunteering hours, Community support
NTW78	Community support	Community support, Staff volunteering hours, Expert hours
NTW79	Innovation	Innovation
CW19-11	Community support	Community support, Other Covid measures
CW19-12		
CW19-13		
CW19-14	Community support	Community support, Staff volunteering hours, Other Covid measures
CW19-15	Community support	Community support, Staff volunteering hours, Other Covid measures
CW19-16	Community support	Community support, Other Covid measures, Local spend
CW19-17		
CW19-18		
NTW80	Community support	Community support; Expert hours, Staff volunteering hours
NTW81	Community support	Community support; Expert hours, Staff volunteering hours
NTW82	Community support	Community support; Expert hours, Staff volunteering hours
NTW83	Innovation	Innovation

## Table 8: Reporting Guidelines for Business - Social Value and Local Economics Value

Table 7 provides a rationale for reporting a subset of the National TOMs proxies as Local Economic Value. This is generally relevant for businesses, when they would have created the same number of jobs or spent the same amount with the supply chain elsewhere. Without a project specific assessment of local additionality (e.g. deadweight, displacement or leakage) this value cannot, therefore, be considered added from a societal perspective. For this reason, the values are reported separately in the National TOMs Wales reporting.

For VCSEs, on the other hand, when it can be argued that those jobs and spend would not have been created if not for the social aim of the project, the following Measures can be reported as Social Value and not only as Local Economic Value.

NTW Ref	Local Economic Value - Rationale
NTW1	
NTW1a	
NTW1b	For businesses - The additional value that we want to capture is the value of sourcing jobs locally. As these jobs could have been created anyway as a result of the contract, possibly elsewhere, we cannot claim that this is additional value to society as a whole, but it is additional value to the local area.
NTW1c	
NTW2	
NTW14	
NTW14a	For businesses - The additional value that we want to capture is the value choosing local suppliers, and hence creating more opportunities for local business. As these business opportunities could have been created anyway - possibly elsewhere - as a result of the contract, we cannot claim that this is additional value to society as a whole, but it is additional value to the local area.
NTW15	

# Glossary

## Input proxy

A proxy that values the resources (financial or otherwise) and the activities that are pledged for a Measure (e.g. £ value invested, wage paid, value of equipment donated). This is the type of proxy that is the farthest away from capturing the final value of the change achieved by the Measure that matters to the beneficiaries (impact value). It is only used when no better proxy is available.

## Output proxy

A proxy that values the equivalent (usually market) value of the good or services delivered as a result of the inputs and activities. It usually used to value avoided costs for the beneficiaries (e.g. value of receiving professional advising from an expert to a VCSE).

## Outcome proxy

A proxy that values the immediate economic and fiscal consequences of the Measure (e.g. lifetime economic benefit to a long term unemployed person employed resulting from increased earnings and fewer workless spells).

## Impact proxy

The ideal social value proxy, it includes the value of long term economic, fiscal and wellbeing consequences of the Measure for the direct and indirect beneficiaries, including benefits for communities such as social capital. (e.g.: decreased costs to the NHS from improved health outcomes over the course or the working lifetime associated with employment of long term unemployed; wellbeing value of living in a safer and greener community; value of increased aspirations in education, value of stronger or more diverse social networks in a community – bonding or bridging social capital).

## Deadweight

Percentage of value that would have occurred without the intervention of the Measure.

## Attribution

Percentage of value that can be directly linked to the project in question. (See worked out examples).

## Cost Benefit Analysis

Analysis that quantifies in monetary terms as many of the costs and benefits of a proposal as feasible, including items for which the market does not provide a satisfactory measure of economic value (HM Green Book)

## Leakage

The proportion of outputs that benefit those outside the intervention's target area or group (Additionality Guide, National Regeneration Agency)

## GVA Multipliers

“The GVA multiplier is expressed as the ratio of the direct and indirect (and induced if Type II multipliers are used) GVA changes to the direct GVA change, due to a unit increase in final demand. In other words, if you have the change in GVA for the industry the GVA multiplier can be used to calculate the change in GVA for the economy as a whole.” (<http://www.gov.scot/Topics/Statistics/Browse/Economy/Input-Output/Multipliers>)

## Direct and Indirect effects (Local Multipliers, GVA Multipliers)

“If there is an increase in final demand for a particular industry output, we can assume that there will be an increase in the output of that industry, as producers react to meet the increased demand; this is the direct effect. As these producers increase their output, there will also be an increase in demand on their suppliers and so on down the supply chain; this is the indirect effect.” (<http://www.gov.scot/Topics/Statistics/Browse/Economy/Input-Output/Multipliers>)

# Bibliography and Sources (WIP)

**The Green Book: appraisal and evaluation in central government, HM Treasury**

**The Seven Principles of Social Value, Social Value International**

**Unit Cost Database, New Economy Manchester**

**Transport analysis guidance: WebTAG, Department for Transport**

**UK input-output analytical tables, ONS**

**Annual Survey of Hours and Earnings, ONS**

**Changes in the value and division of unpaid volunteering in the UK: 2000 to 2015, ONS**

**Household Satellite Accounts - Valuing Voluntary Activity in the UK**

**Stats Wales**

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**Guidance: Air quality appraisal, Defra**

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