








Themes	Outcomes	Measures
 Jobs Promote local skills and employment	Improved employability of young people	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) – (under 24 years old) Meaningful work placements that pay Real Living wage according to eligibility – 6 weeks or more (internships) No. of staff hours spent on local school and college visits e.g. delivering career talks, curriculum support, literacy support, safety talks (including preparation time)
	More local people in employment	% of local employees (FTE) on contract
 Growth Supporting growth of responsible regional business	Ethical Procurement is promoted	% of invoices paid within 30 days % of contracts include commitments to ethical employment practices in the local and 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
	More opportunities for local MSMEs and VCSEs	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE) Equipment or resources donated to Voluntary, Community & Social Enterprise organisations (£ equivalent value) Total amount (£) spent with Voluntary, Community & Social Enterprise organisations within your supply chain Number of voluntary hours donated to support Voluntary, Community & Social Enterprise organisations (excludes expert business advice)
	More Local employment	Total amount (£) spent in local supply chain through the contract
	Reducing inequalities	% of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation % of contractors in the supply chain required (or supported if they are micro OR small business) to pay at least Real Living wage
	Improving staff wellbeing and mental health	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes Equality, diversity and inclusion training provided both for staff and supply chain staff
	More working with the Community	No. of hours volunteering time provided to support local community projects Donations or in-kind contributions to local community projects (£ & materials)
 Social Healthier, safer and more resilient communities	Our Occupiers are more satisfied	Occupier satisfaction score (NPS) A Post Occupancy Evaluation has been carried out
	Creating a healthier community	Initiatives to redesign spaces to address any Covid-19 related risks and impacts on staff and work
	Crime is reduced	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, etc.)
 Environment Decarbonising and Safeguarding our World	Carbon emissions are reduced	Savings in CO ₂ emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved) Policy and programme to achieve Net Zero Carbon including monitoring plan with specific milestones
	Air pollution is reduced	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)
	Sustainable Procurement is promoted	% of procurement contracts that include sustainable procurement commitments or other relevant requirements and certifications (e.g. to use local produce, reduce food waste, and keep resources in circulation longer.)
 Innovation Promoting social innovation	Social innovation to safeguard the environment and respond to the climate emergency	Innovative measures to safeguard the environment and respond to the climate emergency to be delivered on the contract. Innovative measures to enable healthier, safer and more resilient communities to be delivered on the contract.
		NB: Innovations could be co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.