

# Report

## Cabinet

---

### Part 1

Date: 14 January 2021

**Subject** **Adoption of the Welsh National TOMs (Themes, Outcomes and Measures) Framework for Measuring Social Value**

**Purpose** To request Cabinet approval for the adoption of the Welsh National TOMs as the approved NCC overarching framework for Social Value Measurement.

**Author** Head of Finance  
Procurement Manager

**Ward** All

**Summary** The TOMs for social value is a measurement framework that allows for an unlocking of social value through its integration into procurement and project management. The methodology has been developed in conjunction with the WLGA National Procurement Network and the National Social Value Task Force Wales, which is a cross-sector working group combining both public and private sector organisations. The original English TOMs framework was the result of extensive consultation across local authorities and public-sector organisations, including the Local Government Association, Office of Civil Society and Crown Commercial Services. The English TOMs framework was been designed around 5 principal issues, 20 Core Outcomes and 48 Core Measures.

Adopting the framework will support the Council in the delivery of social value, supports our climate change work and will assist in the reporting of compliance with the Wellbeing of Future Generations (Wales) Act 2015.

**Proposal** **To approve the adoption of the Welsh National TOMs as the overarching framework for measuring social value delivery through Commissioning, Procurement and Contract Management.**

**Action by** Leader  
Head of Finance

**Timetable** Immediate

This report was prepared after consultation with:

- Chief Executive
- Strategic Directors
- Heads of Service
- Cabinet Member for Sustainable Development

**Signed**

## Background

The Council's Corporate Plan and Well-being Objectives clearly demonstrates the Council's commitment to prioritising social, economic, cultural and environmental wellbeing for the City and our partners. The Council recognises that the way in which we manage our annual spend of circa £150 million with suppliers, service providers and contractors can make a significant contribution to this priority.

The Council has a responsibility to manage public money with probity, to ensure that Value for Money is achieved and to manage it in such a way that wider Council objectives can be supported. The Council's Strategic Plan for Procurement (2020-2024) set an increased focus on recognising the value of using procurement to support its wider Cultural, Social, Economic and Environmental objectives, in ways that offer real long-term benefits to the community it serves and the people of Wales, whilst balancing the issues of Value for Money.

In November 2020 the National TOMs Framework for Wales was launched on behalf of the Welsh Local Government Association, supported by the National Social Value Taskforce Wales (NSVT Wales), building on the success of the National TOMs framework developed in England some years back. TOMs is a measurement framework that allows for an unlocking of Social Value through its integration into procurement and project management.

The Welsh TOMs framework had been designed around 7 themes (the 7 well-being goals of the Well-being of Future Generations (WFG) (Wales) Act 2015), 35 Outcomes and 93 Measures:

- Themes – The overarching strategic themes that an organisation is looking to pursue;
- Outcomes – The objectives or goals that an organisation is looking to achieve that will contribute to the themes;
- Measures – The measures that can be used to assess whether these Outcomes have been achieved. For the TOMs Framework, these are action based and represent activities that a supplier, service provider and contractor could complete to support a particular desired outcome.

The idea of the framework is that a number of measures are chosen where they are applicable to the nature of the service delivery (this could be just a few measures, or upwards of 20 measures) as well as considering the target marketplace and its ability to respond in a positive and constructive way. When tenders are then developed, a range of measures will be included in the document for tenderers to complete. Tenderers would then be able to select the measures they feel they can best deliver against and submit their offering in conjunction with their tender. The social value element of their tender would then be scored in conjunction with other quality and price criteria. So to be clear, the whole suite of measures within the TOMs framework exist as an options list, where measures are selected from for each procurement or project, based on the procurements size and scope. It is neither the intention, nor the design of the framework to select all measures for each procurement or project.

The principal benefits of a minimum and consistent reporting standard for Social Value are that it:

- Provides a consistent approach to measuring and reporting Social Value.
- Flexible, adaptable and bespoke which is fundamental in order to demonstrate that the methodology can succeed.
- Allows for continuous improvement.
- Provides a robust, transparent and defensible solution for assessing and awarding tenders.
- Allows organisations to compare their own performance by sector and industry benchmarks and understand what good looks like.
- Based on non-financial performance but allow £ value to be reported.
- Reduces the uncertainty surrounding Social Value measurement for businesses, allowing them to make informed decisions based on robust quantitative assessments and hence embed social value into their corporate strategies.

It is the intention that the Welsh National TOMs Framework be adopted as an over-arching framework and toolkit to be used in an appropriate and proportionate manner within procurement activity, initially for contracts above £75,000 in value. This application value is in line/not dissimilar with other local authorities and also matches to our Contract Standing Orders, open tendering procedure, applicable to the same £75k value, so aligns nicely in this regard. As necessary we would adapt the TOMs to meet future Council commitments published in the next Corporate Plan due to be published Autumn 2022. As the Council learn and in-bed the TOMs, further opportunities will be considered for lower value contracts and other areas of the Council where measuring social delivery is incorporated into new policies and working practices.

Please see Appendix A for a full list of the Welsh National TOMs

### Financial Summary (Capital and Revenue)

A budget provision has been requested in the draft 2022/23 budget of £15k to allow officers to consider the best way of securing resource to help embed TOMs in NCC, including the option to contract with an external delivery partner, as some other Councils in Wales have done. If we do contract with an external delivery partner, then a similar budget provision will be required each year to continue that arrangement. Other options going forward once the Council have embedded the TOMs into our working practices, include the option to fund an internal resource to manage the measurement and reporting aspects, and to build this internal expertise.

### Risks

<b>Risk Title / Description</b>	<b>Risk Impact score of Risk if it occurs* (H/M/L)</b>	<b>Risk Probability of risk occurring (H/M/L)</b>	<b>Risk Mitigation Action(s)</b> What is the Council doing or what has it done to avoid the risk or reduce its effect?	<b>Risk Owner</b> Officer(s) responsible for dealing with the risk?
Not adopting the Welsh National TOMs	L	L	Adoption of the TOMs is not mandatory, but currently discretionary for public bodies in Wales. All Councils in Wales are expected to comply with the WFG (Wales) Act 2015, and using the TOMs to measure social value will help when reporting against compliance with the Act.	Cabinet/Leader

\* Taking account of proposed mitigation measures

### Links to Council Policies and Priorities

#### Corporate Plan 2017-22

The council's Corporate Plan (add link) sets out four well-being objectives: These are:

- Promote economic growth and regeneration whilst protecting the environment.
- Improve skills, educational outcomes & employment opportunities.
- Enable people to be healthy, independent & resilient.
- Build cohesive & sustainable communities.

These well-being objectives were developed to maximise the council's contribution to the WFG Act well-being goals. As mentioned above the TOMs framework is designed around the well-being goals and therefore will assist with the measurement of how our procurement activities are supporting the WFG Act. It will also enable us as a council to make procurement decisions that consider social value, the well-being goals and the WFG Act.

## Climate Change Plan 2022-27

The council's draft Climate Change Plan (add link) once approved will shape the council's future climate change mitigation and adaptation journey over the next five years. The plan sets out the proposed themes, priorities, actions and milestones that we need to take as a Council over the next five years to:

- Reach net zero as an organisation by 2030.
- Review the services we provide to ensure they support the city's journey to net zero and adaptation to climate change.

The emissions from the goods and services that we purchase and our supply chain as a Council are estimated to be 55,168 tCO<sub>2</sub>e which equates to 67.3% of our overall emissions. Within the Plan we have set out a 2030 Vision for:

Procurement to be at the heart of ensuring that our external contracting minimises the climate impact and carbon footprint of goods, works and services procured.

A social value tool will assist with the measurement and reduction of council carbon emissions.

### **Options Available and considered**

Newport City Council has the option to either adopt the Welsh National TOMs or to not. If the decision is not to adopt the Welsh National TOMs framework, the Council could consider seeking out any alternative delivery models that may exist, or to develop its own measures and tools for social value delivery and reporting.

### **Preferred Option and Why**

The preferred option is to adopt the Welsh National TOMs framework. Adopting the framework will support the Council in the delivery of social value and assist in the reporting of compliance with the Wellbeing of Future Generations (Wales) Act 2015. This framework has been developed by a practitioner working group from across the Welsh Public Sector, supported by wider experts, and gives a uniform, consistent and standard approach when engaging external suppliers, being mirrored in many other Welsh Public Bodies. Seeking out or developing an alternative bespoke model would put Newport City Council in an isolated position, and out of sync with the wider public sector. If the framework is adopted, our current thinking is pointing towards the engagement of Social Value Portal, as our external contractor to help embed the TOMs methodology into NCC procurement and contract management, and to learn from this expert partner over the coming few years, before deciding how best to sustain Social Value measurement and reporting in the long term.

### **Comments of Chief Financial Officer**

The adoption of the TOM's represents a significant opportunity to formally leverage social values in awarding and monitoring its contracts. It represents significant 'added value' in the Council's ability to secure tangible benefits within its communities.

The Cabinet are currently considering their 2022/23 draft and final budget and a relatively modest budget provision will be needed to enable this to be supported as a direct costs.

### **Comments of Monitoring Officer**

There are no specific legal issues arising from the report and the proposed adoption of the Welsh National TOM's as the Council's overarching framework for measuring social value as part of the tender evaluation process for the award of contracts for the supply of utilities, work, goods and services. The TOM's framework will provide a consistent, fair and transparent basis for quantifying social value measures, in addition to price and quality criteria, as part of the legal tender evaluation process prescribed by the Council's Contract Standing Orders and the Public Contracts Regulations 2015 (as amended). The framework has been developed on a thematic basis and specific measures can be selected to meet individual procurement objectives. Although the strict legal processes are designed to

ensure transparency and best value for contracts, the Council's Strategic Procurement Plan is based on more non-commercial factors, such as the delivery of Social Value, Sustainable Procurement and Local Supply Chain development. Section 17 of the Local Government Act 1988 originally prohibited any non-commercial matters in local authority procurement but these restrictions were relaxed following the introduction of the "best value" duty in Wales and it is now permissible for the Council to have regard to non-commercial social benefit factors, when awarding and entering into contracts. This is also consistent with the strategic objectives of the Council's corporate plan, the well-being objectives and the Council's socio-economic duty. The application of the TOM's framework initially to contracts over £75k in value is consistent with the open tendering threshold within Contract Standing Orders and Financial Regulations.

### **Comments of Head of People and Business Change**

In Wales, the term social value is in effect defined through the Well-being of Future Generations Act (Wales) 2015 which requires us as a public body to think about the long-term impact of our decisions, to work better with people, communities and other public bodies, and to prevent persistent problems such as poverty, health inequalities and climate change.

The seven well-being goals set out in the Act make it clear we must work to achieve all seven goals as a collective whole. The National TOMs Wales has been designed to deliver against the 7 goals of the Act through a single measurement and management framework.

Adopting the TOMs Social Value Tool will enable us as a council to measure and improve well-being, social value and positive benefits to our communities through the goods and services that we procure.

### **Scrutiny Committees**

N/A

### **Fairness and Equality Impact Assessment:**

- **Wellbeing of Future Generation (Wales) Act**
- **Equality Act 2010**
- **Socio-economic Duty**
- **Welsh Language (Wales) Measure 2011**

The council has a number of legislative responsibilities to assess the impact of any strategic decision, proposal or policy on people that may experience disadvantage or inequality.

#### **Summary of impact – Wellbeing of Future Generation (Wales) Act**

The tool will be used to measure and improve the social value of the goods and services that we procure. The TOMs social value tool will create long term benefits for current and future generations and support a preventative approach to achieving the well-being goals and the council's well-being objectives. The tool takes an integrated approach and supports the achievement of all our well-being objectives and the well-being goals. Collaboration and involvement with our providers and procurement partners will also be key to ensure that the tool is effective and provides us with valid and useful information of the social value achieved.

#### **Summary of impact – Equality Act 2010**

The tool is designed around the well-being goals and will enable us as a council to ensure that we are considering the equality implications when we are procuring goods and services.

The tool sets out a set of measures that are designed to help measure the impact of social value relating to all the well-being goals but specifically for equalities "An Equal Wales"

#### **Summary of impact – Socio-economic Duty**

The tool is designed around the well-being goals and will enable us as a council to ensure that we are considering the socioeconomic disadvantages implications when we are procuring goods and services.

The tool sets out a set of measures that are designed to help measure the impact of social value relating to all the well-being goals but specifically for socioeconomic disadvantage “An Equal Wales” and “A Prosperous Wales”

### **Summary of impact – Welsh language**

The tool is designed around the well-being goals and will enable us as a council to ensure that we are considering the Welsh Language implications when we are procuring goods and services.

The tool sets out a set of measures that are designed to help measure the impact of social value relating to all the well-being goals but specifically for Welsh Language “A Wales of vibrant culture and thriving Welsh Language”

### **Consultation**

The proposal to introduce a social value tool is being consulted on as part of the council’s Climate Change Plan consultation process.

### **Background Papers**

Corporate Plan 2017-22 [NCC-English-WEB.pdf \(sharepoint.com\)](#)

Climate Change Plan 2022-27 Consultation Draft



Climate Change Plan  
Consultation Draft v4.1

Strategic Plan for Procurement 2020 – 2024 [NCC Strategic Plan for Procurement 2020-2014 Final.pdf \(sharepoint.com\)](#)

**Dated: 10 January 2022**

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
<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.	<b>More people in employment</b>	<b>NTW1</b>	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
		<b>NTW1a</b>	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
		<b>NTW1b</b>	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 'LISTNT1b')	No. people FTE
		<b>NTW1c</b>	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
		<b>NTW2</b>	% 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	%
	<b>Fair Work</b>	<b>NTW3</b>	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	%
		<b>NTW4</b>	The Fair Work Wales Standard and related "good" and "fair" employment practices are implemented and facilitated on contract	Y/N - Provide relevant documents

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
		<b>NTW5</b>	Union recognition agreements (or equivalent worker representation) and collective bargaining are present and encouraged in the supply chain	Y/N - Provide relevant documents
	<b>Improved skills for people</b>	<b>NTW6</b>	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
		<b>NTW7</b>	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
		<b>NTW8</b>	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
		<b>NTW9</b>	No. of years 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+	Years of upskilling (FTE)
		<b>NTW10</b>	No. of years 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	Years of upskilling (FTE)

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			supported by the organisation until completion in the following years - Level 2,3, or 4+	
	<b>Improved skills for a low carbon transition</b>	<b>NTW11</b>	Support a 'just transition' for workers by supporting those in 'traditional' high carbon industries to retrain	No. hrs (total session duration) *no. attendees
		<b>NTW12</b>	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
	<b>More opportunities for local business and MSMEs (Micro, Small and Medium Enterprises)</b>	<b>NTW13</b>	Provision of expert business advice to MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	No. staff expert hours
		<b>NTW14</b>	Total amount (£) spent in LOCAL supply chain through the contract	£
		<b>NTW14a</b>	Total amount (£) spent through the contract in specified sub-localities (e.g. high deprivation areas) - please refer to list NT18a for the qualifying areas	£
		<b>NTW15</b>	Total amount (£) spent through contract with MSMEs in TARGET areas (local or areas of deprivation)	£
		<b>NTW16</b>	Percentage of invoices on the contract paid within 30 days	%
	<b>Resource efficiency and the circular economy are promoted</b>	<b>NTW17</b>	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
		<b>NTW18</b>	£ spent with local partnerships to implement circular economy solutions	£

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit	
		<b>NTW19</b>	Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships ( e.g. Terracycle or equivalent)	Tonnes	
	<b>Innovation to support a more prosperous Wales</b>	<b>NTW20</b>	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	
	<b>Retaining jobs and skills during the COVID-19 crisis</b>	<b>CW19-1</b>	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	
		<b>CW19-2</b>	Percentage of staff on contract retained with agreed temporarily reduced hours (to be used at Management/Measurement only - not Procurement) - This is to reducing 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	
		<b>CW19-3</b>	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	
	<b>A Globally Responsible Wales</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being	<b>Carbon Emissions are reduced</b>	<b>NTW21</b>	Savings in CO2 emissions on contract not from transport (specify how these are to be achieved).	Tonnes CO2e
			<b>NTW22</b>	Policy and programme to achieve net zero carbon by 2030 including monitoring plan with specific milestones	Y/N - Provide relevant documents
<b>NTW23</b>			Contribution made on the contract to own carbon offset fund (when it has been demonstrated said	£	

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being			carbon emissions cannot be reduced within the contract's timeframe)	
		<b>NTW24</b>	Carbon Certification (Carbon Trust Standard, Planet Mark or equivalent independently verified) - achieved or to achieve for current year	Y/N - Provide relevant documents
	<b>Ethical procurement is promoted globally</b>	<b>NTW25</b>	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
		<b>NTW26</b>	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)	£
	<b>Innovation to support a globally responsible Wales</b>	<b>NTW27</b>	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
<b>A resilient Wales</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and	<b>Green spaces and biodiversity are protected and enhanced</b>	<b>NTW28</b>	Volunteering with initiatives working on environmental conservation and sustainable ecosystem management - resources invested including time, funds and in-kind contributions	£ invested including staff time
	<b>Safeguarding the environment</b>	<b>NTW29</b>	Donations or investments towards initiatives aimed at environmental and biodiversity conservations and sustainable management projects for both marine and terrestrial ecosystems	£

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
ecological resilience and the capacity to adapt to change.		<b>NTW30</b>	Donations or investments towards expert designed sustainable reforestation or afforestation initiatives	£
		<b>NTW31</b>	Plastic recycling rate on the contract ( to e.g. reduce microplastics)	%
		<b>NTW32</b>	Rate of Beyond Recycling materials used on contract, such as wood, remanufactured, repaired and recycled content	%
		<b>NTW33</b>	Investment and support provided to local environmental education initiatives (e.g. Carbon Literacy Wales)	£ invested including staff time
		<b>NTW34</b>	Investment and support provided to waste management training initiatives	£ invested including staff time
	<b>Sustainable procurement is promoted</b>	<b>NTW35</b>	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	%
		<b>NTW36</b>	Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles	%
		<b>NTW37</b>	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
		<b>NTW38</b>	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

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
	<b>Innovation to support a more resilient Wales</b>	<b>NTW39</b>	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
<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	<b>Creating a healthier community</b>	<b>NTW40</b>	Initiatives to be taken to tackle homelessness (supporting temporary housing schemes, etc)	£ invested including staff time
		<b>NTW41</b>	Initiatives taken or supported to engage people in health interventions (e.g. stop smoking, obesity, alcoholism, drugs, etc) or wellbeing initiatives in the community, including physical activities for adults and children.	£ invested including staff time
	<b>Air Pollution is reduced</b>	<b>NTW42</b>	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
		<b>NTW43</b>	Number of low or no emission staff vehicles included on project as a result of a green transport programme (miles driven)	Miles driven
		<b>NTW44</b>	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
		<b>NTW45</b>	% Fleet or construction vehicles on the contract that is at Least Euro 6 or LEV	%
		<b>NTW46</b>	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)	Y/N - Provide description

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
	<b>Improving staff wellbeing</b>	<b>NTW47</b>	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
		<b>NTW48</b>	Mental Health campaigns for staff on the contract to create community of acceptance, remove stigma around mental health	£
	<b>Innovation to support a healthier Wales</b>	<b>NTW49</b>	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
	<b>Supporting workers, MSMEs and third sector and civil society organisations to face the COVID-19 crisis</b>	<b>CW19-4</b>	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
		<b>CW19-5</b>	Initiatives to provide support to staff working remotely or on furlough around mental health and wellbeing	£ invested including staff time
		<b>CW19-6</b>	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
		<b>CW19-7</b>	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
		<b>CW19-8</b>	Initiatives to further support staff delivering essential work as defined by the UK government, both within the company and the supply chain (e.g.	£ invested including staff time

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			providing food delivery and mental health support services, etc.)	
		<b>CW19-9</b>	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
		<b>CW19-10</b>	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
<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)	<b>More opportunities for disadvantaged people</b>	<b>NTW50</b>	No. of employees (FTE) hired on the contract as a result of recruitment programme that have been unemployed for a minimum of 6 to a maximum of 12 MONTHS	No. people FTE
		<b>NTW50a</b>	No. of employees (FTE) hired on the contract as a result of recruitment programme that have been long term unemployed for a minimum of 12 to a maximum of 24 MONTHS	No. people FTE
		<b>NTW50b</b>	No. of employees (FTE) hired on the contract as a result of recruitment programme that have been long term unemployed for 24 MONTHS or longer	No. people FTE
		<b>NTW51</b>	No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of 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)	No. people FTE

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			<ul style="list-style-type: none"> <li>* People over 50 years old</li> <li>* Single parents</li> <li>* Unrepresented gender group</li> <li>* Veterans</li> <li>* Mothers returning to work</li> <li>* Survivors of modern slavery</li> <li>* Homeless people</li> </ul>	
		<b>NTW51a</b>	<p>No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of recruitment programme that have been long term unemployed for a minimum of 12 to a maximum of 24 MONTHS</p> <p>IMPORTANT NOTE: ONLY enter data here for the following people:</p> <ul style="list-style-type: none"> <li>* Black, Asian and minority ethnic people (BAME)</li> <li>* People over 50 years old</li> <li>* Single parents</li> <li>* Unrepresented gender group</li> <li>* Veterans</li> <li>* Mothers returning to work</li> <li>* Survivors of modern slavery</li> <li>* Homeless people</li> </ul>	No. people FTE
		<b>NTW51b</b>	<p>No. of employees (FTE) from disadvantaged or minority backgrounds hired on the contract as a result of recruitment programme that have been long term unemployed for 24 MONTHS or longer</p> <p>IMPORTANT NOTE: ONLY enter data here for the following people:</p> <ul style="list-style-type: none"> <li>* Black, Asian and minority ethnic people (BAME)</li> <li>* People over 50 years old</li> <li>* Single parents</li> </ul>	No. people FTE

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			<ul style="list-style-type: none"> <li>* Unrepresented gender group</li> <li>* Veterans</li> <li>* Mothers returning to work</li> <li>* Survivors of modern slavery</li> <li>* Homeless people</li> </ul>	
		<b>NTW52</b>	No. of employees (FTE) taken on who are not in employment, education or training (NEETS)	No. people FTE
		<b>NTW53</b>	No. of employees (FTE) taken on who are rehabilitating young offenders (18-24 y.o)	No. people FTE
		<b>NTW54</b>	No. of jobs (FTE) created for people with disabilities	No. people FTE
		<b>NTW55</b>	No. of hours dedicated to supporting unemployed people into work by providing career mentoring, including mock interviews, CV advice, and careers guidance (over 24 y.o.)	No. hrs (total session duration)*no. attendees
	<b>Improved employability of young people (under 24y.o.)</b>	<b>NTW56</b>	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
		<b>NTW57</b>	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks
		<b>NTW57a</b>	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
		<b>NTW58</b>	Meaningful work placements that pay Minimum or National Living Wage according to eligibility - 6 weeks or more (internships)	No. weeks
		<b>NTW58a</b>	For people with adverse childhood experiences - Meaningful work placements that pay Minimum or	No. weeks

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			National Living Wage according to eligibility - 6 weeks or more (internships)	
	<b>More support for target curriculum activities</b>	<b>NTW59</b>	Time spent to support STEM curriculum activities in schools and colleges	No. hrs (total session duration)*no. attendees
	<b>Reducing inequalities</b>	<b>NTW60</b>	Number and type of initiatives to be put in place to reduce the gender pay gap for staff employed in relation to the contract (describe and document initiatives)	£ invested including staff time
		<b>NTW61</b>	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	%
		<b>NTW62</b>	% of contractors in the supply chain required (or supported if they are micro and small business) to pay at least Real Living wage	%
	<b>Ethical procurement is promoted in Wales</b>	<b>NTW63</b>	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	%
		<b>NTW64</b>	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	£
	<b>Innovation for a more equal Wales</b>	<b>NTW65</b>	Innovative measures relating to "A more equal Wales" to be delivered on the contract - these could	£ invested including staff time

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	
<b>A Wales of cohesive communities</b> Attractive, safe, viable and well-connected.	<b>More opportunities for the third sector and civil society organisations (Voluntary, Community and Social Enterprises)</b>	NTW66	Equipment or resources donated to third sector and civil society organisations (£ equivalent value)	£ value
		NTW67	Number of voluntary hours donated to support third sector and civil society organisations (excludes expert business advice)	No. staff volunteering hours
		NTW68	Total amount (£) spent with third sector and civil society organisations within your supply chain	£
		NTW69	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
	<b>A workforce and culture that reflect the diversity of the local community</b>	NTW70	Equality, diversity and inclusion training provided for contractors and subcontractors	No. hrs (total session duration)*no. attendees
		NTW71	Percentage of employees (FTE) BAME hired on the contract	%
	<b>Social value embedded in the supply chain</b>	NTW72	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required	%
	<b>Crime is reduced</b>	NTW73	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, etc.)	£ invested including staff time
	<b>Vulnerable people helped to live independently</b>	NTW74	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
	<b>Support for disadvantaged</b>	NTW75	Initiatives to be taken to support disadvantaged young people and their families	£ invested including staff time

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
	<b>young people and their families</b>			
	<b>More working with the Community</b>	<b>NTW76</b>	Donations or in-kind contributions to local community projects (£ & materials)	£ value
		<b>NTW77</b>	No hours volunteering time provided to support local community projects	No. staff volunteering hours
		<b>NTW78</b>	Support provided to help local community draw up their own Community Charter or Stakeholder Plan	£ invested including staff time
	<b>Innovation to support more cohesive communities in Wales</b>	<b>NTW79</b>	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
	<b>Supporting workers, SMEs and third sector and civil society organisations to face the COVID-19 crisis</b>	<b>CW19-11</b>	Provide support for SMEs and 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
		<b>CW19-12</b>	Percentage of invoices on the contract paid to SMEs and third sector and civil society organisations within 30 days	%
	<b>Supporting communities to deal with the COVID-19 crisis</b>	<b>CW19-13</b>	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
		<b>CW19-14</b>	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

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
		<b>CW19-15</b>	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
		<b>CW19-16</b>	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
		<b>CW19-17</b>	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
		<b>CW19-18</b>	You have conducted a COVID-19 risk assessment, and monitoring and reporting measures are in place and publicly available	Y/N - Provide relevant documents
<b>A Wales of vibrant shared culture and thriving Welsh Language</b>	<b>The Welsh Culture is promoted</b>	<b>NTW80</b>	Support and investment provided for people to learn and use Welsh (e.g. interactions and signage)	£ invested including staff time
		<b>NTW81</b>	Support and investment provided for people to get involved in Welsh cultural events, arts, sport and heritage activities	£ invested including staff time
	<b>Native wildlife, nature and heritage sites are protected</b>	<b>NTW82</b>	Support and investment provided for the protection of native wildlife and biodiversity as well as local heritage sites	£ invested including staff time
	<b>Innovation to support a more vibrant culture</b>	<b>NTW83</b>	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-	£ invested including staff time

WELSH NATIONAL TOMs VERSION 1.0 27<sup>th</sup> OCTOBER 2020

Theme/Goal	Outcome	National TOMs Wales Ref	Measure	Unit
			designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	