

This document is designed to support Council buyers and Commissioners with selecting relevant Social Value Outcomes and Outputs to include in tender documents. We recommend selecting 1 or 2 outcomes per tender, and suggesting as many outputs as are relevant. Outputs are provided for guidance and inspiration and are not an exhaustive list. We encourage buyers and commissioners to create their own relevant outputs where these would be more suited to achieving Social Value for their project.

**OUTCOMES:** Longer-term changes in individuals, communities, or systems resulting from the social value output. It represents the actual impact or benefit generated by the output.  
 Example: Increased employment rates following training programs.

**OUTPUT:** Direct results of an activity or process that contribute to achieving positive social impact. Think of it as the immediate, tangible activity delivered.  
 Examples: Training programs offered to unemployed individuals,

Commissioners and the procurement lead should work together to consider the outcomes in this document and how they relate to the contract.  
 When deciding which outcomes apply to a procurement, users will need to carefully consider, in the context of the procurement:

- whether the Outcomes and example outputs are related to the subject matter of the contract,
- whether they are proportionate to the contract, and
- whether their application will ensure compliance with the principles of equal treatment and non-discrimination



**A city to be proud of**

- A clean, accessible and sustainable city
- More local people in employment
- Students are prepared for the world of work



**A Fair and inclusive city**

- A diverse, fair and inclusive city
- A safe and welcoming city
- Resilient communities



**A healthy city where people thrive**

- Thriving children
- Living and ageing well



**A well run council with responsive services**

- Knowledge sharing

Outcomes	Outputs
<b>Outcome 1.1 A prosperous city</b> <ul style="list-style-type: none"> <li>• Invest in the city,</li> <li>• Help new organisations to grow</li> <li>• Develop collaboration between public, private and third sector,</li> <li>• A fair and responsible approach to working</li> </ul>	Increase the number of local direct employees/people on contract employed directly or through the supply chain
	Offer accredited or recognised qualifications linked to sustainability / green jobs
	Provision of facilities for use by community and voluntary organisations for a set number of hours per year.
	Approach local businesses and voluntary organisations to investigate opportunities for asset sharing
	Provision of under-utilised facilities for new business uses, supporting diversification of our economy.
<b>Outcome 1.2: A clean, accessible and sustainable city</b> <ul style="list-style-type: none"> <li>• Reduce green skills gap,</li> <li>• Enhance biodiversity and green spaces,</li> <li>• Support the development of a circular economy,</li> <li>• Influence staff, suppliers, customers and communities to support environmental protection &amp; improvement</li> </ul>	Introduce employees to Credit Union and/or membership and monthly contributions in a savings account, explaining to employees the benefits of joining a credit union / investigate partnership opportunities with Local credit unions such as Wave Community bank to enhance financial security among employees.
	Contribute business planning support to community and voluntary organisations or local SMEs or business start-ups (This could be financial advice/legal advice/HR/advice/ sustainability advice, possibly through BIPC?)
	Providing tools and equipment to the Tidy Up Team of volunteers scheme.*
	Provision of Kits including: Litterpicker, Rubbish Bags, Bag Holder Hoop, Gloves, Hi-Viz Vest, Individual First Aid Kit, Cleansing Wipes, Antibacterial Gel, Kit Holdall
	Work with other industry players on improving relevant environmental standards for your industry
	Provide data or contribute to academic research on environmental topics
	Develop water or carbon footprinting of products
	Offer environmentally sustainable training, taster days, site visits, etc. In Brighton & Hove
	Support those in traditional high carbon industries to retrain, e.g. by offering low carbon economy apprenticeships on contract
	Provide training and/or resources on improving social or environmental performance in your supply chain.
	Support local SMEs to produce a carbon reduction plan.
	Support B&H SMEs outside your supply chain to reduce their carbon footprints and become more climate resilient.
	Deliver briefings, resources and guidance in an agreed format, suitable for communities, schools, staff or councillors, relevant to the contract (particularly suitable for research or consultancy contracts).
	Initiatives to diversify the supply chain
	Supporting households to better manage their water and energy demands.
	Support habitat creation through volunteering and partnering with local charities such as the Wildflower Conservation Society or POnDlife. e.g. creation of ponds, support the maintenance or creation of butterfly banks and or Wilder Verges through staff volunteer days. Fund tree planting in areas of high heat exposure informed by the climate risk and vulnerability assessment.
	Offer cycle training and other provisions to support active travel to workplaces and community organisations.
Advise community groups, organisations, schools and businesses in the city to learn how they can be more climate resilient and adapt their buildings and day to day operations to reduce risk of extreme weather to their users.	
In collaboration with the council and local community groups, produce a maintenance plan for any new habitats in need of ongoing maintenance.	

	<p>Work collaboratively with the council and other local organisations to support reduction in purchase of new items and infrastructure, and facilitate reuse and recycling in Brighton &amp; Hove, e.g. by providing space for reuse, repair and recycling activities and infrastructure.</p> <p>Providing tools and equipment to the Tidy Up Team scheme.*</p> <p>Provision of a set number of hours of advice to help local SMEs in your supply chain produce a carbon emissions reduction plan. Communicate and inspire BHCC staff, residents, businesses, or third-sector organisations where their behaviour change can amplify the environmental benefits of your service or works.</p>
<p><b>Outcome 1.3:</b> <b>More local people in employment</b></p> <ul style="list-style-type: none"> <li>• Create employment, retraining and other return to work opportunities for the unemployed</li> <li>• Support professional development</li> </ul>	Using the job centre to advertise vacancies and engage with organisations that support people into work*
	Supporting a Sector Based Work Academy (SWAP)*
	Offer high value apprenticeships to current employees (to retrain for example)
	Recruitment of local apprentices <b>from across the diverse communities of the city; proactively reaching out to under-represented groups in your workforce</b>
	Offers of work placements/work experience and vocational opportunities <b>to diverse residents of the city; ensure your cohort represents the city's diverse population</b>
	Transfers of any unused Apprenticeship Levy*
	Implementing a personal development framework to provide all workers with the opportunity to discuss their career progression*
	Supporting people back to work by providing career mentoring, CV advice, mock interviews, career advice and guidance (including 50+ and/or school and college students)
	Supporting people to change careers by providing mentoring, CV advice, mock interviews, careers advice and guidance to enable residents to respond to a changing labour market
	Supporting educational attainment relevant to the contract
Supporting in-work progression to help people, especially those from disadvantaged or minority groups, to move to higher paid work by developing new skills; e.g., by posting job openings internally first and providing cross-skills training for career advancements or transitions (e.g. management training for non-managers)	
<p><b>Outcome 1.4</b> <b>Students are prepared for the world of work</b></p> <ul style="list-style-type: none"> <li>• Support initiatives to build up young people's skills and confidence</li> </ul>	Offer scholarships, work placements, internships and experience of the world of work*
	This could follow the traditional model of one week work experience, a number of short interactions over a period of time, or a paid internship to support the development of a student with a disability or graduate. Technical education reforms mean that many colleges will be looking for placements for their students studying T Levels.
	Offer career advice in schools (i.e offer to go to schools to talk about the industry/careers in those industries)
	Support careers events and collaborate on local skills conversations*
	Host work-based site visits and taster days*
	Support an enterprise day*
	Provide an industry champion or Enterprise adviser*
	offer Guest lectures to education institutions
	Share sector or organisation's approach to supporting sustainability and new and emerging technology.*
Supporting young people into work through employability support (schools and colleges)	



**Focus area 2: A Fair and inclusive city**

Outcomes	Sample outputs
<p><b>Outcome 2.1:</b>  <b>A diverse , fair and inclusive city</b></p> <ul style="list-style-type: none"> <li>• Support equality, diversity and inclusion for all people with protected characteristics</li> <li>• Everyone is supported to have a home, job/role &amp; social network</li> </ul>	<p>Actions to increase representation of disabled people in the contract workforce (disability confident employer*)</p>
	<p>Actions to identify inequalities in employment skills and pay in the contract workforce.</p>
	<p>Offer employment and training opportunities for those facing barriers/located in deprived areas/ in skill shortages including long-term unemployed, ex-offenders and people with disabilities.</p>
	<p>Support disabled people to develop new skills that result in recognised qualifications.</p>
	<p>Designate an individual or group explicitly responsible for diversity, equity and inclusion, and provide equality, diversity and inclusion training for staff and supply chain</p>
	<p>upskill hiring staff to recruit and attract more applicants for new jobs from diverse backgrounds and to create a more diverse workforce that is representative of the wider city community.</p>
	<p>Produce an action plan to increase diversity in your workforce and in senior management, with specific, measurable diversity improvement goals that are reviewed by senior executives or your Board of Directors.</p>
	<p>Improve recruitment practices to increase diversity in the contract workforce and increase diversity in senior management; e.g. actively recruit through organisations or services that serve individuals from underrepresented populations; conduct analyses of job description language and requirements to ensure they are inclusive; do not ask about incarceration history in the application process; etc.</p>
	<p>Offer of healthy workplace schemes</p>
	<p>Support BHCC prevention campaigns by amplifying education and publicity campaigns (e.g., support staff/residents/service users to stop smoking/increase their physical activity/access money advice/achieve a healthy weight).</p>
	<p>Sign the armed forces Covenant*</p>
	<p>Actions to develop a more inclusive workforce* (e.g. by employing armed forces veterans, homeless, survivors of modern slavery, mothers returning to work, employees who are NEETs, 16-25-year-old care leavers, rehabilitating young offenders/ex-offenders, disabled (including armed forces veterans))</p>
<p>Produce an action plan to remove barriers to recruitment*</p>	

<p><b>Outcome 2.2:</b> <b>A safe and welcoming city</b></p> <ul style="list-style-type: none"> <li>• Initiatives to promote personal safety and security</li> </ul>	Ensuring staff and/or volunteers have access to appropriate training to enable them to ‘Ask and Act’ about domestic abuse and sexual violence or other Violence against Women and Girls (VAWG) crime types (specifically that staff have a basic understanding of the dynamics of these crime types, are able to respond to a disclosure sensitively and access a referral pathway to facilitate referrals to appropriate local and national services).
	Having initiatives for staff <del>to</del> that prevent bullying, sexual exploitation of people.
	Initiatives to improve safety and security to enable safe travel to work
	Having initiatives to ensure that the service is able to manage staff/ volunteers appropriately if they are a victim/survivor or perpetrator of domestic abuse and sexual violence or other Violence against Women and Girls (VAWG) crime types.
	Taking action to identify and manage modern slavery in the delivery of the contract (including the supply chain), beyond the production of a Modern Slavery statement.
	Offer training to local SMEs on matters of regulatory health and safety compliance
<p><b>Outcome 2.3:</b> <b>Resilient communities</b></p> <ul style="list-style-type: none"> <li>• Influence staff, suppliers, customers and communities to support strong integrated communities -</li> <li>• Collaboration with users and communities in the codesign &amp; delivery of the contract to support strong integrated communities</li> </ul>	Increasing the resilience of cultural organisations through supplier’s senior staff becoming trustees and board members.*
	Support for projects to reduce social isolation and improve connection with nature
	Increasing the skills of cultural organisations by offering access to training and development opportunities, including sharing case studies/good practice *
	Volunteering with local community projects
	Provide free use of company facilities to host local community events
	Grant equity or ownership in the company to a local nonprofit
	Provide staff with Employer-supported volunteering programme*
	offer Support to staff who are Carers*, <i>care experienced, have a disability and ethnicity intersection.</i>
Offer discounted products or services to qualified underserved groups	

Outcomes	Outputs
<b>Outcome 3.1:</b> <b>Thriving Children:</b> • Families, children and young people are healthy. • All children have equal opportunity to flourish.	Involving disadvantaged children in Arts projects or biodiversity projects.
	Working with youth organisation to develop practical skills
	support for local youth groups in the form of contributions of resources or by appropriate delivery of provision eg youth activities
	Provide flexible working to support employees with caring or parenting responsibilities.
	Support projects and activities that encourage children and young people to access green, blue and grey spaces NB :Urban open spaces come in a wide variety of types: it can include greenspace (parks), blue space (water), brown space (brownfield land) and grey space (hard surfaced areas)
	Provide resources or opportunities for those who are care experienced eg shadowing, mentoring, work experience or employment opportunities
	Provide resources or support relating to the better mental health and emotional wellbeing of children, young people and their families
	Provide resources or support to children, young people or their families who are facing the risk of disadvantage (likely to be via race/ethnicity, additional needs or disability, English as an additional language, experiencing poverty, a member of the LGBTQ+ community)
	Provide resources or support to further the aim for an AntiRacist Council
	Provide mechanisms to ensure child, young person or family voice is captured meaningfully and influences service delivery in the city
Support schools and youth organisations with any physical improvements, refurbishment, new infrastructure or repair to existing infrastructure that are required in or to their buildings and outside spaces.	
<b>Outcome 3.2: Living and Ageing well:</b> • Enable people to live healthy, happy and fulfilling lives, and live independently	Initiatives to support older, disabled and vulnerable people by creating community networks (for example support a befriending scheme that takes people out to places of interest)
	Providing resources and / or Promoting fitness and wellbeing through community outreach programmes, for example walks / time / connection in nature, dance classes/healthy eating programmes/gym memberships for families on low incomes
	Improving integration opportunities between older and younger people through projects that mentor and/or provide learning opportunities for all
	Promote food growing as an initiative that benefits both people and the environment
	Support a fall prevention scheme.
	Support and promote city healthy eating programmes and initiatives
	Offer of healthy workplace schemes including health and wellness activities during the workweek (e.g. walking or steps programs)
	Designate an individual or group to ensure continued engagement with staff on your workplace travel plan
	Offer incentives for workers to complete health risk assessments or participate in health and wellness activities (e.g., a fund for exercise equipment, subsidized gym membership)
	Provide employees with free access to behavioral health counseling services, web resources, or Employee Assistance Programs.
	Adopt or review policies and programs in place to prevent ergonomic-related injuries in the workspace
	Support BHCC prevention campaigns by amplifying education and publicity campaigns (e.g., support staff/residents/service users to stop smoking/increase their physical activity/access money advice/achieve a healthy weight).
	Taking action to support physical and mental health and wellbeing in the workforce <a href="#">taking account of employees' intersecting identities, and that all gain access to the offer.</a>

Focus area 4: A well run Council with responsive services	
Outcome	Outputs
<b>Outcome 4.1</b> <b>A responsive council with well run services</b> • Share knowledge with the Council	Contribute specialist advice or CPD training to council staff
	When processing council-owned and publicly available data, identify ways in which this data could be better utilised by the council and its partners for social and environmental benefit