

Bracknell Forest Council Social Value Matrix

Reference Number	Description of Social Value Measure	Units	Social Value Points	How to Score
Theme:	More local people in meaningful employment			
BFC1	No. of full time equivalent direct local employees (FTE) hired or retained for the duration of the contract.	No. of employees	5 points	No. of employees hired on contract / FTE or partial time / duration of contract / total financial or cumulative value of contract each employee = 5 points
BFC2	No. of full time equivalent local employees (FTE) hired or retained directly (or through the supply chain) for the duration of the contract, who are resident in targeted areas	No. of employees	5 points	each employee = 5 points
BFC3	No. of full time equivalent local employees (FTE) hired or retained for the duration of the contract who are employed in your supply chain.	No. of employees	5 points	each employee = 5 points
Theme:	Fair work opportunities			
BFC4	Union recognition agreements (or equivalent worker representation) and collective bargaining are present or encouraged.	Yes or No	25 points	
BFC5	Good and fair work charters and related employment practices are implemented and facilitated on contract.	Yes or No	25 points	
Theme:	More opportunities for disadvantaged people and minority groups			
BFC6	Percentage of leadership positions (manager or above) on the contract filled by women.	% of employees in leadership positions	100 points	1% = 1 point
BFC7	Percentage of leadership positions (manager or above) on the contract held by people from Ethnic Minority Groups.	% of employees in leadership positions	200 points	1% = 2 points
BFC8	No. of full time equivalent employees (FTE) hired on the contract who are long term unemployed (unemployed for a year or longer).	No. of employees	125 points	each employee = 125 points
BFC9	No. of full time equivalent mothers returning to work (FTE) hired on the contract who are long-term unemployed (unemployed for a year or longer) - when the mother is the primary carer.	No. of employees	125 points	each employee = 125 points
BFC10	No. of full time equivalent employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs).	No. of employees	80 points	each employee = 80 points
BFC11	No. of full time equivalent 16-25 year old care leavers (FTE) hired on the contract.	No. of employees	80 points	each employee = 80 points
BFC12	No. of full time equivalent disabled employees (FTE) hired on the contract.	No. of employees	80 points	each employee = 80 points
BFC13	No. of full time equivalent employees (FTE) hired on the contract who are registered as unemployed.	No. of employees	45 points	each employee = 45 points
BFC14	No. of full time equivalent employees (FTE) hired on the contract who are rehabilitating or ex-offenders.	No. of employees	110 points	each employee = 110 points
BFC15	No. of weeks of training opportunities or apprenticeships (BTEC, City & Guilds, NVQ, HNC - Level 2,3, or 4+) on the contract that have either been completed during the year, or will be supported by the organisation until completion in the following years. (Delivered for specified disadvantaged groups, e.g. NEETs, under-represented gender and ethnic groups, disabled, homeless, rehabilitating young offenders).	No. of weeks	50 points	each week = 50 points
BFC16	No. of hours of 'support into work' assistance provided to unemployed people in targeted areas through career mentoring, including mock interviews, work experience, CV advice, and careers guidance.	No. of hours of sessions x No. of attendees	5 points per staff hour	each person hour with employees = 5 points
Theme:	Improved skills, qualifications, employability and development opportunities			
BFC17	No. of staff hours spent on local school and college visits supporting pupils e.g. delivering career talks, curriculum support, literacy support, health and safety talks (includes research and preparation time).	No. of staff hours	8 points per staff hour	each person hour with employees = 8 points
BFC18	No. of weeks of training opportunities or apprenticeships (BTEC, City & Guilds, NVQ, HNC - Level 2,3, or 4+) on the contract that have either been completed during the year, or that will be supported by the organisation until completion in the following years.	No. of weeks	30 points	each week = 30 points
BFC19	No. of weeks of apprenticeships or T-Levels (Level 2,3, or 4) provided on the contract (completed or supported by the organisation).	No. of weeks	15 points	each week = 15 points
BFC20	No. of weeks of employee (FTE) upskilling, further development and training programmes specifically delivered on the contract. Must have either been completed during the year, or will be supported by the organisation until completion in the following years.	No. of weeks	30 points	each week = 30 points
BFC21	Meaningful work placements that pay Minimum or National Living wage according to eligibility - 6 weeks or more (internships) for people from targeted areas or disadvantaged backgrounds.	No. of placements x No. of weeks	25 points per placement week	each week of each placement = 25 points
BFC22	Meaningful work placements that pay Real Living wage according to eligibility - 6 weeks or more (internships).	No. of placements x No. of weeks	20 points per placement week	each week of each placement = 20 points
Theme:	Business continuity, retaining jobs, skills and employment opportunities for employees after Covid-19			
BFC23	Percentage of invoices on the contract paid to micro / small businesses and voluntary / community enterprises within 30 days.	% of invoices	2 points per %	1% = 2 points
BFC24	No. people hired who had previously lost their job or had been unable to find work due to Covid-19.	No. of employees	40 points	each employee = 40 points
BFC25	Safeguarding jobs on contract - Percentage of directly employed staff on contract retained with pre Covid-19 level pay and hours.	% own staff on contract retained	2 points per %	1% = 2 points
Theme:	More opportunities for local small and medium businesses, social enterprises and voluntary organisations			
BFC26	Total amount (£) spent in local supply chain through the contract.	£ spent	1 point per £2000 spent	Local considered to be your suppliers based within the geographical area of Berkshire every £2000 = 1 point
BFC27	Total amount (£) spent with voluntary organisations / social enterprises within your supply chain.	£ spent	1 point per £1000 spent	every £1000 = 1 point
BFC28	Number of voluntary hours donated to support voluntary organisations / social enterprises. (Does not include expert business advice).	No. of staff volunteering hours	3 points per staff hour	each person hour of volunteering = 3 points Commissioner to define specifically targeted areas and list them here
BFC29	Total amount (£) spent through the contract in targeted areas (areas specifically targeted for support under the scheme e.g. high deprivation areas).	£ spent	1 point per £1000 spent	every £1000 = 1 point
BFC30	Total amount (£) spent through contract with local micro, small and medium enterprises / businesses (MSMEs)	£ spent	1 point per £1000 spent	every £1000 = 1 point
BFC31	Total amount (£) spent through contract with local micro, small and medium enterprises within your supply chain.	£ spent	1 point per £1000 spent	every £1000 = 1 point
Theme:	Improving providers' staff wellbeing, employee benefits and mental health support			
BFC32	Do you have a policy or a strategy to provide support around mental health and wellbeing to staff working remotely?	Yes or No	50 points	
BFC33	Safeguarding jobs on contract - Percentage of directly employed staff on contract retained with pre-crisis level pay and hours. Do you have a policy document or strategy to provide and manage safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice.	% own staff on contract retained	5 points per %	1% = 5 points
BFC34	Initiatives to provide and manage safe virtual spaces to staff, including guidance around cyber security and around remote and virtual working best practice.	Yes or No	35 points	
BFC35	£ invested / no. of staff hours	£ invested / no. of staff hours	25 points	every person hour = 25 points
BFC36	Mental health campaigns for staff on the contract to create community of acceptance and remove stigma around mental health.	£ invested / no. of staff hours	2 points per staff hour or per £500 invested	either: every person hour = 2 points or: every £500 = 2 points
BFC37	Equality, diversity and inclusion (EDI) training provided both for internal staff and supply chain staff.	No. of hours of sessions x No. of attendees	10 points per hour	every person hour = 10 points
BFC38	No. of employees on the contract that have been provided access for at least 12 months to comprehensive and multidimensional wellbeing programmes.	No. of employees provided access	30 points	each employee = 30 points
BFC39	No. of employees provided with professional support for anxiety and depression (at least six sessions of Cognitive Behavioural Therapy (CBT) or equivalent) following a workplace screening or occupational health referral.	No. of employees provided access	50 points	each employee = 50 points
Theme:	Reducing employment inequalities			
BFC40	Prime contractor's median gender salary pay gap for staff.	% median gender pay gap	100 points	inverse % = points, e.g. 0% = 100 points, 1% = 99 points etc
BFC41	No. and type of initiatives to be put in place to reduce the gender pay gap for staff employed in relation to the contract - (describe and document initiatives)	£ invested / no. of staff hours	2 points	total £ invested / total staff hours x 2 points = point total
BFC42	Percentage of staff on contract that are paid at least the relevant Real Living Wage as specified by Living Wage foundation.	% of staff	6 points per %	1% = 6 points
BFC43	Percentage of contractors in the supply chain required (or supported if they are micro or small business) to pay at least Real Living Wage.	% of contractors	7 points per %	1% = 7 points
Theme:	Promoting ethical procurement and supply chain management			
BFC44	Percentage of invoices on the contract paid within 30 days	% of invoices	2 points per %	1% = 2 points
BFC45	Percentage of contracts with the supply chain on which Social Value commitments, measurement and monitoring are required.	% of contracts	1 point per %	1% = 1 point
BFC46	Percentage of your procurement contracts that include commitments to ethical employment practices in the local and global supply chain. (Relating to zero tolerance and elimination of modern slavery, child labour, forced labour and as elimination of false self-employment, unfair zero hours contracts and blacklists).	% of procurement	10 points per %	1% = 10 points
BFC47	Initiatives taken throughout the local and global supply chain to strengthen the identification, monitoring and reduction of risks of modern slavery and unethical work practices occurring in relation to the contract (e.g. supply chain investigating, ethics principles, staff training, contract management).	£ invested / no. of staff hours	12 points per initiative	total £ invested / total staff hours x 12 points = point total
BFC48	Percentage of procurement contracts that include sustainable procurement commitments and certifications (e.g. to use local produce, reduce food waste, reduce total plastic and single use materials, keep resources in circulation longer).	% of contracts	10 points per %	1% = 10 points
BFC49	Requirements for suppliers to demonstrate climate change knowledge and carbon reduction training for all staff. (e.g., Sustainable Development Goals Academy courses, Carbon Literacy, Supply Chain Sustainability School bronze or higher or equivalent).	No. of hours of sessions x No. of attendees	35 points	every person hour = 35 points
BFC50	Percentage of contracts with the supply chain requiring contractors to operate low or zero emission vehicles.	% of contracts	75 points	% x 75 points = point total
BFC51	Supply Chain Carbon Certification (e.g. Carbon Trust Standard for Supply Chain) - achieved or to achieve for current year.	Yes or No	50 points	e.g. 60% = 45 points
Theme:	Developing healthier, safer and more inclusive, resilient communities			
BFC52	Donations and/or in-kind contributions to specific local community projects (£ cost or materials donated).	£ value	1 point per £500 contributed	every £500 = 1 point
BFC53	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces, etc).	£ invested / no. of staff hours	15 points per initiative	total £ invested / total staff hours x 15 points = point total
BFC54	Initiatives to be taken to tackle homelessness (supporting temporary housing schemes etc).	£ invested / no. of staff hours	10 points per initiative	total £ invested / total staff hours x 10 points = point total
BFC55	Initiatives to support rough sleepers - including training for security and night staff, opening up facilities spaces (e.g. showers or additional beds when temperature drops) after hours.	£ invested / no. of staff hours	15 points per initiative	total £ invested / total staff hours x 15 points = point total
BFC56	Initiatives taken or supported to engage people in health interventions (e.g. stop smoking, obesity, alcoholism, drugs) or wellbeing initiatives in the community, including physical activities for adults and children.	£ invested / no. of staff hours	15 points per initiative	total £ invested / total staff hours x 15 points = point total
BFC57	Initiatives to be taken to support senior and disabled people to build stronger community networks (e.g. befriending schemes, digital inclusion clubs).	£ invested / no. of staff hours	15 points per initiative	total £ invested / total staff hours x 15 points = point total
BFC58	No. of hours volunteering time provided to support local community, volunteering and/or social enterprise projects.	No. of staff volunteering hours	3 points per hour	every person hour = 3 points
BFC59	No. of hours volunteering time provided to support healthcare and public health awareness related charity and community projects.	No. of staff volunteering hours	3 points per hour	every person hour = 3 points
Theme:	Reducing or mitigating carbon emissions			
BFC60	Savings in CO2e emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved) against a specific benchmark.	Kilograms of CO2 emissions	175 points	every kg reduction = 175 points
BFC61	Carbon emission reductions through reduced energy use and energy efficiency measures - on site.	Kilograms of CO2 emissions	150 points	every kg reduction = 150 points
BFC62	Commitment to carbon emissions savings to achieve net zero carbon before 2030.	Yes or No	250 points	
BFC63	Commitment to measure and disclose Scope 1, 2 and 3 carbon emissions.	Yes or No	100 points	
BFC64	Savings in Scope 3 CO2e emissions on contract achieved through de-carbonisation (i.e. a reduction of the carbon intensity of processes and operations, specify how these are to be achieved) against a specific benchmark.	Kilograms of CO2 emissions	50 points	every kg reduction = 50 points
Theme:	Reducing air pollution			
BFC65	Corporate travel schemes available to employees on the contract. (For example, subsidised public transport, subsidised cycling schemes and storage, sustainable corporate transport such as electric bus from public station to corporate facilities).	Yes or No	100 points	

BFC66	Car miles saved on the project as a result of a green transport programme or equivalent (e.g. cycle to work programmes, public transport or car pooling programmes).	No. of miles saved	2 points per 1 car mile saved.	every car mile reduced or saved = 2 points
BFC67	Freight miles saved as a result of a sustainable or more efficient logistics plan (e.g. reduced trips to site).	No. of miles saved	2 points per 1 car mile saved.	every car mile reduced or saved = 2 points
BFC68	Percentage of fleet or construction vehicles on the contract that is at Least Euro 6 or LEV.	% of vehicles	3 points per %	1% = 3 points
BFC69	Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard).	Yes or No	50 points	
Theme:	Safeguarding the natural environment, supporting biodiversity and sustainable management of green spaces			
BFC70	Donations or investments towards initiatives aimed at environmental and biodiversity conservations, and sustainable management projects for both marine and terrestrial ecosystems.	£ spent	10 points per £1000 spent	every £1000 = 10 points
BFC71	Resources (on the contract) dedicated to creating green spaces, improving biodiversity or helping ecosystems.	£ invested	50 points per £1000 invested	every £1000 = 50 points
BFC72	Plastic recycling rate on the contract. To increase plastic recycling rate and reduce microplastics use.	% plastic recycling rate	15 points per %	1% = 15 points
BFC73	Donations or investments towards expert designed sustainable reforestation or afforestation initiatives.	£ spent	4 points per £500 spent	every £500 = 4 points
BFC74	Volunteering time for environmental conservation and sustainable ecosystem management initiatives.	No. of staff volunteering hours	3 points per staff hour	every person hour = 3 points
BFC75	Total volume of reduced plastics against a relevant benchmark.	kg of plastic reduced	8 points per kg of plastic reduced	every Kg reduction = 8 points
Theme:	Supporting solutions for resource efficiency and circular economy			
BFC76	Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract.	kg of single use plastic	12 points per kg of plastic saved	every Kg reduction = 12 points
BFC77	£ Value of service provided by financial agreements and partnerships that implement circular economy and resource efficiency solutions.	£ value	1 point per £1000 invested	every £1000 = 1 point
BFC78	Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships (e.g. Terracycle or equivalent).	tonnes of waste	200 points	every tonne = 200 points
BFC79	Reduce volume of waste through reusing and recycling of products and materials. Reduce volume of waste going to landfill.	tonnes of waste	125 points	every tonne = 125 points
BFC80	Proposing a business case / developing sustainable marketing strategies / proposing new leadership strategies for circular economy and resource efficiency solutions (for organisations of any size).	No. of expert staff hours	25 points	every person hour = 25 points