

# Social Value Guidance

Southwark Council

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# How to use this guide

This guide provides supporting information for stakeholders looking to deliver, monitor and report Social Value activity for Southwark Council.

The guide is organised by Southwark 2030 goal, and for each measure the council has provided the following:

<b>Definition</b>	Details of what the measure covers and what activities or initiatives can be captured.
<b>Strategic alignment</b>	Details of why the measure matters and how it aligns to the council's strategic priorities.
<b>Examples</b>	Examples of support that organisations can deliver to address the needs of Southwark communities.
<b>Unit guidance and application rules</b>	Guidance on quantifying data under the measure and rules on how the measure should be applied.
<b>Diversity, equality and inclusion considerations</b>	Details on how to make support inclusive and priority groups to target.
<b>Useful contacts</b>	Useful contacts including council teams, local partners and the VCS to support activity under the measure.
<b>Target guidance</b>	Numbered list of details required by bidders when setting targets against the measures (e.g. in bids).
<b>Evidence requirements</b>	Numbered list of evidence required by organisations when reporting delivered activity against the measures (e.g. in delivery).
<b>Proxy rationale</b>	Details of how the proxies have been developed.

In addition, the council has provided environmental considerations applicable to all measures [here](#).

# Introduction

## Measure overview

Southwark Council’s Social Value Framework provides a methodology consisting of 27 measures to capture Social Value outcomes in financial and non-financial terms. The methodology combines measures from the Social Value Portal Open Access TOM System™ (OATS) with a set of measures designed specifically for Southwark. To distinguish between the two, the measure references will indicate whether the measure is from the OATS (NT) or unique to Southwark (SC).

All measures follow best practice guidance on Social Value measurement and are mapped to the vision and goals from Southwark 2030.

On a tender-by-tender basis, officers will select measures which are most applicable to goods, works or services being procured, and the needs of the local community.

### What are the OATS?

The OATS is a free-to-use version of the UK’s leading Social Value measurement framework; the Social Value TOM System™. The TOM System was developed by the Social Value Portal (SVP) and launched in 2017, after extensive consultation with public, private and third sector representatives. It is supported by the Local Government Association and adopted widely throughout UK local government as a minimum reporting standard.

OATs (NT) measures include the guidance from SVP, as well as supplementary guidance from the council. Southwark measures (SC) use guidance designed by the council.

### Why have we created bespoke measures?

To supplement our adoption of the 11 OATS measures, and to ensure full alignment with Southwark 2030, the council has designed 16 bespoke Social Value measures.

### How do they work?

The measures will enable the council to capture Social Value outcomes consistently across all contracts. The structure of each measure is as follows:

2030 goal	Reference	Measure wording	Unit	Proxy value
Relevant goal from Southwark 2030 strategy	To help us identify the measure	The activity or initiative that can be captured	How the data should be quantified	The total amount of Social Value expressed in financial terms

# Measure guidance

# Decent homes for all



## SC1 - Support for initiatives to tackle homelessness and rough sleeping

<b>Definition</b> – what this covers	This measure supports any initiatives that help people experiencing homelessness or rough sleeping. This includes donations, volunteering, or partnerships that contribute to temporary housing, outreach, or support services.	
<b>Strategic alignment</b> – why this matters	This work supports Southwark 2030 and our Council Delivery Plan by reducing homelessness and addressing its root causes.	
<b>Examples of support you can offer</b>	<b>Donations (money or goods):</b> <ul style="list-style-type: none"> <li>• Toiletries, soap, towels, warm clothing</li> <li>• Sleeping bags, phones/chargers, non-perishable food</li> <li>• Computers/laptops, surplus building materials</li> <li>• Financial donations to charities or groups</li> </ul>	
	<b>Volunteer time:</b> <ul style="list-style-type: none"> <li>• Staff volunteering at shelters, soup kitchens, outreach</li> <li>• Professional services (e.g., legal, financial, housing advice)</li> </ul>	
	<b>Use of resources:</b> <ul style="list-style-type: none"> <li>• Free use of meeting or events spaces</li> <li>• Donation of IT equipment for support applications</li> </ul>	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>• Use the following proxy rates to value staff time: <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> <li>• Include prep time and delivery time in your calculation.</li> </ul>	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	<p>People who are homeless or at risk of homelessness often face other challenges or discrimination. Consider how your initiatives can support:</p> <ul style="list-style-type: none"> <li>• Women and marginalised genders</li> <li>• Racial and ethnic minorities</li> <li>• LGBTQ+ people</li> <li>• Young people (16-25)</li> <li>• Older adults</li> <li>• People with disabilities</li> <li>• Refugees, asylum seekers and migrants</li> </ul> <p><b>Top Tip:</b> Work with people who have lived experience of homelessness when designing your support.</p>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Social Value Team	<a href="mailto:socialvalue@southwark.gov.uk">socialvalue@southwark.gov.uk</a>
	Housing Support Team	
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Atlas	
	Beam	<a href="mailto:chloe@beam.org">chloe@beam.org</a>
	Change Grow Live	<a href="mailto:CGL.Southwark@cgl.org.uk">CGL.Southwark@cgl.org.uk</a>

	Community Southwark	involve@communitysouthwark.org
	Crisis	
	Oasis Community Housing	info@oasiscommunityhousing.org
	Peckham Soup Kitchen	admin@peckhamsoupkitchen.org
	Robes Project	robes.admin@robes.org.uk
	Shelter (Southwark)	southwark@shelter.org.uk
	St Giles Trust	info@stgilestrust.org.uk
	The Manna Society	mail@mannsociety.org.uk
	The Pavement	
	Thames Reach	enquiries@thamesreach.org.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecasted value of donations (include cost breakdown)</li> <li>2. Description of planned activities</li> <li>3. Names of any proposed partner organisations (if known)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Details and breakdown actual donations (include cost breakdown)</li> <li>2. Dates, locations and types of initiatives delivered</li> <li>3. Names of partner organisations where relevant</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

## SC2 - Support for resident-led creation and improvement of community facilities on estates (e.g. parks, playgrounds, allotments, public art etc)

<b>Definition</b> – what this covers	This measure supports resident-led projects that create or improve community facilities on estates. Projects must be shaped by local needs and driven by community input.	
<b>Strategic alignment</b> – why this matters	This measure supports: <ul style="list-style-type: none"> <li>• <b>Southwark 2030 and the Council Delivery Plan</b> — by enhancing homes and public spaces.</li> <li>• <b>Southwark's Economic Strategy</b> — through investment in community infrastructure like libraries, green spaces, and play areas.</li> <li>• <b>The Great Estates Programme</b> — by working with residents to improve how estates look, feel, and function.</li> </ul>	
<b>Examples of support you can offer</b>	<ul style="list-style-type: none"> <li>• New or improved parks, playgrounds, or ball courts</li> <li>• Community gardens and allotments</li> <li>• Public art and murals</li> <li>• Better signage and estate cleanliness</li> <li>• Safety upgrades (e.g., lighting or secure spaces)</li> </ul>	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>• Use the following proxy rates to value staff time:               <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> Include prep time and delivery time in your calculation.	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	All community spaces and improvements should be accessible and inclusive, especially for: <p><b>Marginalised groups:</b></p> <ul style="list-style-type: none"> <li>• Black, Asian, and minority-ethnic residents</li> <li>• Latin American communities</li> <li>• Women and gender minorities</li> <li>• LGBTQ+ individuals</li> <li>• People with disabilities</li> <li>• People with caring responsibilities</li> <li>• Low-income families</li> </ul> <p><b>Tip:</b> Co-design initiatives with local residents and groups to ensure inclusivity.</p>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Empowering Communities Team	
	Resident Services Team	
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Community Southwark	involve@communitysouthwark.org

	Southwark Group of Tenants Associations (SGTO)	info@sgto.co.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecasted value of donations (include cost breakdown)</li> <li>2. Description of planned activities</li> <li>3. Names of any proposed partner organisations (if known)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Details and breakdown actual donations (include cost breakdown)</li> <li>2. Dates, locations and types of initiatives delivered</li> <li>3. Names of partner organisations where relevant</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

## SC3 - Provision of free housing advice and support for residents (e.g. home safety talks, DIY repairs, energy-saving tips, navigating housing schemes)

<b>Definition</b> – what this covers	This measure supports the provision of free housing-related advice and practical support, delivered in a way that is resident-led and shaped by local needs.	
<b>Strategic alignment</b> – why this matters	This measure aligns with our <u>Southwark 2030</u> and <u>Council Delivery Plan</u> priorities to ensure tenants have access to free, practical housing advice and services.	
<b>Examples of support you can offer</b>	Support can be practical, educational, or advisory. Below are some example activities you can provide:	
	<b>Home Safety Advice:</b> <ul style="list-style-type: none"> <li>• Fire and electrical safety tips</li> <li>• Home security advice</li> </ul>	
	<b>DIY &amp; Repairs Workshops:</b> <ul style="list-style-type: none"> <li>• Unblocking sinks or drains</li> <li>• Painting and decorating basics</li> <li>• Replacing lightbulbs</li> <li>• Upcycling old furniture</li> </ul>	
	<b>Energy-Saving Support:</b> <ul style="list-style-type: none"> <li>• Understanding and reducing energy use</li> <li>• Saving water</li> <li>• Choosing energy-efficient appliances</li> </ul>	
	<b>Pro-Bono Advice:</b> <ul style="list-style-type: none"> <li>• Navigating housing support schemes</li> <li>• Dealing with landlord issues</li> </ul> Understanding tenancy rights	
	<b>Money and Budgeting Help:</b> <ul style="list-style-type: none"> <li>• Rent budgeting and financial literacy workshops</li> </ul>	
	<b>Translation Support:</b> <ul style="list-style-type: none"> <li>• Interpretation services for residents with limited English proficiency</li> </ul>	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>• Use the following proxy rates to value staff time:               <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> <li>• Include prep time and delivery time in your calculation.</li> </ul>	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	Ensure activities: <ul style="list-style-type: none"> <li>• Are culturally appropriate and inclusive</li> <li>• Are accessible to non-English speakers</li> <li>• Account for the needs of:               <ul style="list-style-type: none"> <li>○ Older people</li> <li>○ People with disabilities</li> <li>○ Refugees or recent migrants</li> <li>○ Low-income households</li> </ul> </li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>

	Empowering Communities Team	
	Resident Services Team	
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Community Southwark	involve@communitysouthwark.org
	Southwark Group of Tenants Associations (SGTO)	info@sgto.co.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecasted value of donations (include cost breakdown)</li> <li>2. Description of planned activities</li> <li>3. Names of any proposed partner organisations (if known)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Details and breakdown actual donations (include cost breakdown)</li> <li>2. Dates, locations and types of initiatives delivered</li> <li>3. Names of partner organisations where relevant</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

# A good start in life

## NT4 - Employees recruited from who are Not in Education Employment or Training (16-24 y.o.)

Definition – what this covers	<p>This measure supports the employment of young people aged 16–24 who are currently not in education, employment, or training (NEET).</p> <p>To qualify:</p> <ul style="list-style-type: none"><li>• The individual must live within the Southwark local authority area</li><li>• They must be newly hired through a targeted recruitment initiative</li><li>• They cannot be a student or an adult who is long-term unemployed</li></ul> <p>All opportunities relating to employment should be made available via Southwark Works (see useful contacts).</p>				
Strategic alignment – why this matters	<p>This measure directly supports:</p> <ul style="list-style-type: none"><li>• <b>Southwark 2030 and the Council Delivery Plan</b> - by helping school leavers transition into employment</li><li>• <b>Southwark’s Economic Strategy</b> - which is focused on ensuring every young person has the opportunity to build a successful career, no matter their background</li></ul>				
Examples of support you can offer	<i>Not applicable</i>				
Unit guidance and application rules – how to report your support	<ul style="list-style-type: none"><li>• Only the first 12 months of employment can be counted</li><li>• Employment must be recorded using Full-Time Equivalent (FTE):<ul style="list-style-type: none"><li>○ FTE 1.0 = 35 hours/week for 12 months</li><li>○ Shorter or part-time employment should be recorded pro-rata</li></ul></li></ul>				
Diversity, equality and inclusion considerations – how to make your support inclusive	<p>Opportunities should be targeted at young people from underrepresented or disadvantaged groups, including:</p> <ul style="list-style-type: none"><li>• Black, Asian and minority-ethnic backgrounds</li><li>• Care leavers (see: Care Leavers Inclusive Employment Toolkit)</li><li>• People with disabilities (including neurodiverse individuals)</li><li>• Women and gender minorities</li><li>• Ex-offenders</li><li>• People experiencing homelessness</li><li>• Young people from low-income families</li></ul>				
Useful contacts	<b>Primary Contact</b>				
	<table><tr><th>Organisation</th><th>Email</th></tr><tr><td>Southwark Works</td><td>info@southwarkworks.org.uk</td></tr></table>	Organisation	Email	Southwark Works	info@southwarkworks.org.uk
	Organisation	Email			
	Southwark Works	info@southwarkworks.org.uk			
	<b>Southwark Council Contacts</b>				
	<table><tr><th>Name/Team</th><th>Email</th></tr><tr><td>Local Economy Team</td><td>southwarkbusinessdesk@southwark.gov.uk</td></tr></table>	Name/Team	Email	Local Economy Team	southwarkbusinessdesk@southwark.gov.uk
Name/Team	Email				
Local Economy Team	southwarkbusinessdesk@southwark.gov.uk				
<b>Local VCS and Community Partners</b>					



	Organisation	Email
	The Prince's Trust (Southwark)	youth@princes-trust.org.uk
	Southwark Construction Skills Centre	info@theskillscentre.co.uk
Method statement checklist	<ol style="list-style-type: none"> <li>1. Forecast number of NEET hires planned</li> <li>2. Expected employment type and duration (with FTE breakdown)</li> <li>3. Description of recruitment initiatives or programmes used</li> <li>4. Names of any partner organisations supporting recruitment (in addition to Southwark Works)</li> </ol>	
Evidence to provide	<ol style="list-style-type: none"> <li>1. Anonymised employee list with showing partial postcode (e.g., SE1 3) no names or personal addresses</li> <li>2. Employment duration and hours per employee (with FTE calculation)</li> <li>3. Confirmation that each person: <ol style="list-style-type: none"> <li>a. Was NEET prior to hire</li> <li>b. Meets a priority cohort (where applicable)</li> </ol> </li> </ol>	
Proxy rationale	<p>The proxy value captures the short- and long-term benefits to the individual, to the local community and to society. Captured value block include the direct salary, the net present value of additional lifetime earnings per year of employment, the inflation adjusted marginal benefit of receiving a future pension, the saved costs associated with the average reduction in crime, the marginal benefit to health and quality of life (QALY), and the fiscal benefits achieved by the savings in operational costs to DWP and HM Revenue and Customs, alternatively. The proxy value is adjusted by the probability of a long-term unemployed person finding a job in the next period without the intervention (Deadweight). Data source(s): ONS. 2023. "UK median wage from Annual Survey of Hours and Earnings." ONS. 2022 "Earnings and hours worked, age group." ONS. 2023. "Labour Force Survey flows estimates." Office for budget responsibility. 2023. "Welfare spending: pensioner benefits." Fujiware. 2010. "The Department for Work and Pensions Social Cost-Benefit Analysis framework." Public Health England. 2017. "Movement Into Employment: Return on Investment." The Health Foundation. 2021. "Unemployment and mental health." UCD E&amp;E 1.0 "Fiscal benefits - comments".</p>	

## SC4 - Signatory of Care Leavers Covenant

<b>Definition – what this covers</b>	<p>This measure recognises organisations that become official signatories of the Care Leavers Covenant, a national initiative to improve life outcomes for care leavers.</p> <p>By signing, organisations commit to supporting, engaging, employing, and creating inclusive environments for young people with care experience.</p>	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030 and the Council Delivery Plan</b> - which prioritise better support for children in care and care leavers</li> <li>• Southwark's role as a <b>corporate parent</b>, in line with: <ul style="list-style-type: none"> <li>◦ <i>Children and Families Act 2014</i></li> <li>◦ <i>Children and Social Work Act 2017</i></li> </ul> </li> <li>• The <b>Care Leavers Charter</b>- which affirms Southwark's commitment to supporting care-experienced young people as they transition into adulthood</li> </ul>	
<b>Examples of support you can offer</b>	<p>By becoming a signatory, organisations may offer:</p> <ul style="list-style-type: none"> <li>• Mentoring opportunities (see SC5)</li> <li>• Work experience placements (see NT13)</li> <li>• Internships, traineeships, apprenticeships or job opportunities (see NT13, NT9, NT10, NT4)</li> <li>• Access to extracurricular activities such as sports, leisure, creative or cultural programmes (see SC5, SC13)</li> <li>• Life skills or financial literacy workshops (see SC5)</li> </ul>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• This is a Yes/No measure</li> <li>• Evidence is required that your organisation has officially signed the Care Leavers Covenant</li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Some care leavers may face additional disadvantages due to personal or systemic factors. Efforts should be inclusive of the following priority cohorts:</p> <ul style="list-style-type: none"> <li>• Black, Asian and minority ethnic young people (aligned with <i>Southwark Stands Together</i>)</li> <li>• Young people with disabilities or special educational needs (e.g. EHCPs)</li> <li>• Young people with mental health needs</li> <li>• Young people excluded from school</li> <li>• Homeless young people</li> <li>• Care leavers with criminal justice involvement</li> <li>• LGBTQ+ young people</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Social Value Team	socialvalue@southwark.gov.uk
	Southwark Care Leavers Team	careleavers@southwark.gov.uk
	Speaker Box	speakerbox@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>

	Care Leavers Covenant (to become a signatory)	
	Community Southwark	involve@communitysouthwark.org
	Southwark Works	info@southwarkworks.org.uk
<b>Method statement checklist</b>	1. Confirmation that your organisation has signed the Care Leavers Covenant	
<b>Evidence to provide</b>	1. Proof of signatory status (e.g. confirmation email, letter, or screenshot of listing on the Covenant's website)	
<b>Proxy rationale</b>	This is a non-financial Measure with no proxy value.	

## NT8 - Support for students at local educational institutions

<b>Definition</b> – what this covers	<p>This measure captures the time staff spend volunteering with pupils and students at local educational institutions.</p> <p>Institutions may include:</p> <ul style="list-style-type: none"><li>• Primary and secondary schools</li><li>• Colleges and sixth-form centres</li><li>• Universities</li></ul> <p>Support provided to schools should be provided in partnership with <a href="https://www.southwarkeba.org.uk/">https://www.southwarkeba.org.uk/</a> (see Useful Contacts).</p>	
<b>Strategic alignment</b> – why this matters	<p>This measure supports:</p> <ul style="list-style-type: none"><li>• <b>Southwark 2030</b> and the <b>Council Delivery Plan</b> to reduce attainment gaps and create more opportunities for young people</li><li>• Southwark’s <b>Special Educational Needs and Disability (SEND) Strategy</b>, which focuses on better outcomes for children and young people with SEND and their families</li></ul>	
<b>Examples of support you can offer</b>	<p>Organisations may support schools and students through:</p> <ul style="list-style-type: none"><li>• Corporate presentations and career talks</li><li>• Business site visits</li><li>• Curriculum enrichment support</li><li>• Literacy and reading support</li><li>• Industry-specific talks and participation in careers fairs</li><li>• Soft skills development (e.g. communication, time management)</li><li>• Technical training (e.g. green skills, digital literacy)</li><li>• CV writing and interview preparation</li><li>• Equality, Diversity and Inclusion (EDI) awareness and training</li></ul>	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"><li>• Record both preparation and delivery time</li><li>• Only count time that is:<ul style="list-style-type: none"><li>○ During paid working hours, or</li><li>○ Taken as time off in lieu</li></ul></li><li>• Activities may be delivered virtually or onsite</li></ul>	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	<p>In line with Southwark’s <b>SEND Strategy</b> and <b>Southwark 2030</b>, volunteering efforts should support learners who face systemic barriers. Focus on:</p> <ul style="list-style-type: none"><li>• Children and young people with disabilities and/or special educational needs</li><li>• Black, Asian and minority-ethnic pupils</li><li>• Children from low-income households</li><li>• Young care leavers</li><li>• Young women and gender minorities</li><li>• Young people with criminal justice histories</li></ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Social Value Team	<a href="mailto:socialvalue@southwark.gov.uk">socialvalue@southwark.gov.uk</a>

	Southwark Education Business Alliance	lulzim.osmani@southwark.gov.uk
	<b>Local Education Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Morley College	
	London South Bank University (LSBU)	
	University of the Arts London (UAL)	
	King's College London (KCL)	
	TEDI-London	
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecast number of staff hours to be contributed</li> <li>2. Description of activities or types of support</li> <li>3. Names of proposed educational partners, including schools and colleges</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Breakdown of volunteering hours by staff</li> <li>2. Dates, locations and descriptions of activities</li> <li>3. Names of any partner institutions or delivery partners</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the benefit to community based on the replacement cost of the wage of an individual volunteering. Data source(s): ONS. 2023. "Annual survey of hours and earnings - resident analysis."	

## NT13 - Meaningful paid work placements

<b>Definition – what this covers</b>	<p>This measure captures the provision of paid work placements that offer meaningful, hands-on industry experience to young people, helping them transition into employment.</p> <p>Placements must:</p> <ul style="list-style-type: none"> <li>• Be paid</li> <li>• Offer genuine work experience in a real-world environment</li> <li>• Last between 2 weeks and 6 months</li> </ul>	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030</b> and the <b>Council Delivery Plan</b> by promoting positive youth activity and career readiness</li> <li>• Southwark's goal to create <b>250 paid internships</b> for young people from disadvantaged backgrounds</li> <li>• The <b>Youth Deal</b> in Southwark's Economic Strategy to expand access to work experience</li> </ul>	
<b>Examples of support you can offer</b>	<p>To qualify as meaningful, work placements should include tasks such as:</p> <ul style="list-style-type: none"> <li>• Real project involvement</li> <li>• Research and data analysis</li> <li>• Creative content development</li> <li>• Client, customer or community interaction</li> <li>• Project management support</li> <li>• Problem-solving activities</li> <li>• Administrative support</li> <li>• Process/system training</li> <li>• Research projects</li> <li>• Shadowing and department rotations</li> </ul>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Only one placement per person within a 12-month period can be counted</li> <li>• Pro rata weeks are accepted (total working days ÷ 5), but each "week" must include at least 3 working days</li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Placements should prioritise young people who face systemic barriers to employment, including:</p> <ul style="list-style-type: none"> <li>• Black, Asian and minority-ethnic</li> <li>• Care leavers</li> <li>• Young people with disabilities or special educational needs</li> <li>• Women and gender minorities</li> <li>• Young ex-offenders</li> <li>• People from low-income backgrounds</li> <li>• LGBTQ+ youth</li> <li>• Young carers or those with caring responsibilities</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Social Value Team	socialvalue@southwark.gov.uk
	Southwark Education Business Alliance	lulzim.osmani@southwark.gov.uk

	<b>Local Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Southwark Works	info@southwark.ac.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecast number of paid placements and duration per person (in weeks)</li> <li>2. Description of each proposed placement (tasks, structure, objectives)</li> <li>3. Names of any partner organisations involved</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Anonymised participant list</li> <li>2. Duration of placement in weeks for each participant</li> <li>3. Description of each placement</li> <li>4. Partner organisation details, if applicable</li> </ol>	
<b>Proxy rationale</b>	<p>The proxy reflects the benefit to community based on the replacement cost of the wage of an individual volunteering. Data source(s): ONS. 2023. "Annual survey of hours and earnings - resident analysis."</p>	

## SC5 - Support for initiatives to support children, young people and family-centred initiatives

<b>Definition – what this covers</b>	This measure supports various initiatives designed to help children, young people, and families.
<b>Strategic alignment – why this matters</b>	<p>This initiative fits with our <b>Southwark 2030</b> goals and the <b>Council Delivery Plan</b>, which focus on:</p> <ul style="list-style-type: none"> <li>Supporting families, children, and young people.</li> <li>Ensuring young people can take part in positive activities.</li> <li>Helping families give their children the best possible start in life.</li> </ul>
<b>Examples of support you can offer</b>	<p><b>Donations (money or goods):</b></p> <ul style="list-style-type: none"> <li>Books, learning materials, new parent packages</li> <li>Equipment for youth projects (e.g., paint, timber for workshops)</li> <li>Supplies for Family Hubs or Start for Life programmes (e.g., electric breast pumps)</li> <li>Food bank donations for families</li> <li>Space for peer groups, parenting programmes, after-school clubs</li> <li>Essentials for care leavers, such as clothing, food, or transport passes</li> </ul>
	<p><b>Volunteer time:</b></p> <ul style="list-style-type: none"> <li>Staff volunteering as Parent Champions offering advice and signposting</li> <li>Mentoring young people on careers, education, and life skills</li> <li>Expert time helping parents find work or training</li> <li>Volunteering at youth groups, events, or family centres</li> <li>Providing life skills coaching to care leavers (budgeting, cooking, managing bills)</li> <li>Supporting care leavers with mental health or peer support groups</li> </ul>
	<p><b>Use of resources:</b></p> <ul style="list-style-type: none"> <li>Free use of venues for support groups and activities</li> <li>Donation of equipment or materials for statutory youth programmes</li> <li>Providing space for care leaver peer support meetings or emergency accommodation assistance</li> </ul>
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>Use the following proxy rates to value staff time: <ul style="list-style-type: none"> <li>General staff or volunteer time: <b>£17.48/hour</b></li> <li>Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> <p>Include prep time and delivery time in your calculation.</p>
<b>Diversity, equality and inclusion</b>	Children, young people, families, and care leavers often face multiple challenges. Consider focusing support on:



<b>considerations</b> – how to make your support inclusive	<ul style="list-style-type: none"><li>• Black, Asian, and minority ethnic groups</li><li>• People with disabilities or special educational needs</li><li>• Women and gender minorities</li><li>• Low-income families</li><li>• Care leavers and children in care</li><li>• People with caring responsibilities</li><li>• LGBTQ+ communities</li><li>• People with long-term health conditions</li></ul> <p><b>Top Tip:</b> Engage with the people you are supporting to design initiatives that meet their needs.</p>																				
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>																				
	<table><tr><th>Name/Team</th><th>Email</th></tr><tr><td>Social Value Team</td><td>socialvalue@southwark.gov.uk</td></tr><tr><td>Family Support Team</td><td></td></tr><tr><td>Care Leavers Team</td><td>careleavers@southwark.gov.uk</td></tr><tr><td>Youth and Play Team</td><td></td></tr></table>	Name/Team	Email	Social Value Team	socialvalue@southwark.gov.uk	Family Support Team		Care Leavers Team	careleavers@southwark.gov.uk	Youth and Play Team											
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	<b>Local VCS and Community Partners</b>																				
	<table><tr><th>Organisation</th><th>Email</th></tr><tr><td>Community Southwark</td><td>involve@communitysouthwark.org</td></tr><tr><td>One Hub Youth Centres</td><td>youthserviceinfo@southwark.gov.uk</td></tr><tr><td>The Salmon Youth Centre</td><td>info@salmonyouthcentre.org</td></tr><tr><td>Active Communities Network</td><td>info@activecommunities.org.uk</td></tr><tr><td>Bede Youth</td><td>fokrulmeah@bedehouse.org</td></tr><tr><td>Southwark Family Centres</td><td></td></tr><tr><td>Parents and Peanuts</td><td>ccadmin@pilgrimsway.southwark.sch.uk</td></tr><tr><td>Parent, Baby and Toddler Group for Refugees, Asylum Seekers and Migrants</td><td>teresa.saramiento365@gmail.com</td></tr><tr><td>Cygnet Autism Parent Programme</td><td>cygnet@southwark.gov.uk</td></tr></table>	Organisation	Email	Community Southwark	involve@communitysouthwark.org	One Hub Youth Centres	youthserviceinfo@southwark.gov.uk	The Salmon Youth Centre	info@salmonyouthcentre.org	Active Communities Network	info@activecommunities.org.uk	Bede Youth	fokrulmeah@bedehouse.org	Southwark Family Centres		Parents and Peanuts	ccadmin@pilgrimsway.southwark.sch.uk	Parent, Baby and Toddler Group for Refugees, Asylum Seekers and Migrants	teresa.saramiento365@gmail.com	Cygnet Autism Parent Programme	cygnet@southwark.gov.uk
	Organisation	Email																			
	Community Southwark	involve@communitysouthwark.org																			
	One Hub Youth Centres	youthserviceinfo@southwark.gov.uk																			
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	Bede Youth	fokrulmeah@bedehouse.org																			
	Southwark Family Centres																				
Parents and Peanuts	ccadmin@pilgrimsway.southwark.sch.uk																				
Parent, Baby and Toddler Group for Refugees, Asylum Seekers and Migrants	teresa.saramiento365@gmail.com																				
Cygnet Autism Parent Programme	cygnet@southwark.gov.uk																				
<b>Method statement checklist</b>	<ol style="list-style-type: none"><li>1. Forecasted value of donations (include cost breakdown)</li><li>2. Description of planned activities</li><li>3. Names of any proposed partner organisations (if known)</li></ol>																				
<b>Evidence to provide</b>	<ol style="list-style-type: none"><li>1. Details and breakdown actual donations (include cost breakdown)</li><li>2. Dates, locations and types of initiatives delivered</li><li>3. Names of partner organisations where relevant</li></ol>																				
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.																				

# A safer Southwark

## SC6 - Support for community initiatives to prevent and reduce crime and anti-social behaviour

<b>Definition – what this covers</b>	This measure supports community initiatives to prevent and reduce crime and anti-social behaviour, including tackling abuse, harassment, exploitation, and violence.
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan by making the borough safer through reducing crime and anti-social behaviour</li> <li>• The Southwark Community Safety Partnership's priorities to prevent violence and protect vulnerable groups</li> <li>• Southwark Stands Together campaign to tackle hate crime and promote community cohesion</li> </ul>
<b>Examples of support you can offer</b>	<p><b>Donations (money or goods):</b></p> <ul style="list-style-type: none"> <li>• Materials for mural projects to deter vandalism</li> <li>• Financial support for anti-bullying programmes and campaigns</li> <li>• Equipment or supplies for youth groups working to prevent offending</li> </ul>
	<p><b>Volunteer time:</b></p> <ul style="list-style-type: none"> <li>• Mentoring at-risk youth to reduce gang involvement or offending</li> <li>• Delivering workshops on employment skills for young ex-offenders</li> <li>• Providing support and guidance to survivors of domestic violence or people affected by knife crime</li> <li>• Volunteer roles with organisations that support rehabilitation and re-integration</li> </ul>
	<p><b>Use of resources:</b></p> <ul style="list-style-type: none"> <li>• Donating space for support groups (e.g., survivors of domestic violence, people affected by knife crime)</li> <li>• Providing safe venues for mentoring or peer support for care leavers</li> <li>• Supporting youth centres with facilities or equipment to run crime prevention activities</li> </ul>
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>• Use the following proxy rates to value staff time: <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> <p>Include prep time and delivery time in your calculation.</p>
<b>Diversity, equality and inclusion considerations – how to</b>	<p>Support should focus on priority groups who are most affected by crime or anti-social behaviour:</p> <ul style="list-style-type: none"> <li>• Young people at risk of gang involvement or offending</li> </ul>

make your support inclusive	<ul style="list-style-type: none"><li>• Black, Asian, and ethnic minorities</li><li>• Women and gender minorities</li><li>• LGBTQ+ individuals</li><li>• People with disabilities</li><li>• Refugees, asylum seekers, and migrants</li><li>• People affected by homelessness</li><li>• Care leavers, who may be particularly vulnerable to exploitation or crime</li></ul> <p><b>Top Tip:</b> Engage people with lived experience when designing community safety initiatives.</p>	
Useful contacts	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Community Safety Team	communitysafety@southwark.gov.uk
	Policing Oversight	policingoversight@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Community Southwark	involve@communitysouthwark.org
	One Hub Youth Centres	youthserviceinfo@southwark.gov.uk
	The Salmon Youth Centre	info@salmonyouthcentre.org
	St Giles Trust	info@stgilestrust.org.uk
	Leap Confronting Conflict	info@leapcc.org.uk
Southwark Mediation Centre	enquiries@southwarkmediation.co.uk	
Method statement checklist	<ol style="list-style-type: none"><li>1. Forecasted value of donations (include cost breakdown)</li><li>2. Description of planned activities</li><li>3. Names of any proposed partner organisations (if known)</li></ol>	
Evidence to provide	<ol style="list-style-type: none"><li>1. Details and breakdown actual donations (include cost breakdown)</li><li>2. Dates, locations and types of initiatives delivered</li><li>3. Names of partner organisations where relevant</li></ol>	
Proxy rationale	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

## SC7 - Support for initiatives to reduce violence and promote safety of women, girls and young people

<b>Definition – what this covers</b>	This measure covers support for a range of initiatives aimed at reducing violence and promoting the safety of women, children, and young people.	
<b>Strategic alignment – why this matters</b>	This measure supports: <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan by reducing violence against women, children, and young people</li> <li>• The Southwark Community Safety Partnership's focus on protecting vulnerable groups from abuse and exploitation</li> </ul>	
<b>Examples of support you can offer</b>	<b>Programme Participation and Sign-Ups:</b> <ul style="list-style-type: none"> <li>• Sign up and support the 'Safe Havens Programme'</li> <li>• Support the 'Women's Safety Centre'</li> <li>• Sign up to the Women's Night Safety Charter</li> </ul>	
	<b>Volunteer Time and Expertise:</b> <ul style="list-style-type: none"> <li>• Donation of staff time for sessions on recognising and responding to abuse, digital safety, etc.</li> <li>• Providing legal advice for women escaping domestic abuse</li> <li>• HR support for survivor employment and reintegration</li> <li>• Safeguarding training for youth workers or volunteers</li> </ul>	
	<b>Donations of Goods and Materials:</b> <ul style="list-style-type: none"> <li>• Hygiene items for women in refuges</li> <li>• School supplies</li> <li>• Personal alarms</li> </ul>	
	<b>Use of Space and Facilities:</b> <ul style="list-style-type: none"> <li>• Donations of space for support groups, legal clinics, or counselling</li> </ul>	
	<b>Financial Support:</b> <ul style="list-style-type: none"> <li>• Funding of critical services such as resettlement costs, trauma therapy for young people affected by family violence, and transport for survivors attending court</li> <li>• Donations to local awareness campaigns</li> </ul>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>• Use the following proxy rates to value staff time:               <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> Include prep time and delivery time in your calculation.	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	Support should be targeted towards priority groups including: <ul style="list-style-type: none"> <li>• Black, Asian, and minority ethnic women</li> <li>• Girls and young women from low-income families</li> <li>• People with disabilities</li> <li>• Refugees, asylum seekers, and migrants</li> <li>• People affected by homelessness</li> <li>• LGBTQ+ individuals</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>

	Community Safety Team	communitysafety@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Community Southwark	involve@communitysouthwark.org
	Southwark Domestic Abuse Service	
	Pecan Southwark Women's Space	welcome@pecan.org.uk
	SOLACE Women's Aid	
	Bede House	admin@bedehouse.org.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecasted value of donations (include cost breakdown)</li> <li>2. Description of planned activities</li> <li>3. Names of any proposed partner organisations (if known)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Details and breakdown actual donations (include cost breakdown)</li> <li>2. Dates, locations and types of initiatives delivered</li> <li>3. Names of partner organisations where relevant</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

# A strong and fair economy





## NT1 - Local people employed or retained

Definition – what this covers	<p>This measure covers the employment of local people who live within the Southwark Council boundary.</p> <p>To qualify:</p> <ul style="list-style-type: none"><li>• The individual must live within the Southwark local authority area</li><li>• Both new hires and existing employees can be counted</li><li>• Employees must have an employment contract reflecting the hours they regularly work, with a guaranteed minimum of 16 hours per week</li><li>• Contracts must provide at least 4 weeks’ notice for shift changes</li></ul> <p>All opportunities relating to employment should be made available via Southwark Works (see useful contacts).</p>	
Strategic alignment – why this matters	<p>This measure directly supports:</p> <ul style="list-style-type: none"><li>• Southwark 2030 and the Council Delivery Plan by creating more good jobs for local residents</li><li>• Southwark’s Economic Strategy, which commits to supporting residents to find well-paid, quality employment and reduce pay and employment gaps</li></ul>	
Examples of support you can offer	Not applicable	
Unit guidance and application rules – how to report your support	<ul style="list-style-type: none"><li>• Employment must be recorded using Full-Time Equivalent (FTE):<ul style="list-style-type: none"><li>○ FTE 1.0 = 35 hours/week for 12 months</li><li>○ Shorter or part-time employment should be recorded pro-rata</li></ul></li></ul>	
Diversity, equality and inclusion considerations – how to make your support inclusive	<p>Organisations should ensure:</p> <ul style="list-style-type: none"><li>• Diverse recruitment strategies are in place</li><li>• Job descriptions are inclusive</li><li>• Workplaces are accessible</li><li>• Equal pay and benefits are provided (including payment of the London Living Wage)</li><li>• Flexible and hybrid working options are available</li></ul>	
Useful contacts	Primary Contact	
	Organisation	Email
	Southwark Works	info@southwarkworks.org.uk
	Southwark Council Contacts	
	Name/Team	Email
	Social Value Team	socialvalue@southwark.gov.uk
Method statement checklist	<ol style="list-style-type: none"><li>1. Forecast number of local people to be employed or retained</li><li>2. Expected employment type and duration (full-time or part-time) with FTE calculation</li><li>3. Description of recruitment initiatives or programmes to employ local people</li></ol>	

	4. Names of any proposed partner organisations (in addition to Southwark Works)
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Anonymised list of local staff employed or retained, showing partial postcode only (e.g., SE1 3), excluding names and full addresses</li> <li>2. Employment duration and hours per employee (with FTE calculation)</li> </ol>
<b>Proxy rationale</b>	<p>The proxy value captures the short- and long-term benefits to the individual, to the local community and to society. Captured value block include the direct salary, the net present value of additional lifetime earnings per year of employment, the inflation adjusted marginal benefit of receiving a future pension, the saved costs associated with the average reduction in crime, and the marginal benefit to health and quality of life (QALY). The proxy value is adjusted by the likeliness of a person finding or losing a job in the next period without the made offer (Deadweight).</p> <p>Data source(s): ONS. 2023. "UK median wage from Annual Survey of Hours and Earnings." ONS. 2022 "Earnings and hours worked, age group." ONS. 2023. "Labour Force Survey flows estimates." Office for budget responsibility. 2023. "Welfare spending: pensioner benefits." Fujiware. 2010. "The Department for Work and Pensions Social Cost-Benefit Analysis framework." Public Health England. 2017. "Movement Into Employment: Return on Investment." The Health Foundation. 2021. "Unemployment and mental health."</p>

## SC8 - Proportion of local workforce who are Black, Asian and minority ethnic

Definition – what this covers	<p>This measure covers the proportion of the local workforce employed on the contract who are Black, Asian, and minority ethnic.</p> <p>To qualify:</p> <ul style="list-style-type: none"><li>• Employees must live within the Southwark Council boundary</li><li>• Employees must be Black, Asian or minority ethnic</li><li>• Employees must have a contract reflecting their regular working hours, with a guaranteed minimum of 16 hours per week</li><li>• Contracts must include at least 4 weeks’ notice for shift pattern changes</li></ul> <p>All opportunities relating to employment should be made available via Southwark Works (see useful contacts).</p>	
Strategic alignment – why this matters	<p>This measure directly supports:</p> <ul style="list-style-type: none"><li>• Southwark 2030 and the Council Delivery Plan by creating more good jobs and helping Southwark residents get into them</li><li>• Southwark’s Economic Strategy, which commits to supporting residents to find good quality, well-paid jobs and to close pay and employment gaps</li><li>• Southwark Stands Together pledges to address racial injustice and promote equality and diversity across the borough, reflecting that 49% of Southwark residents identify as Black, Asian, or minority ethnic</li></ul>	
Examples of support you can offer	Not applicable	
Unit guidance and application rules – how to report your support	<ul style="list-style-type: none"><li>• Record and report the percentage of the local workforce on the contract who identify as Black, Asian, or minority ethnic</li></ul>	
Diversity, equality and inclusion considerations – how to make your support inclusive	<p>Organisations should ensure:</p> <ul style="list-style-type: none"><li>• Diverse recruitment strategies are in place</li><li>• Job descriptions are inclusive</li><li>• Workplaces are accessible</li><li>• Equal pay and benefits are provided (including payment of the London Living Wage)</li><li>• Flexible and hybrid working options are available</li></ul>	
Useful contacts	Primary Contact	
	Organisation	Email
	Southwark Works	info@southwarkworks.org.uk
	Southwark Council Contacts	
	Name/Team	Email
	Social Value Team	socialvalue@southwark.gov.uk
Method statement checklist	<ol style="list-style-type: none"><li>1. Forecast number of local people to be employed or retained</li><li>2. Forecast number of local people who identify as Black, Asian, or minority ethnic to be employed or retained on the contract</li></ol>	

	<ol style="list-style-type: none"> <li>Expected employment type and duration (full-time or part-time) with FTE calculation</li> <li>Description of any initiatives or recruitment programmes aimed at employing BAME residents</li> <li>Names of any proposed partner organisations (in addition to Southwark Works)</li> </ol>
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>Anonymised list of relevant local staff employed who identify as Black, Asian, or minority ethnic, showing partial postcode only (e.g., SE1 3), excluding names and full addresses</li> <li>Employment duration and hours per employee (with FTE calculation)</li> </ol>
<b>Proxy rationale</b>	This is a non-financial Measure with no proxy value.

## NT3 - Long-term unemployed people recruited

<p><b>Definition – what this covers</b></p>	<p>This measure supports the employment of a person who has been classified as <b>long-term unemployed</b> (unemployed for one year or more) and belongs to priority cohorts (see 'Diversity, equality and inclusion considerations').</p> <p>To qualify:</p> <ul style="list-style-type: none"> <li>• The employee must be local (within Southwark Council boundary)</li> <li>• The employee must be new to the contract and hired through a specific recruitment programme ('chance' hires cannot be counted)</li> <li>• Students are not included</li> </ul> <p>All opportunities relating to employment should be made available via Southwark Works (see useful contacts).</p>
<p><b>Strategic alignment – why this matters</b></p>	<p>This measure directly supports:</p> <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan by creating more good jobs and helping Southwark residents get into them</li> <li>• Southwark's Economic Strategy which commits to supporting residents to find good quality, well-paid jobs and closing pay and employment gaps</li> </ul>
<p><b>Examples of support you can offer</b></p>	<p><i>Not applicable</i></p>
<p><b>Unit guidance and application rules – how to report your support</b></p>	<ul style="list-style-type: none"> <li>• Only the first 12 months of employment can be counted</li> <li>• Employment must be recorded using Full-Time Equivalent (FTE): <ul style="list-style-type: none"> <li>○ FTE 1.0 = 35 hours/week for 12 months</li> <li>○ Shorter or part-time employment should be recorded pro-rata</li> </ul> </li> </ul>
<p><b>Diversity, equality and inclusion considerations – how to make your support inclusive</b></p>	<p>Deliver opportunities targeted to priority cohorts including:</p> <ul style="list-style-type: none"> <li>• People with disabilities or learning difficulties</li> <li>• People experiencing homelessness</li> <li>• Ex-offenders</li> <li>• People with long-term health conditions</li> <li>• Older-aged people (50+)</li> <li>• Parents returning to work</li> <li>• Carers</li> <li>• Refugees</li> <li>• LGBTQ+ individuals</li> </ul> <p>Organisations should ensure:</p> <ul style="list-style-type: none"> <li>• Diverse recruitment strategies are in place</li> <li>• Job descriptions are inclusive</li> <li>• Workplaces are accessible</li> <li>• Equal pay and benefits are provided (including payment of the London Living Wage)</li> <li>• Flexible and hybrid working options are available</li> </ul>

<b>Useful contacts</b>	<b>Primary Contact</b>	
	<b>Organisation</b>	<b>Email</b>
	Southwark Works	info@southwarkworks.org.uk
	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Social Value Team	socialvalue@southwark.gov.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecast number of long-term unemployed employees to be hired onto the contract</li> <li>2. Expected employment type and duration (with FTE breakdown)</li> <li>3. Description of recruitment initiatives or programmes used</li> <li>4. Specify the priority groups targeted</li> <li>5. Names of any partner organisations supporting recruitment (in addition to Southwark Works)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Anonymised employee list with showing partial postcode (e.g., SE1 3) no names or personal addresses</li> <li>2. Employment duration and hours per employee (with FTE calculation)</li> <li>3. Confirmation that each person: <ol style="list-style-type: none"> <li>a. Was long-term unemployed prior to hire</li> <li>b. Meets a priority cohort (where applicable)</li> </ol> </li> </ol>	
<b>Proxy rationale</b>	<p>The proxy value captures the short- and long-term benefits to the individual, to the local community and to society. Captured value block include the direct salary, the net present value of additional lifetime earnings per year of employment, the inflation adjusted marginal benefit of receiving a future pension, the saved costs associated with the average reduction in crime, the marginal benefit to health and quality of life (QALY), and the fiscal benefits achieved by the savings in operational costs to DWP and HM Revenue and Customs, alternatively. The proxy value is adjusted by the probability of a long-term unemployed person finding a job in the next period without the intervention (Deadweight). Data source(s): ONS. 2023. "UK median wage from Annual Survey of Hours and Earnings." ONS. 2022 "Earnings and hours worked, age group." ONS. 2023. "Labour Force Survey flows estimates." Office for budget responsibility. 2023. "Welfare spending: pensioner benefits." Fujiware. 2010. "The Department for Work and Pensions Social Cost-Benefit Analysis framework." Public Health England. 2017. "Movement Into Employment: Return on Investment." The Health Foundation. 2021. "Unemployment and mental health." UCD E&amp;E 1.0 "Fiscal benefits - comments"</p>	

## NT9 - Accredited training for new employees

<b>Definition – what this covers</b>	<p>This measure covers new employment that includes accredited vocational training courses.</p> <p>To qualify:</p> <ul style="list-style-type: none"> <li>• The employee must be local (within Southwark Council boundary)</li> <li>• The employee must be new to the contract (not for existing employees)</li> </ul> <p>All apprenticeship opportunities should be made available via Southwark Works (see useful contacts).</p>
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan priorities to create more good jobs and provide tailored training for residents</li> <li>• Southwark's Economic Strategy commitment to helping residents gain the skills needed for good, well-paid jobs across all sectors</li> </ul>
<b>Examples of support you can offer</b>	<p>Opportunities should be provided in partnership with Southwark Works.</p> <p>Courses must be level 2 or higher qualifications, such as:</p> <ul style="list-style-type: none"> <li>• BTEC</li> <li>• City &amp; Guilds</li> <li>• NVQ</li> <li>• HNC</li> <li>• RQF</li> <li>• T-levels</li> </ul>
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Record the number of weeks of training per person</li> <li>• A training week must include at least 3 training days; weeks with fewer days should be counted pro-rata (total course days ÷ 5)</li> <li>• Courses must be completed by the employee and supported by the organisation until qualification is achieved</li> </ul>
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Deliver opportunities targeted at priority cohorts including:</p> <ul style="list-style-type: none"> <li>• People with disabilities</li> <li>• Women and gender minorities</li> <li>• LGBTQ+ individuals</li> <li>• People recovering from substance abuse</li> <li>• People experiencing homelessness</li> <li>• Ex-offenders</li> <li>• People with long-term health conditions</li> <li>• People with learning disabilities and difficulties, including Autism</li> <li>• Older-aged people (50+)</li> <li>• Vulnerable groups such as Care Leavers</li> </ul>

	<ul style="list-style-type: none"><li>• People with mental health needs</li><li>• People with caring responsibilities</li></ul>	
Useful contacts	Primary Contact	
	Organisation	Email
	Southwark Works	info@southwarkworks.org.uk
	Southwark Council Contacts	
	Name/Team	Email
	Local Economy Team	Southwarkbusinessdesk@southwark.gov.uk
	Local Partners	
	Organisation	Email
	Southwark College	info@southwark.ac.uk
	Southwark Construction Skills Centre	info@theskillscentre.co.uk
	LSBU Group	employability@lsbu.ac.uk
	LSBU Green Skills Hub	gsh@lsbu.ac.uk
	Morley College	info@morleycollege.ac.uk
	TEDI London	hello@tedi-london.ac.uk
	Health and Social Care Hub	contactus@selondonics.nhs.uk
Southwark Adult Learning Service	adult.learning@southwark.gov.uk	
Hospitality Skills Hub	i.li@rinova.co.uk	
Method statement checklist	<ol style="list-style-type: none"><li>1. Number of people expected to undertake accredited vocational training</li><li>2. Number of weeks each person will spend on training</li><li>3. Qualification level of each course</li><li>4. Names of accredited training providers (if known)</li></ol>	
Evidence to provide	<ol style="list-style-type: none"><li>1. Anonymised list of participants on accredited vocational training courses</li><li>2. Number of weeks completed per person</li><li>3. Qualification level per course</li><li>4. Details of accredited training providers</li></ol>	
Proxy rationale	The proxy captures the economic benefit to the individual comprising the direct economic benefit (based on minimum pay given the distribution of achievements by age) and the annualised future lifetime value to the individual of achieving a vocational qualification. Per week attribution of lifetime benefits is based on the assumption that each week equally contributes to achieving the qualification. Data source(s): GOV. 2023. "National Minimum Wage Rates. "UCDB v2.3. Updated to 2022/2023 prices. "E&S5.0-7.0, E&S10.0-12.0, E&S15.0-16.0." FE data library. 2022. "Further education and skills." BIS. 2011. "Intermediate and low level vocational qualifications: economic returns."	



## NT10 - Employment of new apprentices

<b>Definition – what this covers</b>	<p>This measure covers the employment of new apprentices at level 2 or higher.</p> <p>To qualify:</p> <ul style="list-style-type: none"><li>The employee must be local (within Southwark Council boundary)</li><li>The employee must be new to the contract (not for existing employees)</li></ul> <p>All apprenticeship opportunities should be made available via Southwark Works (see useful contacts).</p>	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"><li>Southwark 2030 and the Council Delivery Plan priorities to deliver 2,000 apprenticeships for local people</li><li>Southwark’s Economic Strategy commitment to providing more apprenticeship opportunities locally, especially for young and disadvantaged residents</li></ul>	
<b>Examples of support you can offer</b>	<ul style="list-style-type: none"><li>For all contracts over £1m in value, the expectation will be that where practical at least one apprenticeship will be provided per £1m of contract value.</li></ul>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"><li>Record the number of weeks of apprenticeship training per person</li><li>Apprenticeships must follow an established progression pathway to ensure timely completion and be supported by the organisation until completion</li></ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Deliver opportunities targeted at priority cohorts including:</p> <ul style="list-style-type: none"><li>People with disabilities</li><li>Women and gender minorities</li><li>LGBTQ+ individuals</li><li>People recovering from substance abuse</li><li>People experiencing homelessness</li><li>Ex-offenders</li><li>People with long-term health conditions</li><li>People with learning disabilities and difficulties, including Autism</li><li>Older-aged people (50+)</li><li>Vulnerable groups such as Care Leavers</li><li>People with mental health needs</li><li>People with caring responsibilities</li></ul>	
<b>Useful contacts</b>	<b>Primary Contact</b>	
	<b>Organisation</b>	<b>Email</b>
	Southwark Works	info@southwarkworks.org.uk
	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Local Economy Team	Southwarkbusinessdesk@southwark.gov.uk
	<b>Local Partners</b>	

	<b>Organisation</b>	<b>Email</b>
	Southwark College	info@southwark.ac.uk
	Southwark Construction Skills Centre	info@theskillscentre.co.uk
	Construction apprenticeships	info@theskillscentre.co.uk
	LSBU Group	apprenticeships@lsbu.ac.uk
	LSBU Green Skills Hub	gsh@lsbu.ac.uk
	Morley College	info@morleycollege.ac.uk
	TEDI London	hello@tedi-london.ac.uk
	Health and Social Care Hub	contactus@selondonics.nhs.uk
	Southwark Adult Learning Service	adult.learning@southwark.gov.uk
	Community Matters	apprenticeships@communitymatters.co.uk
	Hospitality Skills Hub	i.li@rinova.co.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Number of apprentices expected to be employed</li> <li>2. Number of weeks each person will spend on training</li> <li>3. Qualification level of each apprenticeship</li> <li>4. Names of accredited training providers (if known)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Anonymised list of apprentices employed</li> <li>2. Number of weeks completed per person</li> <li>3. Qualification level per course</li> <li>4. Details of accredited training providers</li> </ol>	
<b>Proxy rationale</b>	<p>The proxy represents the direct economic benefit to the individual of participating in an apprenticeship (based on minimum pay given the distribution of participation by age and seniority). It also accounts for annualised future lifetime value to the individual of achieving an apprenticeship (weighted by average achievement rate and prior year participation rate by level). Data source(s): GOV. 2023. "National Minimum Wage Rates." UCDB v2.3. Updated to 2022/2023 prices. "E&amp;S8.0-9.0, E&amp;S13.0-14.0." DfE. 2020. "The impact of undergraduate degrees on lifetime earnings." p.7. FE data library. 2022. "Further education and skills."</p>	

## NT11 - Personalised support to help unemployed people into work

Definition – what this covers	This measure covers the provision of expert-led personalised support to help unemployed people gain work (excluding students).	
	To qualify: <ul style="list-style-type: none"><li>Groups should be small enough to allow personalised help for each person</li><li>Training can be delivered online or face-to-face</li></ul>	
Strategic alignment – why this matters	This measure supports: <ul style="list-style-type: none"><li>Southwark 2030 and the Council Delivery Plan priorities to deliver free support for people who face the most barriers to employment, including young people, people with disabilities, those with long-term health conditions, and parents/carers returning to work.</li><li>Our Economic Strategy also highlights the commitment to provide effective, personalised support to those out of work facing multiple barriers to accessing good jobs.</li></ul>	
Examples of support you can offer	<ul style="list-style-type: none"><li>Career mentoring</li><li>Careers guidance</li><li>Pre-employment training such as sector-based work academy programmes (SWAPs)</li><li>Support on crafting CVs and cover letters tailored to specific industries/job roles</li><li>Practice interviews and techniques to build self-confidence</li><li>Training on digital literacy and basic software skills</li><li>Industry-specific courses, e.g., healthcare, hospitality</li></ul>	
Unit guidance and application rules – how to report your support	<ul style="list-style-type: none"><li>Report by multiplying the number of attendees by the length of each session (in hours)</li><li>You can only count employee time if it's during paid work hours or time off in lieu</li></ul>	
Diversity, equality and inclusion considerations – how to make your support inclusive	Focus on helping these groups: <ul style="list-style-type: none"><li>People with disabilities</li><li>Women and gender minorities</li><li>LGBTQ+ people</li><li>People experiencing homelessness</li><li>Ex-offenders</li><li>People with long-term health conditions</li><li>People with learning difficulties</li><li>Older adults</li><li>Parents returning to work</li></ul>	
Useful contacts	Primary Contact	
	Organisation	Email
	Southwark Works	info@southwarkworks.org.uk
	Local Partners	
	Organisation	Email

	Southwark College SWAPs	Christopher.Burke@southwark.ac.uk
	Street League	antony.eyakware@streetleague.co.uk
	AFK Employment and Skills Programme	elaine.harman@afkcharity.org
	St Giles Trust, 'Your Path'	YP@stgilestrust.org.uk
	Unity Futures (16-25)	laura.murphy@unityworks.org.uk
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Number of sessions planned, number of people expected, and session lengths.</li> <li>2. Description of activities, confirming they will be personalised to individual needs.</li> <li>3. Names of any partner organisations involved (if known).</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Actual number of sessions, attendees, session durations, and dates</li> <li>2. Description of what was delivered, confirming personalised support</li> <li>3. Names of partner organisations involved (if relevant)</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the benefit to the individual based on the replacement cost of individualised CV advice and job interview coaching. Data source(s): Sample of CV advice/job interview coaching pricing points. 2021.	

## SC9 - Support for digital inclusion initiatives for priority cohorts

<b>Definition – what this covers</b>	<p>This measure supports digital inclusion initiatives for priority groups (see Diversity, equality and inclusion section).</p> <p>Digital inclusion means making sure everyone has access, skills, support, and confidence to use digital technology and benefit from the modern digital world. There are four key focus areas to address.</p>
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan – which prioritise free, accessible digital skills courses to meet local needs and make Southwark one of London’s most digitally inclusive boroughs</li> <li>• The Government’s Digital Inclusion Action Plan and the GLA’s Digital Access for All Mission – national and regional strategies to close the digital divide</li> <li>• Southwark’s Digital Strategy – committing to providing digital skills, training centres, and resources to close the digital gap</li> <li>• Southwark’s Economic Strategy – focused on increasing access to digital devices, internet connection, motivation, and skills for digitally excluded residents</li> </ul>
<b>Examples of support you can offer</b>	<p><b>Connectivity and Equipment:</b></p> <ul style="list-style-type: none"> <li>• Providing internet connectivity schemes for community centres and digital hubs (e.g., funding a 5-year broadband package)</li> <li>• Donating digital devices and SIM cards</li> </ul>
	<p><b>Training and Skills Development:</b></p> <ul style="list-style-type: none"> <li>• Running tailored digital skills training sessions and bootcamps (e.g., online fraud awareness, volunteer training)</li> <li>• Digital careers workshops in local schools</li> </ul>
	<p><b>Volunteering and Direct Support:</b></p> <ul style="list-style-type: none"> <li>• Volunteering in local digital hubs to support residents</li> <li>• Supporting digital inclusion funds that help residents (e.g., Digital Volunteers Champion platform, marketing, 1:1 support staff costs)</li> </ul>
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials</li> <li>• Use the following proxy rates to value staff time: <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> <li>• Include prep time and delivery time in your calculation</li> </ul>
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>People who are digitally excluded may face additional challenges due to personal or systemic factors. Efforts should be inclusive of the following priority cohorts:</p> <ul style="list-style-type: none"> <li>• People with disabilities</li> <li>• Women and gender minorities</li> <li>• LGBTQ+ people</li> <li>• People experiencing homelessness</li> <li>• Ex-offenders</li> </ul>

	<ul style="list-style-type: none"><li>• People with long-term health conditions</li><li>• People with learning difficulties</li><li>• Older adults</li><li>• People with low literacy and numeracy skills</li><li>• Young people</li></ul>	
Useful contacts	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Digital Inclusion Team	Digital.Inclusion@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Southwark Libraries	nell.cooper@southwark.gov.uk
	Southwark Adult Learning Service	adult.learning@southwark.gov.uk
	Southwark Works	info@southwarkworks.org.uk
	Community Tech Aid (Donations)	stephanie.charbine@communitytechaid.org.uk cat.smith@communitytechaid.org.uk
	Clear Community Web (Skills)	caspar@clearcommunityweb.co.uk
	Code Your Future (Skills)	german@codeyourfuture.io
Method statement checklist	<ol style="list-style-type: none"><li>1. Forecasted value of donations (include cost breakdown)</li><li>2. Description of planned activities</li><li>3. Names of any proposed partner organisations (if known)</li></ol>	
Evidence to provide	<ol style="list-style-type: none"><li>1. Details and breakdown actual donations (include cost breakdown)</li><li>2. Dates, locations and types of initiatives delivered</li><li>3. Names of partner organisations where relevant</li></ol>	
Proxy rationale	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

## NT18 - Spend with local companies in the supply chain

<b>Definition – what this covers</b>	This Measure covers spend with suppliers located within Southwark and reflects the economic and social benefits to the local community.	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030</b> and the <b>Council Delivery Plan</b> goals to grow the local economy</li> <li>• The <b>Economic Strategy</b> objective to: <ul style="list-style-type: none"> <li>○ Increase spend with <b>local businesses</b></li> <li>○ Encourage other large local institutions to do the same</li> </ul> </li> </ul> <p>Buying local contributes to:</p> <ul style="list-style-type: none"> <li>• Stronger local employment</li> <li>• More resilient supply chains</li> <li>• Local economic circulation of wealth</li> </ul>	
<b>Examples of support you can offer</b>	<i>Not applicable</i>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Report total £ spent with suppliers based within Southwark</li> <li>• Do not double count this spend under any other local spend measure (e.g. NT19)</li> <li>• Local suppliers must be registered and operating within the Southwark local authority boundary</li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Organisations should consider how their spend supports:</p> <ul style="list-style-type: none"> <li>• Social well-being of underrepresented communities</li> <li>• A diverse supplier base, including: <ul style="list-style-type: none"> <li>○ Black-led businesses</li> <li>○ Asian-led businesses</li> <li>○ Minority-led businesses</li> <li>○ Women-led businesses</li> <li>○ LGBTQ+-led businesses</li> <li>○ Disability-led businesses</li> <li>○ Veteran-led businesses</li> </ul> </li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Business Engagement Team	southwarkbusinessdesk@southwark.gov.uk
	<b>Local Partners</b>	
	<b>Organisation</b>	<b>Website</b>
	Southwark BIDs (Business Improvement Districts)	<a href="#">Business Improvement Districts (BIDs)   Southwark Council</a>
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecast total £ to be spent locally</li> <li>2. List of goods/services to be procured locally (with % breakdown where possible)</li> <li>3. Names of proposed suppliers, if known</li> </ol>	
<b>Evidence to provide</b>	1. Breakdown of £ spent with local suppliers	

	<ul style="list-style-type: none"> <li>2. List of goods/services procured</li> <li>3. Supplier information, including: <ul style="list-style-type: none"> <li>a. Business name</li> <li>b. Postcode</li> <li>c. Industry/sector</li> </ul> </li> </ul>
<b>Proxy rationale</b>	<p>The proxy value is an indicator for the socioeconomic effect to the community created by £1 spent in the local supply chain. It combines the added value to the local economy, captured by the GVA effect, adjusted by the differing marginal utility determined by the relative deprivation of the area and the leakage effect (proportion of imports over total GVA per industry at national level). The Measure allows for adjustment by local area and industry. Data source(s): ONS. 2019. 'UK Input-Output Analytical Tables (IOATs).' GOV. English (2019), Welsh (2019), Scottish (2020) and Northern Ireland (2017). "Indices of Multiple Deprivation."</p>



## NT19 - Spend with local SMEs in the supply chain

<b>Definition – what this covers</b>	This Measure covers spend with Small and Medium Enterprises (SMEs) located within Southwark and reflects the economic and social benefits of supporting locally rooted smaller businesses.	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan to boost procurement from:</li> <li>• Local SMEs, particularly those led by underrepresented groups</li> <li>• The Economic Strategy goals to: <ul style="list-style-type: none"> <li>○ Grow the local economy</li> <li>○ Encourage anchor institutions to buy more from local suppliers</li> </ul> </li> </ul> <p>SMEs:</p> <ul style="list-style-type: none"> <li>• Drive innovation and resilience</li> <li>• Create local employment</li> <li>• Keep wealth circulating within the community</li> </ul>	
<b>Examples of support you can offer</b>	<i>Not applicable</i>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Report total £ spent with SMEs based within Southwark</li> <li>• Do not double count this spend under any other local spend measure (e.g. NT18)</li> <li>• Local suppliers must be registered and operating within the Southwark local authority boundary.</li> <li>• SMEs must have: <ul style="list-style-type: none"> <li>○ Fewer than 250 staff</li> <li>○ Less than or equal to £44million in annual turnover or a balance sheet total of less than or equal to £38million</li> </ul> </li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Spending should prioritise SMEs led by underrepresented groups, such as:</p> <ul style="list-style-type: none"> <li>• Black-led businesses</li> <li>• Asian-led businesses</li> <li>• Minority-led businesses</li> <li>• Women-led businesses</li> <li>• LGBTQ+-led businesses</li> <li>• Disability-led businesses</li> <li>• Veteran-led businesses</li> </ul> <p>Also consider:</p> <ul style="list-style-type: none"> <li>• Fair pricing and payment terms to help smaller businesses maintain financial health</li> <li>• Assessing EDI practices within SME supply chains during procurement</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>

	Business Engagement Team	southwarkbusinessdesk@southwark.gov.uk
	<b>Local Partners</b>	
	<b>Organisation</b>	<b>Website</b>
	Southwark BIDs (Business Improvement Districts)	<u><a href="#">Business Improvement Districts (BIDs)   Southwark Council</a></u>
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecast total £ to be spent with local SMEs</li> <li>2. List of goods/services to be procured (with % breakdown where possible)</li> <li>3. Names of proposed suppliers, if known</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Breakdown of £ spent with local SMEs</li> <li>2. List of goods/services procured</li> <li>3. Supplier information, including: <ol style="list-style-type: none"> <li>a. Business name</li> <li>b. Postcode</li> <li>c. Industry/sector</li> </ol> </li> </ol>	
<b>Proxy rationale</b>	<p>The proxy value is an indicator for the socioeconomic effect to the community created by £1 spent in the local supply chain. It combines the added value to the local economy, captured by the GVA effect, adjusted by the differing marginal utility determined by the relative deprivation of the area and the leakage effect (proportion of imports over total GVA per industry at national level). The Measure allows for adjustment by local area and industry.</p> <p>Data source(s): ONS. 2019. 'UK Input-Output Analytical Tables (IOATs).' GOV. English (2019), Welsh (2019), Scottish (2020) and Northern Ireland (2017). "Indices of Multiple Deprivation."</p>	

## SC10 - Proportion of local SME spend with organisations led by underrepresented groups

<b>Definition – what this covers</b>	This measure captures the % of local SME spend that goes to businesses led by underrepresented groups, within the Southwark local authority boundary.	
<b>Strategic alignment – why this matters</b>	This measure aligns with: <ul style="list-style-type: none"> <li>Southwark 2030 and the Council Delivery Plan priorities to:               <ul style="list-style-type: none"> <li>Support diverse, inclusive local economies</li> <li>Increase procurement from Black, Asian, ethnic minority, and women-led businesses</li> </ul> </li> <li>Southwark's Economic Strategy goal to grow and diversify the local economy by:               <ul style="list-style-type: none"> <li>Directing spend to locally led SMEs from underrepresented backgrounds</li> </ul> </li> </ul>	
<b>Examples of support you can offer</b>	<i>Not applicable</i>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>Report the % of local SME spend (NT19) directed to SMEs led by underrepresented groups</li> <li>The percentage is calculated from the total local SME spend on the contract</li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	The measure focuses on SMEs that are: <ul style="list-style-type: none"> <li>Black-led businesses</li> <li>Asian-led businesses</li> <li>Minority-led businesses</li> <li>Women-led businesses</li> <li>LGBTQ+-led businesses</li> <li>Disability-led businesses</li> <li>Veteran-led businesses</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Business Engagement Team	southwarkbusinessdesk@southwark.gov.uk
	<b>Local Partners</b>	
	<b>Organisation</b>	<b>Website</b>
	Southwark BIDs (Business Improvement Districts)	<a href="#">Business Improvement Districts (BIDs)   Southwark Council</a>
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>Forecast total £ to be spent with SMEs in Southwark (i.e. NT19 baseline)</li> <li>Forecast £ to be spent with SMEs led by underrepresented groups in Southwark</li> <li>Confirm percentage of SME spend with underrepresented SMEs</li> <li>Types of goods/services to be procured</li> </ol>	

	5. Names of proposed SME suppliers, if known
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Confirmed total £ spent with local SMEs (NT19)</li> <li>2. Confirmed £ value spent with SMEs led by underrepresented groups</li> <li>3. Confirmed percentage of SME spend with underrepresented groups</li> <li>4. Details of goods/services procured</li> <li>5. Supplier details: <ol style="list-style-type: none"> <li>a. Name</li> <li>b. Postcode</li> <li>c. Industry</li> </ol> </li> </ol>
<b>Proxy rationale</b>	This is a non-financial Measure with no proxy value.

## NT15 - Expert support to VCSEs and SMEs

<b>Definition – what this covers</b>	This measure records the number of expert hours provided by employees to support Voluntary, Community and Social Enterprises (VCSEs) and Small and Medium Enterprises (SMEs) in Southwark.	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• Southwark 2030 and the Council Delivery Plan aims to: <ul style="list-style-type: none"> <li>○ Support entrepreneurship, especially among underrepresented groups</li> <li>○ Enable resilient, community-driven business models</li> </ul> </li> <li>• Southwark's Economic Strategy, which commits to: <ul style="list-style-type: none"> <li>○ Boost local businesses and social enterprises</li> <li>○ Address barriers faced by Black, Asian, minority ethnic, women, and disabled entrepreneurs</li> </ul> </li> </ul>	
<b>Examples of support you can offer</b>	<b>Financial &amp; Legal Support:</b> <ul style="list-style-type: none"> <li>• Financial management and sustainability</li> <li>• Grant writing and fundraising</li> <li>• Governance, compliance and legal advice</li> </ul>	
	<b>Business Strategy &amp; Operations:</b> <ul style="list-style-type: none"> <li>• Strategic planning and leadership</li> <li>• Capacity building</li> <li>• Sustainable supply chain advice</li> </ul>	
	<b>Marketing &amp; Communications:</b> <ul style="list-style-type: none"> <li>• Marketing and branding</li> <li>• Customer relationship management (CRM) and sales strategy</li> </ul>	
	<b>Sustainability &amp; CSR:</b> <ul style="list-style-type: none"> <li>• Sustainable business practices and corporate social responsibility (CSR)</li> <li>• Social impact measurement and reporting</li> </ul>	
	<b>Digital &amp; Innovation:</b> <ul style="list-style-type: none"> <li>• Digital transformation and innovation</li> </ul>	
	<b>Partnerships &amp; Networking:</b> <ul style="list-style-type: none"> <li>• Networking and collaboration</li> </ul>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Record the number of expert hours per employee per session</li> <li>• Includes both preparation and delivery time</li> <li>• Hours must be during paid working time or time off in lieu</li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Support should prioritise organisations that are:</p> <ul style="list-style-type: none"> <li>• Black-led organisations</li> <li>• Asian-led organisations</li> <li>• Minority ethnic-led organisations</li> <li>• Women-led organisations</li> <li>• Disability-led organisations</li> <li>• LGBTQ+-led organisations</li> <li>• Veteran-led organisations</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>

	Business Engagement Team	southwarkbusinessdesk@southwark.gov.uk
	<b>Local Partners</b>	
	<b>Organisation</b>	<b>Email/Website</b>
	Community Southwark	involve@communitysouthwark.org
	Southwark BIDs (Business Improvement Districts)	<u>Business Improvement Districts (BIDs)   Southwark Council</u>
	Southwark Chamber of Commerce	admin@southwarkcommerce.com
	Grow London Local	hello@growlondonlocal.london
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecast number of expert employee hours and the relevant job roles/qualifications</li> <li>2. Description of the type of expert support to be provided</li> <li>3. Names of the VCSEs/SMEs to benefit, if known</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Breakdown of expert hours delivered and the employee's role/qualification</li> <li>2. Description of the expert advice or activity provided</li> <li>3. Identity of the organisations supported</li> <li>4. Names of partner organisations, if relevant</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the benefit to community based on the replacement cost of expert business advice/support. Data source(s): Average self-reported fees from a survey of consultants in various sectors across the UK, updated to 2022 prices.	

## SC11 - Accredited London Living Wage employer

<b>Definition – what this covers</b>	This measure records whether all direct employees of a London-based organisation are paid at least the London Living Wage. Organisations must be accredited by the Living Wage Foundation for this measure to apply.	
<b>Strategic alignment – why this matters</b>	This measure supports: <ul style="list-style-type: none"> <li>Southwark 2030 and the Council Delivery Plan, which aim to:               <ul style="list-style-type: none"> <li>Double the number of Southwark employers who pay the London Living Wage</li> </ul> </li> <li>Southwark's Economic Strategy, which commits to:               <ul style="list-style-type: none"> <li>Ensure all jobs pay a real living wage to help reduce the cost of living</li> </ul> </li> </ul>	
<b>Examples of support you can offer</b>	<i>Not applicable</i>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>Record Yes or No to confirm whether your organisation is accredited</li> </ul>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<i>Not applicable</i>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name/Team</b>	<b>Email</b>
	Living Wage Team	southwarkbusinessdesk@southwark.gov.uk
	<b>Local Partners</b>	
	<b>Organisation</b>	<b>Website</b>
	Living Wage Foundation	<a href="#">Accredit   Living Wage Foundation</a>
<b>Method statement checklist</b>	1. Description or copy of achieved certification	
<b>Evidence to provide</b>	1. Description or copy of achieved certification	
<b>Proxy rationale</b>	This is a non-financial Measure with no proxy value.	

# Staying well



## SC12 - Comprehensive physical and mental wellbeing programmes accessible for all staff working on the contract

<b>Definition – what this covers</b>	This measure records whether comprehensive physical and mental wellbeing support is provided to all staff working on the contract. It only applies where support is holistic—addressing both physical and mental wellbeing. Single-issue initiatives (e.g. gym access only) do not qualify.
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030</b> and the <b>Council Delivery Plan</b>, which aim to: <ul style="list-style-type: none"> <li>○ Ensure residents have access to care and support to stay healthy and lead fulfilling lives</li> </ul> </li> <li>• <b>Joint Health and Wellbeing Strategy</b>, which commits to: <ul style="list-style-type: none"> <li>○ Support healthy employment and improve health outcomes for working-age adults</li> <li>○ Leverage procurement and employment to boost wellbeing locally</li> </ul> </li> </ul>
<b>Examples of support you can offer</b>	<b>Mental Health Support:</b> <ul style="list-style-type: none"> <li>• Access to therapy and counselling</li> <li>• Mindfulness and meditation programmes</li> <li>• Resilience and stress management skills</li> </ul>
	<b>Physical Wellbeing Activities:</b> <ul style="list-style-type: none"> <li>• On-site or virtual fitness classes</li> <li>• Walking or running groups</li> <li>• Subsidised gym memberships</li> <li>• Health screenings</li> </ul>
	<b>Lifestyle &amp; Work-Life Balance:</b> <ul style="list-style-type: none"> <li>• Flexible working hours</li> <li>• Pet-friendly policies</li> <li>• Nutrition workshops</li> <li>• Financial education and debt counselling</li> </ul>
	<i>Programmes must be accessible, actively promoted, and relevant to staff needs.</i>
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Record Yes or No to confirm provision of holistic wellbeing support</li> <li>• Support must be available to all staff working on the contract</li> <li>• Minimum access period: 1 year</li> </ul>
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Prioritise support for <b>at-risk groups</b> facing health inequalities:</p> <p><b>Groups at greater risk of poor physical health (Core20PLUS):</b>  People in 20% most deprived areas  Carers  People with disabilities</p>

	LGBTQ+ individuals Black, Latin American and ethnic minority communities  <b>Groups at risk of poor mental health:</b> <ul style="list-style-type: none"> <li>• Care leavers</li> <li>• Individuals with intellectual disabilities or neurodevelopmental disorders</li> <li>• Black, Asian and minority ethnic groups</li> <li>• Gypsy, Roma, Traveller communities</li> <li>• LGBTQ+ individuals</li> <li>• People with chronic health conditions</li> <li>• Young women (16–24)</li> <li>• People with substance dependencies</li> <li>• Carers</li> <li>• People with sensory impairments</li> <li>• Pregnant or new mothers</li> <li>• Survivors of violence or abuse</li> </ul>	
Useful contacts	<b>Southwark Council Contacts</b>	
	<b>Team</b>	<b>Email</b>
	Public Health Team	<a href="mailto:publichealth@southwark.gov.uk">publichealth@southwark.gov.uk</a>
Method statement checklist	1. Description of proposed wellbeing programme(s) 2. Confirmation that all staff working on the contract will have at least 1 year of access 3. Names of any proposed partner organisations, if known	
Evidence to provide	1. Description of actual wellbeing programme(s) in place 2. Confirmation that all staff on the contract have access for a minimum of 1 year 3. Names of any partner organisations, where relevant	
Proxy rationale	This is a non-financial Measure with no proxy value.	

## SC13 - Support for involvement in creative and cultural events or projects

<p><b>Definition</b> – what this covers</p>	<p>This measure supports the enhancement or expansion of creative and cultural events or projects. This includes facilitating local participation in arts, culture and heritage activities.</p> <p>Please note:</p> <ul style="list-style-type: none"> <li>• Sports-related initiatives should be recorded under SC14.</li> <li>• Activities relating to open or green space should be recorded under SC15.</li> <li>• Training-related support should be captured under NT9, NT10 or NT13</li> </ul>
<p><b>Strategic alignment</b> – why this matters</p>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030</b> and the <b>Council Delivery Plan</b> aims to: <ul style="list-style-type: none"> <li>○ Sustain vibrant, inclusive places that support cultural expression</li> <li>○ Ensure everyone, particularly young people and excluded groups, can access meaningful cultural experiences</li> </ul> </li> <li>• <b>Economic Strategy</b> commitments to: <ul style="list-style-type: none"> <li>○ Protect and promote arts and cultural facilities</li> <li>○ Inspire and support marginalised groups to pursue careers in the creative and cultural industries</li> </ul> </li> </ul>
<p><b>Examples of support you can offer</b></p>	<p><b>Spaces &amp; Infrastructure:</b></p> <ul style="list-style-type: none"> <li>• Space for cultural production or presentation (e.g. rehearsal rooms, galleries, maker spaces)</li> <li>• Temporary or permanent office space for cultural organisations</li> </ul>
	<p><b>Community Engagement:</b></p> <ul style="list-style-type: none"> <li>• Community arts programmes (e.g. dance, music, craft, live or visual art workshops)</li> <li>• Public art projects aligned with Southwark's Public Art Policy</li> <li>• Community days during larger festivals/events</li> </ul>
	<p><b>Partnerships &amp; Education:</b></p> <ul style="list-style-type: none"> <li>• Collaborations with local museums, galleries, or education providers</li> <li>• Cultural storytelling, heritage and access projects</li> <li>• Creative education or training programmes (e.g. apprenticeships, internships)</li> </ul>
	<p><b>Digital &amp; Creative Innovation:</b></p> <ul style="list-style-type: none"> <li>• Digital storytelling or creative tech workshops (e.g. music, photography)</li> <li>• Virtual arts engagement projects</li> </ul>
	<p><b>Inclusion &amp; Accessibility:</b></p> <ul style="list-style-type: none"> <li>• Free or discounted tickets to local events</li> <li>• Commitments to access measures (e.g. BSL interpretation, captioning)</li> <li>• Creative health programmes (e.g. art therapy)</li> </ul>

	<b>Professional Support:</b> <ul style="list-style-type: none"> <li>Pro bono legal, HR, financial or technical advice to creative organisations</li> </ul>	
	<b>Top tip:</b> Follow the <u>Outdoor Events Policy</u> and <u>Events Environmental Sustainability Guide</u> .	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"> <li>Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>Use the following proxy rates to value staff time:               <ul style="list-style-type: none"> <li>General staff or volunteer time: <b>£17.48/hour</b></li> <li>Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> Include prep time and delivery time in your calculation.	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	Prioritise and increase visibility for marginalised groups, including: <ul style="list-style-type: none"> <li>Young people</li> <li>Children from low-income families</li> <li>Black, Asian, and minority ethnic communities</li> <li>People with disabilities (ensure accessibility)</li> </ul> Southwark's Public Art Policy encourages an inclusive, anti-racist approach to commissioning public work.	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Team</b>	<b>Email</b>
	Culture Team	culture@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Community Southwark	involve@communitysouthwark.org
<b>Method statement checklist</b>	<u>Southwark's Culture and Health Wellbeing Partnership</u>	
	1. Forecasted value of donations (include cost breakdown) 2. Description of planned activities 3. Names of any proposed partner organisations (if known)	
<b>Evidence to provide</b>	1. Details and breakdown actual donations (include cost breakdown) 2. Dates, locations and types of initiatives delivered 3. Names of partner organisations where relevant	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

## SC14 - Support for initiatives which promote community health and wellbeing

<b>Definition – what this covers</b>	This measure supports initiatives that promote and improve the health and wellbeing of Southwark residents. It includes activities that tackle health inequalities and invest in prevention of ill-health, particularly for disadvantaged or underrepresented groups.	
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030</b> and the <b>Council Delivery Plan</b> priorities to: <ul style="list-style-type: none"> <li>○ Ensure all residents can access the care and support they need to stay healthy and fulfilled</li> </ul> </li> <li>• <b>Joint Health and Wellbeing Strategy</b> aims to: <ul style="list-style-type: none"> <li>○ Tackle health inequalities</li> <li>○ Invest in illness prevention</li> <li>○ Work collaboratively with communities</li> <li>○ Promote physical activity, mental health, and health literacy, especially in disadvantaged areas</li> </ul> </li> </ul>	
<b>Examples of support you can offer</b>	<b>Community and Outreach Initiatives:</b> <ul style="list-style-type: none"> <li>• Funding or providing space for health-focused voluntary/community activities</li> <li>• Employee volunteering to support older or vulnerable residents</li> <li>• Outreach in schools around key health topics</li> </ul>	
	<b>Nutrition and Food Security:</b> <ul style="list-style-type: none"> <li>• Donations or volunteering at food banks</li> <li>• Sponsoring or running health literacy campaigns on nutrition, smoking, alcohol or drug misuse</li> </ul>	
	<b>Fitness and Wellbeing:</b> <ul style="list-style-type: none"> <li>• Provision of space for fitness and wellbeing classes</li> <li>• Sponsorship of local sports teams or community activities</li> <li>• Mobile health clinics hosted on-site or on donated land</li> </ul>	
<b>Unit guidance and application rules – how to report your support</b>	<ul style="list-style-type: none"> <li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>• Use the following proxy rates to value staff time: <ul style="list-style-type: none"> <li>○ General staff or volunteer time: <b>£17.48/hour</b></li> <li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> <p>Include prep time and delivery time in your calculation.</p>	
<b>Diversity, equality and inclusion considerations – how to make your support inclusive</b>	<p>Focus support on groups identified by Southwark's Joint Strategic Needs Assessment and the national Core20PLUS framework:</p> <ul style="list-style-type: none"> <li>• Residents in the 20% most deprived neighbourhoods</li> <li>• Carers</li> <li>• People with disabilities</li> <li>• LGBTQ+ communities</li> <li>• Asylum seekers and refugees</li> <li>• Rough sleepers</li> <li>• Black, Latin American, and other ethnic minority communities</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Team</b>	<b>Email</b>
	Public Health Team	<a href="mailto:publichealth@southwark.gov.uk">publichealth@southwark.gov.uk</a>

	Sports Team	<a href="mailto:sports@southwark.gov.uk">sports@southwark.gov.uk</a>
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email</b>
	Community Southwark	<a href="mailto:involve@communitysouthwark.org">involve@communitysouthwark.org</a>
<b>Method statement checklist</b>	<ol style="list-style-type: none"> <li>1. Forecasted value of donations (include cost breakdown)</li> <li>2. Description of planned activities</li> <li>3. Names of any proposed partner organisations (if known)</li> </ol>	
<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Details and breakdown actual donations (include cost breakdown)</li> <li>2. Dates, locations and types of initiatives delivered</li> <li>3. Names of partner organisations where relevant</li> </ol>	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

# A healthy environment

## SC15 - Support for biodiversity and ecosystems or development of green space

<b>Definition – what this covers</b>	This Measure covers support for biodiversity initiatives, ecosystems and development of greenspace.
<b>Strategic alignment – why this matters</b>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>Southwark 2030 and the Council Delivery Plan goals to: <ul style="list-style-type: none"> <li>Ensure Southwark's parks and open spaces are clean, green and healthy</li> </ul> </li> <li>The Southwark Climate Change Strategy, Nature Action Plan, and the council's statutory Biodiversity Duty</li> <li>The GLA's Local Nature Recovery Plan for London, by helping to: <ul style="list-style-type: none"> <li>Protect, enhance and expand biodiverse green space</li> <li>Make nature accessible and inclusive for all communities</li> </ul> </li> </ul>
<b>Examples of support you can offer</b>	<p><b>Nature Recovery &amp; Habitat Enhancement</b> Activities aimed at restoring, creating or improving natural habitats and ecological networks:</p> <ul style="list-style-type: none"> <li>Tree planting (individuals or mini-forests)</li> <li>Habitat restoration, creation and improvement (e.g. wetlands, hedgerows)</li> <li>Aquatic habitat restoration or creation (e.g. ponds, river edges)</li> <li>Pollinator-friendly planting and wildflower meadows</li> <li>Restoration of local woodlands</li> <li>Soil health initiatives (e.g. composting, mulching)</li> </ul>
	<p><b>Urban Greening &amp; Infrastructure</b> Projects that integrate nature into the built environment or repurpose space for ecological use:</p> <ul style="list-style-type: none"> <li>Brownfield space regeneration</li> <li>Construction or enhancement of community gardens</li> <li>Depaving and installation of Sustainable Drainage Systems (SuDS)</li> <li>Installation of green infrastructure (e.g. green roofs/walls, rain gardens)</li> </ul>
	<p><b>Biodiversity Features &amp; Microhabitats</b> Installation of specific features to support wildlife and biodiversity in urban or semi-urban settings:</p> <ul style="list-style-type: none"> <li>Bird nesting boxes</li> <li>Bat roosting boxes</li> <li>Insect hotels</li> <li>Stag beetle loggeries</li> <li>Log piles or brush shelters</li> </ul>



	<b>Community Involvement &amp; Volunteer Engagement</b> Direct community participation through labour, activities or education: <ul style="list-style-type: none"><li>• Contribution of labour for habitat management or greenspace construction</li><li>• Volunteer litter picking, clean-up or grounds maintenance events</li><li>• Community-led planting days or workshops</li></ul>	
	<b>Professional Expertise &amp; Advisory Support</b> Non-physical contributions through knowledge, planning or technical input: <ul style="list-style-type: none"><li>• Ecological advice or surveys</li><li>• Landscape or biodiversity design</li><li>• Support with biodiversity action plans</li><li>• Monitoring and reporting of biodiversity outcomes</li></ul>	
	<b>Financial &amp; Material Contributions</b> Direct or indirect investment in biodiversity or greenspace projects: <ul style="list-style-type: none"><li>• Sponsorship or grant funding for greening or habitat initiatives</li><li>• Donation of materials (e.g. soil, plants, tools, timber)</li><li>• Donation of equipment (e.g. irrigation systems, composters)</li><li>• Provision of land or permanent space for biodiversity projects</li></ul>	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"><li>• Include the full cost equivalent of any donated time, space, equipment, or materials.</li><li>• Use the following proxy rates to value staff time:<ul style="list-style-type: none"><li>○ General staff or volunteer time: <b>£17.48/hour</b></li><li>○ Expert time (legal, financial, etc.): <b>£106.34/hour</b></li></ul></li></ul> Include prep time and delivery time in your calculation.	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	<ul style="list-style-type: none"><li>• Ensure inclusive access to green space for underrepresented communities</li><li>• Prioritise projects located near or benefiting marginalised group</li><li>• Incorporate culturally relevant design or planting where appropriate</li></ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name</b>	<b>Email</b>
	Ecology Team	parks@southwark.gov.uk
	Community Gardening Team	communitygardening@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	<b>Organisation</b>	<b>Email/Website</b>
	Community Southwark	involve@communitysouthwark.org
Southwark Biodiversity Partnership	<u>Southwark Biodiversity Partnership</u>	
<b>Method statement checklist</b>	<ol style="list-style-type: none"><li>1. Forecasted value of donations (include cost breakdown)</li><li>2. Description of planned activities</li><li>3. Names of any proposed partner organisations (if known)</li></ol>	

<b>Evidence to provide</b>	<ol style="list-style-type: none"> <li>1. Details and breakdown actual donations (include cost breakdown)</li> <li>2. Dates, locations and types of initiatives delivered</li> <li>3. Names of partner organisations where relevant</li> </ol>
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.

## SC16 - Support for initiatives which tackle the climate emergency

<p><b>Definition</b> – what this covers</p>	<p>This Measure covers support for a range of initiatives to address the climate emergency and safeguard the environment. This includes investment in sustainable infrastructure, education and behaviour change, innovation, and support for climate-conscious organisations and communities.</p> <p><b>Note:</b> Initiatives related to green space, biodiversity or ecosystems should be reported under SC15.</p>
<p><b>Strategic alignment</b> – why this matters</p>	<p>This measure supports:</p> <ul style="list-style-type: none"> <li>• <b>Southwark 2030 and the Council Delivery Plan</b> goals to: <ul style="list-style-type: none"> <li>○ Invest in local sustainable infrastructure</li> <li>○ Empower communities to take action for a greener, healthier borough</li> </ul> </li> <li>• The council's <b>Climate Change Strategy</b> and <b>Climate Emergency Declaration</b>, by helping to: <ul style="list-style-type: none"> <li>○ Reduce emissions</li> <li>○ Promote sustainable consumption</li> <li>○ Build climate resilience across communities and sectors</li> </ul> </li> </ul> <p>Other relevant policies include:</p> <ul style="list-style-type: none"> <li>• Southwark's Air Quality Strategy</li> <li>• Southwark's Circular Economy Action Plan</li> <li>• London's Climate Resilience Framework</li> </ul>
<p><b>Examples of support you can offer</b></p>	<p><b>Training &amp; Awareness Raising</b> Building climate literacy and inspiring action across organisations, suppliers and communities:</p> <ul style="list-style-type: none"> <li>• Staff sustainability training or climate literacy workshops</li> <li>• Supplier training on sustainable practices and net zero targets</li> <li>• School or community-based climate education sessions</li> <li>• Public awareness or climate behaviour change campaigns</li> </ul>
	<p><b>Sustainable Infrastructure</b> Supporting the development of local low-carbon or climate-resilient infrastructure:</p> <ul style="list-style-type: none"> <li>• Donations or installation of electric vehicle charging points</li> <li>• Installation of solar panels or other renewable energy assets on community buildings</li> <li>• Investment in infrastructure that supports climate adaptation (e.g. shade structures, water-saving tech)</li> </ul>
	<p><b>Sustainable Practices</b> Reducing environmental impact through operational or supply chain innovation:</p> <ul style="list-style-type: none"> <li>• Use of sustainable or reusable packaging</li> <li>• Sustainable event or catering practices (e.g. locally sourced, reduced meat, no single-use plastics)</li> <li>• Donation of food waste to food banks or composting initiatives</li> </ul>

	<b>Climate Innovation &amp; Circular Economy</b> Supporting innovation, entrepreneurship and new ideas: <ul style="list-style-type: none"> <li>Investment in or mentorship for green start-ups or social enterprises</li> <li>Climate innovation competitions in schools, colleges or universities</li> <li>Sponsorship or donations to circular economy projects (e.g. reuse, upcycling)</li> </ul>	
	<b>Sharing &amp; Resource Reuse</b> Encouraging reuse, sharing and low-consumption models: <ul style="list-style-type: none"> <li>Donations or ongoing support to Southwark's <a href="#">Library of Things</a>   Why buy when you can rent?</li> </ul>	
<b>Unit guidance and application rules</b> – how to report your support	<ul style="list-style-type: none"> <li>Include the full cost equivalent of any donated time, space, equipment, or materials.</li> <li>Use the following proxy rates to value staff time: <ul style="list-style-type: none"> <li>General staff or volunteer time: <b>£17.48/hour</b></li> <li>Expert time (legal, financial, etc.): <b>£106.34/hour</b></li> </ul> </li> </ul> Include prep time and delivery time in your calculation.	
<b>Diversity, equality and inclusion considerations</b> – how to make your support inclusive	<ul style="list-style-type: none"> <li>Ensure climate training and engagement activities are accessible to underrepresented and disadvantaged communities</li> <li>Prioritise sustainable infrastructure investments in deprived or high-risk areas</li> <li>Co-design initiatives with vulnerable communities to build resilience and ensure relevance</li> </ul>	
<b>Useful contacts</b>	<b>Southwark Council Contacts</b>	
	<b>Name</b>	<b>Email</b>
	Climate Change Team	ClimateEmergency@southwark.gov.uk
	<b>Local VCS and Community Partners</b>	
	Community Southwark	involve@communitysouthwark.org
<b>Method statement checklist</b>	1. Forecasted value of donations (include cost breakdown) 2. Description of planned activities 3. Names of any proposed partner organisations (if known)	
<b>Evidence to provide</b>	1. Details and breakdown actual donations (include cost breakdown) 2. Dates, locations and types of initiatives delivered 3. Names of partner organisations where relevant	
<b>Proxy rationale</b>	The proxy reflects the pound-for-pound equivalent in value of contract resources dedicated to a specific initiative.	

# Environmental considerations

This section provides details of how Social Value activities and initiatives can be delivered more sustainably to reduce the impact on the local environment.

- Prioritise local, sustainable delivery methods and reducing fossil fuel use i.e.
  - Materials e.g. avoid single-use plastics, unnecessary packaging, avoid paper printing
  - Travel e.g. virtual or hybrid working/activities, use sustainable transport, local sourcing
  - Waste e.g. reducing food waste and minimising water use,
  - Energy e.g. energy-efficient and decarbonised buildings, use of cloud services
- Consider whole lifecycle of initiatives i.e.
  - Circular economy principals e.g. reduce, reuse and recycle of materials and equipment, upcycling, repurposing
  - Ongoing use and maintenance e.g. programmes of maintenance
- Ensure activities are resilient to extreme weather and the impacts of climate change i.e.
  - Heatwave e.g. plan how services and buildings would function through a heatwave for residents/service users, particularly those who are most vulnerable
  - Flooding e.g. opportunities to reduce water runoff such as tree pits and permeable paving, plant species to be drought/flood and pest resilient and support local biodiversity
- Prioritise green jobs and industries i.e.
  - Green skills e.g. apprenticeships, work placements, traineeships
  - Green entry level jobs e.g. retrofit advisor and assessor, heat pump engineers

## If you need further support

For further support with using our Social Value Framework Methodology, please reach out to our Social Value Team via [socialvalue@southwark.gov.uk](mailto:socialvalue@southwark.gov.uk)