



## Social Value Commitment

Futures are strong supporters of Social Value and are committed to creating an inclusive and supportive workplace culture.

We are also aware of the broader social, environmental and economic impact of our behaviours and actions, and strive to optimise our social value, maximising the positive impact on the communities and areas in which we work.

Here are some examples:

- We employ apprentices, recruit locally and try to maximise any spend through our local MSME and VCSE base.
- We invest in talent, providing a suite of training and learning opportunities and resources to help retain staff and grow their skills.
- We volunteer at local charities and services, fundraise and have a partner charity, Leeds Mind.
- We only source ethical, responsible suppliers through a robust due diligence process
- We are committed to reducing our environmental impact, through adopting a '*reduce, reuse, recycle*' approach and by investing in green technologies.

Here are some practical ways you can start to deliver Social Value, along with links to further guidance and resources:

Objectives	Examples of what you could do
<b>Raise the living standards of local residents</b>	Consider raising the rates of pay for your lowest-paid staff, commit to paying staff the National Living Wage ( <a href="#">NLW Rates</a> ) or supporting the <a href="#">Living Wage campaign</a>
<b>Promote Local Skills and Employment</b>	Create new apprenticeship opportunities in your workforce for local residents
	Provide work experience for local residents
<b>Promote equality, fairness, diversity and inclusion</b>	Improve skills levels of existing staff. For example by providing CPD, up/reskilling opportunities and through coaching and mentoring schemes or signpost staff to relevant online learning and development courses
<b>Improve staff wellbeing</b>	

	Improve health, wellbeing and support for staff. For example, providing support and resources on mental health, providing free fruit or encouraging staff to focus on their physical health by setting up a cycle to work scheme
	Support fair and ethical trading in your supply chains. Have policies and processes in place to ensure your suppliers also demonstrate their commitment to ethical procurement, including anti-slavery
	Consider implementing flexible working practices for staff with additional caring responsibilities
	Identify time dedicated for staff wellbeing courses
	Provide Equality and Diversity training for contractors and your supply chain

Objective	Examples of what you could do
<b>Build capacity and sustainability of the Voluntary and Community Sector (VCSE) and local MSME base</b>	<p>Actively support employee volunteering for local charitable and community organisations in parts of your City that are particularly disadvantaged.</p> <p>You could also consider contributing a number of hours to VCSE sector organisations to provide workshops on topics including:</p> <ul style="list-style-type: none"> <li>• Business support</li> <li>• Financial advice</li> <li>• Legal advice</li> <li>• HR advice</li> </ul>
	Donate equipment or resources to VCSEs
	Support the local economy through expenditure in your local supply chain. For example by committing to spend more with micro, small and medium enterprises (MSMEs) and VCSE organisations in your local area
	Contribute to, or fundraise for local charities and services

Objective	Examples of what you could do
<p align="center"><b>Promote environmental sustainability</b></p>	Reduce waste, adopting the reduce, reuse, recycle policy
	Reduce the amount of waste sent to landfill
	Explore ways to reduce your energy and water consumption
	Consider conducting meetings at times outside of commuting hours to minimise time spend sat in traffic to reduce C02 emissions
	Increase the use of digital technologies to minimise the number of face-to-face meetings and reduce non-essential travel
	Explore collaborations with organisations such as The Carbon Trust, who provide support and guidance to help businesses cut carbon emissions, save energy and commercialise low carbon technologies

**Further Reading:**

The **Social Value Portal** is on-line solution that allows organisations to measure, manage and maximise the social value that they create for society, according to the principles laid out within the Public Services (Social Value) Act 2012 and the UN Global Goals for Sustainable Development. Our measurement solution allows organisations to calculate their financial contribution across a full range of social, economic and environmental metrics and through our procurement platform rewards organisations for doing “more good” in the community.

The UK Government has published Guidance documents on the Social Value Act available [here](#)

**Measuring your Social Value Outcomes: The National TOMs 2019: Social Value Calculator**

The aim of the National TOMs Framework is to provide a minimum reporting standard for measuring social value. For those organisations (private and public) just starting out on their journey to embed social value into their procurement and management processes, it provides an easy to use solution that is immediately available, and may be applied to any project.

For those organisations that are already well advanced, the hope is that they will integrate these standards into their measurement approach as a minimum, and add any Measures that they presently do not have in their own toolkit.



The principal benefits of a minimum and consistent reporting standard for social value are that it:

1. Provides a consistent approach to measuring and reporting social value
2. Allows for continuous improvement
3. Provides a robust, transparent and defensible solution for assessing and awarding tenders
4. Allows organisations to compare their own performance by sector and industry benchmarks and understand what good looks like
5. Reduces the uncertainty surrounding social value measurement for businesses, allowing them to make informed decisions based on robust quantitative assessments and hence embed social value into their corporate strategies

The National TOMs Framework has been designed to help organisations in four principal business activities. They are not exclusive to public sector organisations and may be used by public, private or third sector providers.

- Measurement and Valuation
- Procurement and Bid Management
- Bid Submissions
- Contract Management

Futures applies the National TOMs principles, where possible, across its social value priorities. For more information about how to apply these within your own organisation to calculate the impact of your social value, visit [The Social Value Portal](#).