

Theme	Outcomes	LCC Ref	NT Ref	Measure	Unit	Proxy Value
Employment & Skills	Increasing employment and training opportunities	LCC1	NT1	No. of local direct employees (FTE) hired on contract for one year or the whole duration of the contract, whichever is shorter	No. people FTE	£27,835 - Localised for LEEDS
		LCC2	NT2	Percentage of local employees (FTE) on contract	%	Record only
		RE3	RE3	Employer's fairs held to encourage local employment in the area	£	£1.00
		RE57	RE57	Percentage of women (FTE) hired on the contract	%	Record only
		RE58	RE58	Percentage of employees (FTE) BAME hired on the contract	%	Record only
		LCC59		Percentage of LGBTQ+ employees (FTE) hired on the contract	%	Record only
		LCC3	NT3	No. of employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer) as a result of a recruitment programme	No. people FTE	£18,965.00
		LCC3a	NT3a	No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme who are long term unemployed (unemployed for a year or longer) and are facing specific barriers to transitioning to civilian employment that do not qualify them as disabled (e.g. long term service)	No. people FTE	£18,965.00
		LCC4	NT4	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) as a result of a recruitment programme	No. people FTE	£13,636.00
		LCC4a	NT4a	No. of 16-25 y.o. care leavers (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£13,636.00
	LCC5	NT5	No. of 18+ y.o. employees (FTE) hired on the contract who are rehabilitating or ex offenders as a result of a recruitment programme	No. people FTE	£23,119.00	
	LCC6	NT6	No. of disabled employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£15,166.00	
	LCC6a	NT6a	No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme who are disabled and are facing specific barriers to transitioning to civilian employment (e.g. physical injury, medical discharge, psychological condition) No. of armed forces veterans employees (FTE) hired on the contract as a result of a recruitment programme	No. people FTE	£15,166.00	
	Increasing routes in to employment	LCC7	NT7	No. of hours of support into work provided to unemployed people through career mentoring, including mock interviews, CV advice, and careers guidance -(over 24 y.o.)	No. hrs (total session duration)*no. attendees	£125.62
LCC10		NT10	No. of weeks of new apprenticeships on the contract that will be supported by the organisation until completion - Level 2,3, or 4+	No. weeks	£207.40	
LCC10a		NT10a	No. of weeks of new apprenticeships on the contract that will be supported by the organisation until completion - Level 2,3, or 4+ - delivered for groups specified in 'LIST NT10a' (e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders)	No. weeks	£207.40	

		LCC10b		No. of weeks of existing apprenticeships on the contract that will be supported by the organisation until completion - Level 2,3 or 4+.	No. weeks	Record only
		LCC11	NT11	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) - (under 24 y.o.)	No. hrs (total session duration)*no. attendees	£125.62
		LCC12	NT12	No. of weeks spent on meaningful work placements or pre-employment course; 1-6 weeks student placements (unpaid)	No. weeks	£158.23
		LCC13	NT13	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships)	No. weeks	£158.23
		LCC13a	NT13a	Meaningful work placements that pay Real Living wage according to eligibility - 6 weeks or more (internships)	No. weeks	£315.00
	Reducing pay inequalities	LCC41	NT41	Percentage of staff on contract that is paid at least the relevant Real Living wage as specified by Living Wage foundation	%	Record only
		LCC42	NT42	Percentage of contractors in the supply chain required (or supported if they are micro and small business) to pay at least Real Living wage	%	Record only
		LCC58	NT58	Number of employees FTE on contract to have pay raise to Real living wage or higher (on a renewed contract or TUPE)	No. people (FTE)	£1,396.00
Education	Upskilling young people	LCC8	NT8	No. of staff hours spent on local school and college visits e.g. delivering careers talks, curriculum support, literacy support, safety talks (including preparation time)	No. staff hours	£16.07
		RE10	RE10	No. site visits for school children or local residents	No. of visits	£64.28
Environment	Carbon emissions are reduced	LCC31	NT31	Savings in CO2 emissions on contract achieved through de-carbonisation (specify how these are to be achieved)	Tonnes CO2e	£69.35
		LCC44	NT44	Policy and programme to achieve net zero carbon by 2030 including monitoring plan with specific milestones (issued or to be issued by the end of 2020)	Y/N - Provide relevant documents	Record only
	Air pollution is reduced	LCC33	NT33	Car miles driven using low or no emission staff vehicles included on project as a result of a green transport programme	Miles driven	£0.02
		LCC65	NT65	Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV	%	Record only
		LCC66	NT66	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)	Y/N - Provide description	Record only
	Safeguarding the natural environment in Leeds	LCC67	NT67	Donations or investments towards initiatives aimed at environmental and biodiversity conservations and sustainable management projects for both marine and terrestrial ecosystems	£	£1.00

		RE48a	RE48a	Volunteering with environmental conservation initiatives or engagement in multi-stakeholder and advocacy initiatives around environmental conservation and sustainable ecosystem management - resources invested including time, funds and in-kind contributions	£ invested including staff time	£1.00
	Resource efficiency and circular economy solutions are promoted	LCC70	NT70	Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract	Kilos	Record only
		RE66	RE66	Waste management verification policies: audit hierarchy, downstream audits for waste stream	Y/N - Provide description	Record only
		RE43	RE43	M3 water saved against relevant benchmark (e.g. REEB)	m ³	Record only
		RE45	RE45	Tonnes waste diverted against relevant benchmark (e.g. REEB)	Tonnes	Record only
	Be sustainable, fair and ethical	LCC49	NT49	Requirements or support (for Micro or Small enterprises) for suppliers to demonstrate climate change and carbon reduction training for all staff - e.g. SDGs Academy courses (NTs) or (e.g. RE) Supply Chain Sustainability School bronze or higher or equivalent	No. hrs (total session duration)*no. attendees	£96.11
Innovation: Promoting Social Innovation	Social innovation to create local skills and employment	LCC50	NT50	Innovative measures to promote local skills and employment to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00

		LCC50a		Innovative ways to collaborate with, participate in and contribute to research projects involving local universities and other centres of higher education.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00
	Social innovation to support responsible business	LCC51	NT51	Innovative measures to promote and support responsible business to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00

	Social innovation to safeguard the environment and respond to the climate emergency	LCC53	NT53	Innovative measures to safeguard the environment and respond to the climate emergency to be delivered on the contract - these could be e.g. co-designed with stakeholders or communities, or aiming at delivering benefits while minimising carbon footprint from initiatives, etc.	£ invested - including staff time (volunteering valued at £16.07 per hours, expert time valued at £96.11 per hour) and materials, equipment or other resources	£1.00
Growth: Supporting Growth of Responsible Regional Business	Spending the Leeds £ in Leeds	LCC18	NT18	Total amount (£) spent in LOCAL supply chain through the contract	£	£0.906 - multiplier for Leeds, CONSTRUCTION - needs to be customised by industry and local area
		LCC18a	NT18a	Total amount (£) spent through the contract in specified sub-localities (e.g. high deprivation areas) - please refer to list NT18a for the qualifying areas	£	£0.906 - multiplier for Leeds, CONSTRUCTION - needs to be customised by industry and selected sub-localities (as in LIST NT18a)

		LCC19	NT19	Total amount (£) spent through contract with LOCAL micro, small and medium enterprises (MSMEs)	£	£0.906 - multiplier for Leeds, CONSTRUCTION - needs to be customised by industry and locality
		LCC19a	NT19a	Total amount (£) spent with local Micro and Small enterprises within your supply chain through the contract	£	£0.906 - multiplier for Leeds, CONSTRUCTION - needs to be customised by industry and locality
		LCC14	NT14	Total amount (£) spent with local VCSEs within your supply chain	£	£0.12
	Working in partnership with others	LCC15	NT15	Provision of expert business advice to VCSEs and MSMEs (e.g. financial advice / legal advice / HR advice/HSE)	No. staff expert hours	£96.11
		LCC16	NT16	Equipment or resources donated to VCSEs (£ equivalent value)	£	£1.00
		LCC17	NT17	Number of voluntary hours donated to support VCSEs (excludes expert business advice)	No. staff volunteering hours	£16.07
		C19-5	C19-5	Provide support for SMEs and VCSEs to respond to the COVID-19 crisis and maintain business operations - hours of expert support provided by staff	No. staff expert hours	£96.11
Social: Healthier, Safer and more Resilient Communities	Improving health & quality of life	LCC26	NT26	Support initiatives, third sector organisations and community projects to engage local people to the contract with healthy living and wellbeing initiatives and activities (e.g. physical activity sessions for children and adults)	£ invested including staff time	£1.00
		LCC20	NT20	No. of employees on the contract that have access for at least 12 months to holistic wellbeing programmes such as flexible working arrangements, healthy living initiatives, physical activity programmes and health questionnaires/surveys	No. employees provided access	£124.30
		LCC39	NT39	Initiatives to promote positive mental health within the workforce through a progressive work environment, running mental health awareness campaigns and challenging the stigma surrounding mental ill health, whilst linking with Mindful Employer initiative	£	£1.00

	Building strong communities	LCC24	NT24	Support to community-led initiatives aimed at building safer neighbourhoods local to the contract	£ invested including staff time	£1.00
		LCC28	NT28	Provide direct support (e.g. funding, provision of facilities or in kind donations) to community-led initiatives, organisations and projects local to the contract, including those supporting marginalised people	£ value	£1.00
		LCC29	NT29	No. of hours of staff volunteering time to participate in local community projects, third sector organisations and local support networks in the area of the contract.	No. staff volunteering hours	£16.07
	Be sustainable, fair and ethical	LCC43	NT43	Number and type of initiatives throughout the supply chain to identify and manage the risks of modern slavery occurring (i.e. supply chain mapping, staff training, contract management) in relation to the contract (describe and document initiatives)	£	£1.00