



## Procurement Policy Note 002

# The PPN002 Social Value Model

February 2025

### 1. Introduction

This Social Value Model ('the model') accompanies the PPN 002 and has been updated to ensure that in-scope organisations can implement the government's new National Procurement Policy Statement (NPPS). In-scope organisations will have a transition period in which to apply the new model starting from 24 February 2025, but its use will be mandatory from 1 October 2025. The PPN 002 Social Value Model is a menu of options from which In-scope Organisations select the most appropriate social value outcomes and criteria for their contract.

### 2. How to construct your social value question and criteria using the Social Value Model

There are 3 steps to using the model. You should include social value in preliminary market engagement to ensure that the outcomes you select can be achieved by the suppliers bidding.

1. Select an Outcome from PPN 002 Social Value Model that relates to the subject matter of the contract, is proportionate and non-discriminatory
2. Insert the model social value question into your tender document.
  - a. You are permitted to refine this to suit the condition of the market and your contract, based on feedback in your market engagement.
3. Insert the Social Value Award Criteria and Sub-Criteria corresponding to the Outcome you have selected.
  - a. You are permitted to refine this to suit the condition of the market and your contract, based on feedback in your market engagement. For example, you might omit some of the sub-criteria if they are not proportionate to the contract.

The Guide to using the PPN 002 Social Value Model accompanies this document and sets out further information about how to use the model.

## Model social value question

In no more than [enter number of] words please set out, in a method statement and project plan, the specific, measurable and time bound commitment(s) your organisation will make to deliver the [insert policy outcome] and the following Award Criteria below. Outcomes 1, 6 and 7 only: to provide a baseline for reporting, please also state the total number of people who will work on the contract (measured in roles, not Full Time Equivalents).

### **Social value model award criteria and sub-criteria**

- [insert the social value model award criteria and sub-criteria for the outcome you have selected]

### **Additional award Criteria**

Your response will be evaluated using the above Social Value Model Award Criteria and the following additional award criteria:

- The response includes a specific, measurable and time-bound commitment (minimum requirement to score points)
- The response includes a description of how the commitment meets the award criteria
- (If not already identified by the in-scope organisation) the response includes a specific, nominated cohort, or details of how you will identify and define a target cohort (illustrative example: care leavers or the prison leavers).
- The response includes a description of how you will identify and reach the target cohort, how you will design/refine and tailor the offer to the cohort
- The response includes a description of how you will influence staff, suppliers, customers and communities (as appropriate) through the delivery of the contract to deliver the Social Value Outcome, for example: engagement, co-design/creation, training and education, partnering/collaborating, volunteering.
- Transparency - any plans for publishing your commitments and performance
- The response includes a timed project plan setting out how you will implement your commitment and by when, including:

- Timed action plan
- Proposed metrics you will use to monitor the contract (if your offer relates to a metric listed in the Social Value Model, you should use the appropriate Standard Reporting Metric).
- Tools/processes used to gather and monitor performance
- Governance, including nominated escalation points
- Feedback and improvement procedures in place

**Mission: Kick start economic growth.** to secure the highest sustained growth in the G7 - with good jobs and productivity growth in every part of the country making everyone, not just a few, better off.

Outcome	Model award criteria	Model sub criteria	Standard reporting metric
<p><b>1. Fair work:</b> that offers fair wages and good working conditions.  Help people get a job, stay in work, and progress in their careers, with good employment opportunities across the country.  Notes: Where there is a large</p>	<p>1a. Create and retain high quality jobs '(as defined in MACs 1b-1d)'  Notes: If you use MAC 1a, ensure you check that it is still feasible for overseas organisations to achieve this and include some or all of MACs 1b-1e to provide additional quality award criteria. This is required to meet our</p>	<p>Activities that demonstrate and describe the supplier's existing or planned activities for the contract workforce:</p> <ul style="list-style-type: none"> <li>● New or retained jobs on the contract workforce in the relevant area that meet the criteria set out in MAC 1b, 1c and 1d</li> <li>● New apprenticeships on the contract workforce in the relevant area that meet the criteria set out in MAC 1b</li> </ul>	<p>1ai. Number (in roles, not FTE) of employment opportunities created under the contract, by UK region.  1aai. Number of apprenticeship opportunities (Level 2, 3, and 4+) created or retained under the contract, by UK region</p>

proportion of labour trade commitments.  
 costs in the  
 contract,  
 commercial teams  
 should consider  
 MACs in Outcome  
 1 as a priority.

1b Fair working conditions	<p>Activities that demonstrate and describe the Supplier's existing or planned activities for the contract workforce:</p> <ul style="list-style-type: none"> <li>● Providing opportunities for, and measuring and monitoring of, staff workforce conditions over time, including employee engagement, involvement in decision-making and satisfaction and adapting to any changes in the results, with clear processes for acting on issues identified</li> <li>● Plans to engage the contract workforce in deciding the most important workplace issues to address</li> <li>● Ensuring new workers are informed of their right to join a trade union</li> <li>● Monitoring of employee engagement rates (by protected characteristic) and, where necessary, the development of actions to ensure all voices are heard across the diversity of the workforce</li> <li>● Employment contracts that reflect actual hours worked; steps taken to ensure employees understand their contracts and have the ability to review and adjust them if actual hours regularly exceed contracted hours</li> <li>● Activities that support an environment where staff are</li> </ul>	1bi. Number of people working on the contract (aged 16 and above) who have a permanent contract.
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educated about, and feel empowered to, address their physical wellbeing. Illustrative examples include sleep, nutrition, physical activity, smoking, alcohol use, financial literacy and pension planning

- Activities that support an environment where staff are educated about and feel empowered to report and address bullying and harassment
- Activities to cascade good practice on fair working conditions throughout the supply chain
- Offer a pay and leave entitlement to all eligible staff who become kinship carers, ideally equivalent to statutory adoption pay and leave

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1c. Fair pay practices.

Activities that demonstrate and describe the supplier's existing or planned:

- Payment of more than the National Minimum Wage or National Living Wage (as appropriate) to the contract workforce
- Monitoring and reporting of gender and ethnicity pay gaps and plans to address them where necessary
- Entitlement to sick pay for the contract workforce, with provision in place for any staff who do not meet the earnings threshold for statutory sick pay, payment of sick pay from day one of absence and payment of staff on the contract workforce who are off sick a replacement income of 100% of their usual earnings for as long as possible
- Plans for an appropriate income replacement policy for staff who are required to spend time away from work to care for a sick dependent or close relative

1c1. Number of people (18-20 years) working on the contract who are paid the above the National Minimum Wage

1cii. Number of people (above 20 years) working on the contract who are paid above the National Living Wage.

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<p>1d. In-work progression to help people to move into higher paid work by developing new skills</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of in-work progression issues affecting the market, industry or sector relevant to the contract, and in the supplier's own organisation and those of its key sub-contractors</li> <li>● Measures to support in-work progression to help people in the contract workforce, to move into higher paid work by developing new skills relevant to the contract</li> <li>● Support for the contract workforce by providing career advice, and providing opportunities for staff working on the contract with in-work progression career development into known skills shortages or high growth areas. Illustrative examples: mentoring; mock interviews; CV advice and careers guidance; learning and development; volunteering; careers talks, curriculum support, literacy support and safety talks</li> <li>● Support for educational attainment relevant to the contract, including training schemes that address skills gaps and result in recognised qualifications</li> <li>● Volunteering opportunities for staff</li> </ul>	<p>1di. Number of person hours of staff in-work progression upskilling delivered through training opportunities and comprehensive upskilling programmes.</p> <p>1dii. Number of person hours of career support provided to the workforce e.g. mentoring, mock interviews CV advice, or careers guidance.</p>
<p>1e. Identifying and managing the risks of modern slavery</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of the modern slavery risks and issues affecting the market, industry, sector or country (of origin or of source) relevant to the contract, and the workforce in the supplier's own organisation and those of its key subcontractors</li> </ul>	<p>1ei. Number of tier 1 and 2 suppliers who have been audited/assessed.</p> <p>1eii. Number of staff who have completed</p>

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- Measures to identify, mitigate and manage modern slavery risks relating to the contract and how these will be implemented, including but not limited to:
    - Mapping the supply chain to provide assurance risks are understood and being managed effectively including in relation to vulnerable groups, type of work and location of supply chain
    - Demonstrating that the contract workforce: has access to an independent democratic trade union or other forms of worker representation and has access to grievance mechanisms to report incidents or suspected incidences of modern slavery relating to the contract through whistleblowing and reporting, including:
      - a process of escalation routes and access to grievance system
      - an action plan, with past evidence of how the organisation has/will respond including cooperating with police and victim organisations where appropriate
      - receive induction on workplace rights
      - has access to modern slavery training
  - Outline policies and practices to be applied to or put in place for the contract to mitigate and manage modern slavery risks including: Pre-employment checks, recruitment practices, workplace conditions, safeguarding
- modern slavery training within 90 days of joining the organisation
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- plans and processes in place and regular monitoring with relevant groups considered, which may include sampling
- How these flow down the supply chain and are monitored  
Illustrative examples include reporting, site visits, audits, etc.
  - How to ensure business decisions re: price/cost, short lead times, payment timescales do not create modern slavery risks in the supply chain
  - How the supplier will work with NGOs, trade unions or other businesses to address modern slavery risk
  - Means of influencing staff, suppliers, customers, communities and/or any other appropriate stakeholders with respect to modern slavery risks relating to the contract. Illustrative examples: Engagement, co-design/creation, training and education - raising awareness and training employees and staff employed in the supply chain about modern slavery, including:
    - demonstrating leadership and an ongoing commitment to the agenda
    - nominating a lead within the organisation for accountability
    - media campaigns such as online, websites, social media, posters, training, events, through local charities and bodies.
    - activities to assess levels of awareness with key stakeholders and developing a targeted response.
    - Partnering/collaborating and volunteering
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<p><b>2. Skills for growth:</b> supporting growth sectors and addressing skills gaps.</p>	<p>2a. Learning and skills development opportunities relevant to the contract to address skills gaps*  [*In-scope organisations to identify the relevant skills gap].</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>• Understanding of employment and relevant skills issues, and of the education and training issues relating to the contract. Illustrative examples: demographics, skills shortages, new opportunities in high growth sectors, geographic/local community and skills/employment challenges</li> <li>• Support for educational attainment relevant to the contract, including training schemes that address skills gaps and result in recognised qualifications</li> <li>• Activities to support relevant sector related skills growth and sustainability in the contract workforce. Illustrative examples: careers talks, curriculum support, literacy support, safety talks and volunteering</li> <li>• Delivery of apprenticeships, supported internships and T Level industry placement opportunities (Level 2, 3 and 4+) in relation to the contract</li> </ul>	<p>2ai. Number of training opportunities (Level 2, 3, and 4+) other than apprentices created or retained under the contract.</p> <p>2aii. Number of people-hours of learning interventions delivered under the contract, by UK region.</p>
<p><b>3. Resilient, innovative and flexible supply chains:</b> Support economic growth through enabling resilient businesses, opportunities for small businesses and voluntary, community and</p>	<p>3a. Create a diverse supply chain to deliver the contract including new businesses and entrepreneurs, start-ups, SMEs, VCSEs and mutuals Including creating opportunities for entrepreneurship and helping new organisations to grow,</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>• Understanding of the types of businesses in the market and the level of participation by new businesses, entrepreneurs, start-ups, SMEs, VCSEs and mutuals</li> <li>• Activities to identify opportunities to open up sub-contracts under the prime contract to a diverse range of businesses, including new businesses, entrepreneurs, start-ups, SMEs, VCSEs and mutuals</li> <li>• Plans for engaging a diverse range of businesses in engagement activities prior to appointing subcontractors</li> </ul>	<p>3ai. Direct spend with start-ups: The value of contract opportunities awarded under the contract in £</p> <p>3aai. Direct spend with SMEs: The value of contract opportunities awarded under the</p>

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social enterprises	supporting economic growth and business creation.	<p>(including activities prior to award of the main contract and during the contract term)</p> <ul style="list-style-type: none"> <li>● Activities that demonstrate a collaborative way to work with a diverse range of businesses as part of the supply chain. Illustrative examples: co-design and co-creation of services; collaborative performance management; appropriate commercial arrangements; inclusive working methods; and use of inclusive technology</li> <li>● Advertising of supply chain opportunities openly and to ensure they are accessible to a diverse range of businesses, including advertising all subcontracting opportunities on Contracts Finder</li> <li>● Ensuring accessibility to contracting and subcontracting opportunities for disabled business owners and employees</li> <li>● Structuring of the supply chain selection process to ensure fairness (e.g. anti-corruption) and encourages participation by a diverse range of businesses, including with regard to new businesses, entrepreneurs, start-ups, SMEs, VCSEs and mutual</li> </ul>	<p>contract in £</p> <p>3a.iii. Direct spend with VCSEs: The value of contract opportunities awarded under the contract in £</p> <p>3a.iv. Direct spend with mutuals: The value of contract opportunities awarded under the contract in £.</p>
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<p>3b. Collaborate in co-design and delivery with communities and anchor partners.</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of local demographics, needs and opportunities for the co-design of the goods, services and works to be delivered under the contract</li> <li>● Methods for engaging with different parts of the community (including the education system and charities representing the community) and how communities come together to inform decisions, strategy and projects to leave a positive legacy for future generations. Illustrative examples: engagement events; awareness campaigns and outreach activities; focus groups; 'anchor institutions' such as educational establishments and health trusts; Local Economic Partnerships (LEPs); charities; industry or community representative bodies</li> <li>● Measures to involve local stakeholders and/or users in design (e.g. in the design of services, systems, products or buildings)</li> <li>● Plans for positive actions with community groups.</li> <li>● Measures for making facilities used in the delivery of the contract available for community groups, education or training</li> <li>● Measures to engage users and communities and build relationships to increase community integration build trust and influence how the contract is delivered</li> <li>● Plans to respond flexibly and adapt approaches to community engagement and initiatives</li> <li>● Support for community-led initiatives relevant to the contract. Illustrative examples: improving transport links; reducing loneliness; helping with English language</li> </ul>	<p>3bi. Number of engagement activities with the community, community representatives and or anchor institutions.</p>
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proficiency; and facilitating social mixing among people with different backgrounds

- Collaborating with anchor institutions and community groups to make facilities available for education, training or community events

**Make Britain a clean energy superpower:** to cut bills, create jobs and deliver security with cheaper, zero-carbon electricity by 2030, accelerating to net zero.

Outcome	Model award criteria	Model sub criteria	Standard reporting metric
<p><b>4. Sustainable procurement practices:</b> reducing carbon footprints, minimising waste, and promoting the use of clean energy and green technologies.</p>	<p>4a Deliver additional environmental benefits in the performance of the contract, including working towards net zero greenhouse gas emissions and use of clean energy and green technologies</p>	<p>Activities that demonstrate and describe the supplier’s existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of opportunities for additional environmental benefits delivery in the performance of the contract, including working towards net zero carbon emissions and use of clean energy and green technologies</li> <li>● Illustrative examples include: <ul style="list-style-type: none"> <li>○ conducting pre-contract engagement activities with a diverse range of organisations in the market to support the delivery of additional environmental benefits in the performance of the contract</li> </ul> </li> <li>● Collaborative ways of working with the supply chain to deliver additional environmental benefits in the performance of the contract, including working towards net zero carbon emissions and use of clean energy and green technologies</li> <li>● Delivery of additional environmental benefits through the</li> </ul>	<p>4ai. Annual reduction in carbon emissions arising from the performance of the contract, measured in metric tonnes carbon dioxide equivalents (MTCDE).</p> <p>4aaii. Annual reduction in water use arising from the performance of the contract, measured in litres.</p> <p>4aiiii. Annual reduction in waste to landfill arising from the performance of</p>

	<p>performance of the contract, including working towards net zero carbon emissions and use of clean energy and green technologies</p> <ul style="list-style-type: none"> <li>● Illustrative examples include: <ul style="list-style-type: none"> <li>○ enhancing the natural environment such as habitat creation, increasing biodiversity such as increased numbers of pollinators</li> <li>○ green space creation in and around buildings in towns and cities, e.g. green walls, utilising roof tops for plants and pollinators</li> <li>○ improving air quality</li> <li>○ use of clean energy</li> <li>○ use of green technologies</li> </ul> </li> </ul>	<p>the contract, measured in metric tonnes.</p> <p>4aiv. Size of green spaces in m2 created under the contract, by UK region.</p>
<p>4b Influence staff, suppliers, customers and communities through the delivery of the contract to support climate and nature protection and improvement</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of how to influence staff, suppliers, customers, communities and/or any other appropriate stakeholders through the delivery of the contract to support climate and nature protection and improvement</li> <li>● Activities to reconnect people with the environment and increase awareness of ways to protect and enhance it</li> <li>● Illustrative examples: <ul style="list-style-type: none"> <li>○ Engagement to raise awareness of the benefits of the environmental opportunities identified</li> <li>○ Co-design/creation. Working collaboratively to devise and deliver solutions to support environmental objectives.</li> <li>○ Training and education. Influencing behaviour to reduce waste and use resources more efficiently in</li> </ul> </li> </ul>	<p>4bi. Number of hours spent influencing staff, customers and communities to support the environment</p>

- the performance of the contract
- Partnering/collaborating in engaging with the community in relation to the performance of the contract, to support environmental objectives
- Volunteering opportunities for the contract workforce, e.g. undertaking activities that encourage direct positive impact

**Mission: Take back our streets** - by halving serious violent crime and raising confidence in the police and criminal justice system to its highest

Outcome	Model criteria	Model sub criteria	Standard reporting metric
<p><b>5. Support the reduction in crime</b> through community cohesion, awareness raising and action.</p>	<p>5a. Influence staff, suppliers, customers and communities through the delivery of the contract to support the reduction in domestic abuse</p>	<p>Activities that demonstrate and describe the supplier’s existing or planned:</p> <ul style="list-style-type: none"> <li>● Outline policies and practices to be applied to or put in place for the contract to mitigate and manage risks of domestic abuse in the contract workforce, including:               <ul style="list-style-type: none"> <li>○ safeguarding plans and processes in place</li> <li>○ working with local or national charities and community organisations to address the risks of domestic abuse</li> </ul> </li> <li>● Means of influencing staff, suppliers, customers, communities and/or any other appropriate stakeholders with respect to the risks of domestic abuse relating to the contract workforce Illustrative examples:               <ul style="list-style-type: none"> <li>○ engagement</li> <li>○ training and education - raising awareness and training employees and staff employed in the supply</li> </ul> </li> </ul>	<p>5ai. Number of hours of learning interventions delivered under the contract raising awareness on the risk of domestic abuse.</p>

**Mission: Break down barriers to opportunity** by reforming our childcare and education systems, to make sure there is no class ceiling on the ambitions of young people in Britain.

Outcome	Model criteria	Model sub criteria	Standard reporting metric
<b>6. Employment and training for those who face barriers to employment</b>	6a. Create employment and training opportunities particularly for those who face barriers to employment and/or who are located in deprived areas, and for people in industries with known skills shortages or in high growth sectors.	<p>Employment Activities that demonstrate and describe the suppliers existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of employment and skills issues, and of the skills and employment shortages of high growth sectors relating to the contract. Illustrative examples:                             <ul style="list-style-type: none"> <li>○ demographics, skills shortages, new opportunities in high growth sectors, groups under-represented in the workforce (e.g. those not in education, employment or training (NEETs), prison leavers, care leavers, kinship carers, disabled people and the long-term unemployed), geographic/local community and skills/employment challenges</li> </ul> </li> <li>● Creation of employment opportunities particularly for those who face barriers to employment, such as prison leavers, care leavers and/or who are located in deprived areas, and for people in industries with known skills shortages or in high growth sectors</li> <li>● Delivery of training schemes and programmes to address any identified skills gaps and under-representation in the workforce for the contract (e.g. prison leavers, care leavers, kinship carers, disabled people)</li> <li>● Advertising, promotional and outreach activities designed to raise awareness of the offer to reach the target cohort.</li> </ul>	<p>6ai. Number of employment opportunities created under the contract for people from groups underrepresented in the workforce.</p> <p>6aaii. Number of apprenticeship opportunities (Level 2, 3, and 4+) created or retained under the contract for people from groups underrepresented in the workforce</p>

	Illustrative example: advertising in the in-scope organisation's local Job Centre Plus (illustrative example: advertising in the area relevant Job Centre Plus to the in-scope organisation)	
6b Demonstrate action to increase the representation of disabled people in the contract workforce	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>• Understanding of the issues affecting the representation of disabled people in the workforce in the market, industry or sector relevant to the contract, and in the supplier's own organisation and those of its key sub-contractors</li> <li>• Collection of the views and expertise of disabled people and their representative organisations on successfully supporting disabled employees or applicants</li> </ul> <p>Measures to reduce barriers to securing more jobs for disabled people in the contract workforce. Illustrative examples:</p> <ul style="list-style-type: none"> <li>• Inclusive and accessible recruitment practices, and retention-focused activities, including those provided in the Guide for line managers on recruiting, managing and developing people with a disability or health condition</li> <li>• Introducing transparency to pay and reward processes</li> <li>• Offering a range of quality opportunities with routes of progression if appropriate, e.g. T Level industry placements, students supported into higher level apprenticeships.</li> <li>• Working conditions which promote an inclusive working environment and promote retention and progression</li> <li>• Other measures to provide equality of opportunity for disabled people and those with health conditions into</li> </ul>	<p>6bi. Number of employment opportunities created under the contract for disabled people in the workforce.</p> <p>6bii. Number of disabled people on apprenticeship schemes (Level 2, 3, and 4+) under the contract, by UK region.</p>



	employment, including becoming a Disability Confident employer and inclusion of supported businesses in the contract supply chain	
6c Demonstrate action to identify and tackle inequality in employment, skills and pay in the contract workforce.	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of the issues affecting inequality in employment, skills and pay in the market, industry or sector relevant to the contract, and in the supplier's own organisation and those of its key sub-contractors. Measures to tackle inequality in employment, skills and pay in the contract workforce. Illustrative examples: <ul style="list-style-type: none"> <li>○ Inclusive and accessible recruitment practices, and retention-focused activities</li> <li>○ Offering a range of quality opportunities with routes of progression if appropriate, e.g. T Level industry placements, students supported into higher level apprenticeships</li> <li>○ Working conditions which promote an inclusive working environment and promote retention and progression</li> <li>○ Demonstrating how working conditions promote an inclusive working environment and promote retention and progression</li> <li>○ A time-bound action plan informed by monitoring to ensure employers have a workforce that proportionately reflects the diversity of the communities in which they operate, at every level</li> <li>○ Including people with protected characteristics, in shortlists for recruitment and promotions</li> </ul> </li> </ul>	<p>6ci. Number of people in the workforce employed under the contract with flexible working arrangements in place.</p> <p>6cii. Number of people from groups under-represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+) under the contract, by UK region.</p> <p>6ciii. Number of people from groups under-represented in the workforce on other training schemes (Level 2, 3, and 4+) under the contract, by UK region.</p> <p>6civ. Number of</p>

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- Using skill-based assessment tasks in recruitment
  - Using structured interviews for recruitment and promotions
  - Introducing transparency to promotion, pay and reward processes
  - Positive action schemes in place to address under-representation in certain pay grades
  - Jobs at all levels are open to flexible working from day one for all workers, where appropriate to the business need
  - Collection and publication of retention rates, e.g. for pregnant women and new mothers, or for others with protected characteristics
  - Regular equal pay audits are conducted
  - Promotion of awareness of careers and recruitment opportunities relating to known skills shortages or in high growth sectors relating to the subject matter of the contract
  - Offering a pay and leave entitlement to all eligible staff who become kinship carers, ideally equivalent to statutory adoption leave and pay
  - Inclusive and accessible development practices, including guidance for line managers on recruiting, managing and developing people with a disability or health condition
- employed prison leavers who additionally receive learning, upskilling and reskilling in their first 6 months of employment to support them in continued/future employability opportunities, under the contract.
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<p><b>7. Creating a pipeline of opportunities for the contract workforce, reducing barriers to entry for under-represented groups.</b></p>	<p>7a. Remove barriers to entry for young people and under-represented groups, facilitating access to pre-work training, placements, apprenticeships and other educational and developmental opportunities</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of the issues affecting the development of new skills by target cohort (illustrative examples: those not in employment, education, or training (NEETs), care leavers, disabled people, prison leavers, the long-term unemployed and those with health conditions in the workforce, in the market, industry or sector relevant to the contract, and in the supplier's own organisation and those of its key sub-contractors</li> <li>● Understanding of the underlying factors affecting improvements to reduce barriers to entry and training schemes for the target cohort(s) related to the contract workforce</li> <li>● Other measures to offer development opportunities for the target cohort(s) in the contract workforce. Illustrative examples: <ul style="list-style-type: none"> <li>○ offering a range of quality opportunities with routes of progression if appropriate, e.g. apprenticeships, T Level industry placements, supported internships, students supported into higher level apprenticeships</li> </ul> </li> <li>● Advertising, promotional and outreach activities designed to raise awareness of the offer to reach the target cohort (illustrative example: engaging with local groups to advertise opportunities)</li> </ul>	<p>7ai. Number of people from groups under-represented in the workforce employed under the contract.</p>
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<p>7b. Creating a pipeline of opportunities for the future contract workforce.</p>	<p>Activities that demonstrate and describe the supplier's existing or planned:</p> <ul style="list-style-type: none"> <li>● Understanding of issues relating to entering the contract workforce, illustrative example: lack of childcare</li> <li>● Creation of outreach activities to create a pipeline of employees for the future contract delivery. Illustrative examples: engagement with schools, colleges and universities, mentoring, work placements, provision of careers guidance materials, volunteers supporting schools' governing bodies who encourage employer engagement and strategic interest in career guidance</li> <li>● Content of the outreach activity is designed to suit the target cohort (illustrative example: suited to school leavers)</li> <li>● Advertising, promotional and outreach activities designed to raise awareness of the offer to reach the target cohort. Illustrative example: engaging with local groups to advertise opportunities</li> </ul>	<p>7bi. Number of outreach activities.</p>
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**Mission: Build an NHS fit for the future** that is there when people need it; with fewer lives lost to the biggest killers; in a fairer Britain, where everyone lives well for longer.

Outcome	Model criteria	Model sub criteria	Standard reporting metric
<b>8. Increasing productivity through physical and mental wellbeing: in the supply chain and communities in the relevant area.</b>	8a. Support health and wellbeing in the contract workforce, including physical and mental health	Activities that demonstrate and describe the supplier’s existing or planned: <ul style="list-style-type: none"> <li>● Understanding of issues relating to health and wellbeing, including physical and mental health, in the contract workforce</li> <li>● Understanding barriers to access to health and social care services or employment opportunities e.g. digital inclusion</li> <li>● Inclusive and accessible recruitment practices, development practices and retention policies that support-focused activities including those provided in the Guide for line managers on recruiting, managing and developing which support people with a disability or health condition</li> <li>● Actions to invest in the physical and mental health and wellbeing of the contract workforce. Illustrative examples:               <ul style="list-style-type: none"> <li>○ implementing the 6 standards in the <a href="#">Mental Health at Work</a> commitment and, where appropriate, the mental health enhanced standards for companies with more than 500 employees in Thriving at Work with respect to the contract workforce, not just ‘following the recommendations                   <ol style="list-style-type: none"> <li>1. public reporting by the supplier and its supply chain on the health and wellbeing of</li> </ol> </li> </ul> </li> </ul>	8ai. Number of hours spent setting up and delivering staff health and wellbeing.

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- staff comprising the contract workforce, following the recommendations in the Voluntary Reporting Framework
  - 2. offering a pay and leave entitlement to kinship carers equivalent to statutory adoption leave and pay
  - Implementing the [NHS England's 10 ways](#) to reduce health inequalities
  - Processes for implementing action plans acting on issues identified
  - Contract workforce has access to occupational health and HR services. Illustrative examples include:
    1. smoking cessation
    2. national diabetes prevention programme
    3. stroke screening uptake
    4. vaccination programmes – linking up with relevant charities (physical and mental), targeting action at low-up take or high risk groups or using the NHS England's 10 ways to reduce health inequalities model
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