

# Social Value Supplier Engagement Event

Thursday 30th June 2022

8.45am - 11.30am



**Social  
Value**

northern ireland  
**water**  
  
Delivering what matters

# Welcome

## **David Elliott (Compère)**

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Senior Client Director,  
Lanyon Group



# Opening Address

## **Ronan Larkin**

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Director of Finance, Regulation  
& Commercial, NI Water





Loaf Café part of the  
NOW Group





Ronan, Eilis, Seaneen,  
Cathy & Claire @  
Loaf Cafe





# Scoring Social Value in Government Contracts

## *Implementation of PPN 01/21*

### **Esther Barnes**

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Social Value Advisor,  
Strategic Investment Board



# PPN 01/21 – Scoring Social Value

- From 1st June 2022, it is mandatory to allocate 10% of the award criteria to Social Value in contracts where the Utilities and Public Contracts Regulations apply
- For **Construction** contracts the threshold is **£5.3m**
- For **Services** contracts the threshold is **£426k**
- Policy will be reviewed ahead of 2023
- Potentially increasing to 20%
- Social value will be scored based on 4 themes



# Theme 1: Increasing Secure Employment and Skills

- This theme aims to create employment and training opportunities, contribute to in-work progression and skills development, create opportunities for entrepreneurs and support economic growth.





## Theme 2: Building Ethical and Resilient Supply Chains

- **This theme aims to tackle employment inequality, reduce the risk of modern slavery and human rights abuses within the supply chain, and promote diverse and secure supply chains.**



# Theme 3: Delivering Zero Carbon

- **This theme aims to promote environmental benefits, influence environmental protection and improvement and work towards net zero greenhouse gas emissions.**



# Theme 4: Promoting Wellbeing

- **This theme aims to improve the health and wellbeing of the contract workforce, tackle employment inequality, contribute to in-work progression and skills development, and improve community integration.**



# Indicators & Initiatives

- Defining what will be delivered under Social Value helps contracting authorities and suppliers to have a shared understanding of social value requirements.
- To this end each theme is further broken down into a number of indicators.
- An indicator is the substance behind each theme that outlines in more detail how the theme can be addressed.
- Within the social value points matrix each indicator is aligned to Social Value initiatives.
- These Initiatives are the physical things that a contractor can deliver in order to achieve social value on a contract.
- Supplier guidance will set out the full description of the Social Value Initiatives, the beneficiaries and the expectations of the client.



# The Social Value model sets out two options for scoring social value depending on the size and nature of the contract:

## 1. Social Value Points

Tenders are assessed and given a score based on their methodology for delivering the minimum social value points for that contract. Requires the Supplier to deliver a **minimum of 100 social value points per £1m** of contract value (and pro-rata).

## 2. Alternative Approach (Services & IT only)

Contracts under £250k per annum per supplier **or** where it can be justified by the characteristics of the specific contract (for example high value but short duration.)

**The evaluation panel will assess and give a score based on how well the bidder's methodology addresses the selected social value theme and indicator(s).**

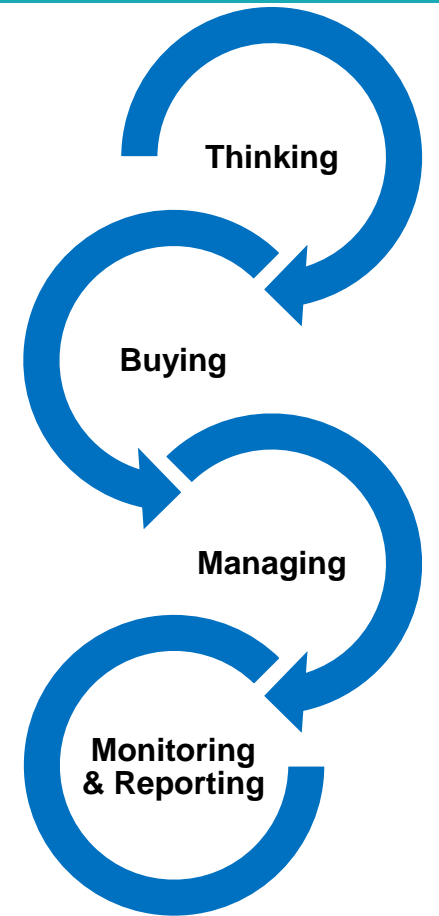




# Social Value Points Approach

- Requires the Supplier to deliver a minimum of 100 Social Value points per £1m of contract value (and pro-rata).
- Each Social Value Indicator from PPN 01/21 is broken down into subsequent initiatives. Each initiative has been allocated a number of social value points.
- The Supplier will have flexibility to choose which of those initiatives they deliver. (There are some Mandatory Requirements for Construction)

**HOWEVER:** The contracting authority may wish to set a minimum target for some initiatives, for example a minimum of 20% to be delivered to priority groups



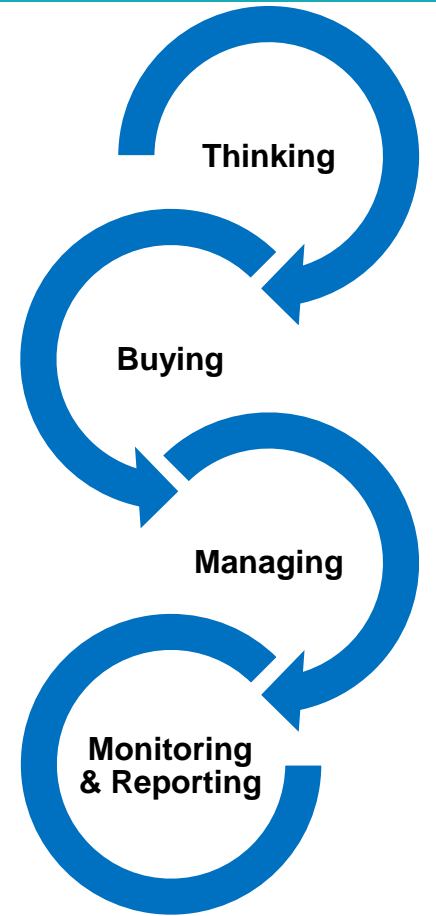
# Theme 1: Secure Employment and Skills

Social Value Indicator	Social Value Initiative	Unit of Measure	Beneficiaries	Social Value Points
<b>Indicator 1.2</b> Support educational attainment relevant to the contract, including training schemes that address skill gaps and result in recognised qualifications	Work placements	4 weeks FTE	People who are considered to be disadvantaged in the labour market or at risk of social exclusion	20
			People who meet the Contracting Authority's priority groups	30
	Skills development and educational attainment	8 hours of training or support	People who are considered to be disadvantaged in the labour market or at risk of social exclusion	10
			People who meet the Contracting Authority's priority groups	15
	Digital skills development and educational attainment	8 hours of training or support	People who are considered to be at risk of digital exclusion	10
			People who meet the Contracting Authority's priority groups	15
	In-work progression and skills development	1 Strategy	Existing staff who are underrepresented in the contract's workforce	30
		Annual updates to strategy		10



# Alternative Approach

- The alternative approach does not focus on social value points.
- Contracting Authority may choose to use in smaller services contracts where the points target would be low.
- They will choose the indicator(s) that are most suited to the contract and the social value award criteria based on the selected indicator(s).
- If more than one indicator is selected, there may be a different percentage score for each indicator.
- The evaluation panel will assess and give a score based on how well the bidder's tenderer's methodology addresses the selected Social Value Theme(s) and Indicator(s).



# Documents included in Tender Process

**Social Value will be included in the Award Criteria and as a schedule within the ITT.**

The Tenderer will be expected to return as part of their tender submission:

1. Social Value Delivery Plan: This is the excel spreadsheet which sets out the initiatives which the contractor is committing to deliver. (points based only)
2. The response to the evaluation question which sets out HOW the initiatives will be delivered. **This is the part of the response that is scored.**



# Tenderer's Methodology Should Address the Following:

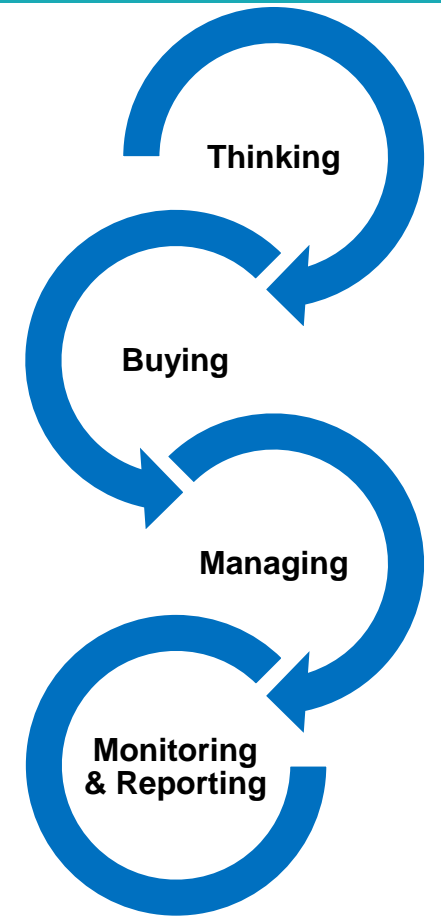
- Timescales for delivery of the social value requirements;
- The resources, both internal and external, that you will use to plan and deliver the social value requirements (this should include details of suppliers in your supply chain);
- The activities that you will undertake to deliver the social value initiatives selected within your completed Social Value Delivery Plan, including how you will engage with key stakeholders (including communities impacted through the delivery of the contract);
- Confirmation that the planned activities are additional to activities your organisation already undertakes; and,
- How you will monitor and report on the delivery of the social value requirements and address any performance issues.





# Monitoring Social Value

- You will use the Social Value monitoring system to report on the delivery of Social Value.
- This online system enables the supplier to provide an update on their delivery of the contract's social value requirements.
- A progress report is automatically emailed to the supplier and client project manager at intervals as stated in the contract.
- SIB must be made aware of the contract (by the client) in order to set it up.



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# Find a Broker

Brokers are organisations in Northern Ireland who work with people who are looking for employment, work placement opportunities, skills development and/or employment support. Brokers can help suppliers meet their Social Value requirements by:

- Linking them with people who are eligible for employment and/or work placement opportunities
- Supporting/mentoring people who are eligible for paid employment opportunities as they begin employment with a supplier
- Being a Voluntary, Community, Social Enterprise or microbusiness which is eligible to receive support as part of a supplier's social consideration requirements

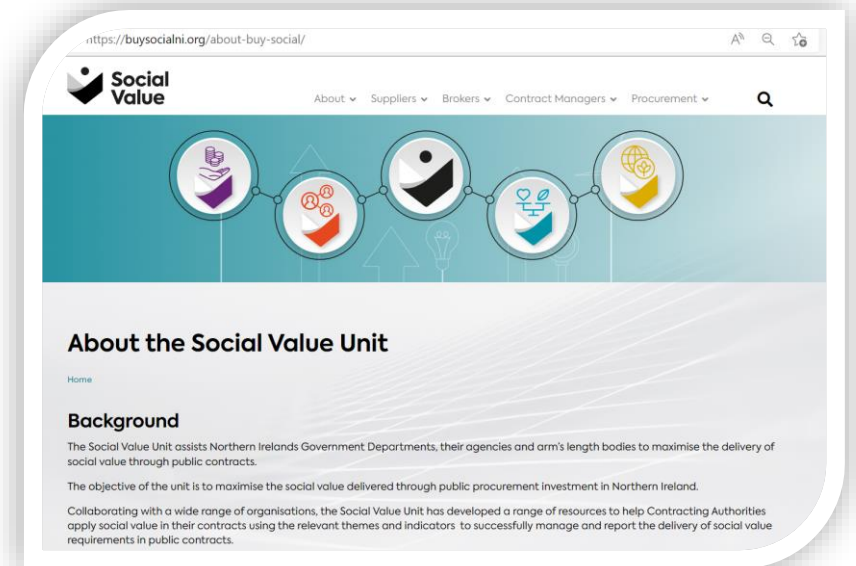
As a supplier of public contracts you can use this interactive database to find a Broker who may be able to assist you to find the right individual or solution to support your organisation to deliver social value.



# Resources

More information including webinar and written guidance for suppliers available at **buysocialni.org** or **sibni.org**

**Come along to our Information Point**



# Putting Social Value at the Heart of Business

## **Leo Martin**

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Managing Director – Civil  
Engineering, GRAHAM



## “Delivering Lasting Impact”

Climate Action  
Resource Efficiency  
Environmental Management and Improvement  
Protecting the Environment

Zero Defects  
Innovation  
Sustainable Construction Practices  
Productivity



Support the Communities Where we Work  
Supply Chain – Building Local Resilience

Health & Safety  
Health & Wellbeing  
Talent Development  
Fairness, Inclusion & Respect (FIR)



PPN 01/21 covers social, environmental and economic objectives with social value being scored using an outcomes-based framework which has four broad themes:



**Increasing Secure  
Employment and  
Skills**



**Building Ethical  
and resilient  
supply chains**



**Delivering zero  
carbon**



**Promoting  
Wellbeing**



**Social  
Value**

# Our Journey

Since 2009 GRAHAM have been delivering added value through Social Clauses in Northern Ireland having over achieved our targets across our projects

- 2009 - 2015 – Department for Employment & Learning (DEL) Social Clauses
  - Peace Bridge (Long- term unemployed in Derry)
- 2016 - 2022 Strategic Investment Board ‘Buy social’
  - NIW Projects
  - Belfast Transport Hub Projects
- 2022 - onwards PPN 01/21



# How has GRAHAM delivered Social Value through projects?

## Recent achievements

- NIW Drumaroad – Clear Water Tank delivered 121% targets for paid employment for New Entrant Trainees
- BTH Enabling Works delivered 240% targets for paid employment for New Entrant Trainees
- Work Experience Placements delivered in person and virtually – 550 students participated in NI based events during the pandemic
- Outreach activities delivered to improve future prospects for employment including mentoring and advise



# Who we work with to help us deliver Social Value...

## We work with a range of stakeholders including:

- Belfast City Council Construction Employment Academy
- Buy Social Brokers / VCSEs including NOW Group, Women's TEC & Include Youth.
- Social Enterprise TREE Training Centre (Pictured top right) working with young people from disadvantaged areas who are no longer in mainstream education with craft skills
- Educational bodies including Local Schools & Colleges, QUB & Ulster University – NIW Fofanny site team at St Colman's Grammar School (pictured right)





# Our Commitments

- We are committed to and have a strong track record of supporting communities in NI
- We provide long term sustainable opportunities for young people
- We understand the need for our support functions across our business to play their part including our environmental & commercial teams
- We have dedicated staff including a Head of Community impact, FIR/EDI Manager, Wellbeing Manager, mental health first aiders and FIR Ambassadors with confidential support for all staff and operatives.
- Our Fairness, Inclusion & Respect (FIR) Charter helps create a positive team culture and a healthier workplace.



# New Policy – Approach & Thoughts

- PPN 01/21 will underpin the importance of Social Value in public procurement in NI.
- In GB, social value has been a scoring element for some time and NI is playing catch-up
- The new points system provides clarity on contracting authority requirements
- The policy creates a level playing field for tenderers which we hope will allow a focus on quality over quantity.





# New Policy – Opportunities & Challenges

- The range of themes in the new policy creates an opportunity to deliver outcomes over and above the traditional employment and skills requirements
- The new policy allows more opportunity to focus on local needs and investments
- This also creates a challenge with the need for functions & departments across businesses to work together to provide a more rounded and collaborative offer.
- Reporting and implementation – tender and delivery assessments incl. incentives



# New Policy – Advice to Organisations

- To maximise success, social value delivery should be embedded as a key business function
- Do not view as an add on or nice to have.
- Most organisations are doing this but needs alignment and standardised.
- It can help to create a more inclusive workforce reflective of local communities
- Also helps to attract and retain good staff
- Leadership from the top of an organisation is key to enable this to happen.
- **Together this can provide a platform to deliver lasting impact in communities.**



# Delivering Social Value at NI Water

## Paula Graham

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Head of Learning & Engagement,  
NI Water



# Social Inequality in Northern Ireland

- Almost **1 in 4** children (**23%**) live in poverty in Northern Ireland, that means their family struggle to provide their basic needs. Children in poverty are twice as likely to leave school without 5 good GCSEs
- Approx. **half of young people** aged 16-25 from disadvantaged backgrounds in the UK leave compulsory education without GCSE English and Maths qualifications
- People at a socioeconomic disadvantage suffer a **heavier burden of illness** and have **higher mortality rates** than their better off counterparts
- At **17%**, women are outnumbered by men in Science, Technology, Engineering and Mathematics (STEM) industries by a ratio of three to one, despite making up half of NI's working age population

# First Company in NI to sign up to Levelling Up Goals



- Levelling Up Goals aim to drive equality of opportunity at key life stages supporting social mobility throughout the UK
- Assessed against four key goals to identify where we can drive real and meaningful change for the benefit of local people regardless of their social circumstances
- Recommendations received to further maximise our social impact
- Investigating the possibility of participating in the tracking **pathfinder in conjunction with ONS** to help measure and track social mobility within our organisation



# 2<sup>nd</sup> Public Sector Organisation to Achieve Silver Diversity Charter Mark

## Levelling up Goals with Rt Hon Justine Greening



**Silver  
Diversity Mark**

**3 gender targets +  
2 wider diversity targets**



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# 1. Outreach Strategy




Northern Ireland Water  
13,016 followers  
2d · 🌐

Today starts #WaterSavingWeek and our Education Team visited St Francis PS, Lurgan to find out the pupils top water saving tips. Primary Two's top tip is to use a 4 minute shower timer to save water and energy. You can get your free shower timer from [www.getwaterfit.co.uk](http://www.getwaterfit.co.uk)

Stephanie Burrell (Assoc CIPD) and 13 others

Like Comment Share Send

Our Education team delivers an environmental message to over 30,000 school pupils per year - soon to be expanded to include age-appropriate conversations on career opportunities



Northern Ireland Water  
13,017 followers  
1mo · 🌐

A team of handy helpers from NI Water recently paid a visit to a community garden at Creggan Country Park, Derry/L'derry to help enhance current facilities. ...see more

NI Water Helps community charity at Creggan Country Park  
niwater.com · 1 min read  
Alison Sweeney (MCIPD) and 29 others 1 comment · 1 share

Our 'Cares Challenge' Volunteering Programme, has seen over 1,500 colleagues help local charities and not for profit organisations, to date.



Northern Ireland Water  
13,233 followers  
1d · 🌐

Last week saw our teams from NIE Networks and NIW attend 4C UR Future events in Craigavon and Newtownabbey council areas. Another 1000+ year 9 children playing our 'Race to Net Zero' Game which focuses on sustainability and ...see more

Our partnership with NIE with 4C UR Future provided the opportunity to interact with 7500 school pupils across 11 council areas.




# 2. Apprenticeship Strategy




Northern Ireland Water  
13,017 followers  
3mo · 🌐

Today we turn our focus to our Asset Delivery Directorate who have recruited 6 Higher Level Apprentices into the Capital Programme Management Office (CPMO) and a further 6 Graduates into Asset Management. Here's what some of ...see more



“  
Doing the Higher Level Apprenticeship is the best decision I have made. You get hands on experience in the



38 shares

Like Comment Share Send

## Business Benefits

- Providing solutions to long standing skills challenges
- Ensuring NIW is fit for the future
- Increasing female representation
- Attracting a more diverse range of candidates
- Hiring top talent

## Individual Benefits

- Earn as you learn – qualifications debt free
- Structured career path, yearly salary increments
- Driving lessons paid for
- Excellent training, support and mentoring
- A great place to work
- A career that matters
- A bright future



## Society Benefits



- 80 new jobs across NI in the last two years and despite a pandemic
- Opportunities that are accessible to all regardless of social background
- Non degree pathways that are more attainable than traditional university routes
- Recruiting in unemployment blackspots and rural areas
- Incentives such as subsidized driving lessons that may not otherwise be affordable
- Strengthening partnerships between education and employment



Northern Ireland Water  
13,017 followers  
3mo · 🌐


Back in January 2021, in the midst of the COVID-19 pandemic, we recruited and on-boarded 30 new water and wastewater apprentices, the largest apprenticeship intake in our history. ...see more

How it started How its going.

4:25 PM Feb 03, 2022

“My favourite thing so far has been having the



38 shares

Like Comment Share Send





# 3. Prioritising Health

01



Data driven

- Data driven –
- Absence and sickness data
  - Research
  - Feedback from surveys
  - Frontline focus groups
  - Organisation demographic (male dominated)
  - Founding member of new NI Wellbeing Forum

02



Informed support

- Listening to employees –
- Frontline focus groups
  - Surveys
  - Consultations
  - Evaluations

03



Something for everyone

- Seasonal wellbeing programme across four pillars of health (Mental, Physical, Social and Financial)
- “Live Well” Roadshow
- Largest Cares challenge volunteering programme

04



Award winning



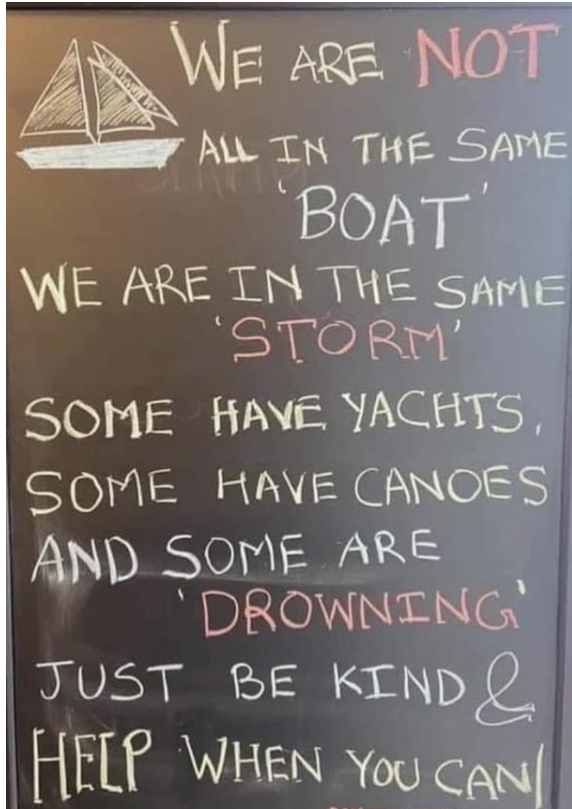
northern ireland water | Health & Wellbeing  
Your health matters



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# Key Messages



- Responsible business practice means consciously creating a better future for our community, economy and environment
- We can help by removing barriers to employment for those furthest away from the labour market
- Partnerships are key – don't go it alone
- Play to your strengths – you don't have to reinvent the wheel
- It doesn't have to cost the earth – there is funding available



- Paula Graham (Head of Learning and Engagement)
- Stephanie Burrell (Apprentice Co-Ordinator)
- Kerrie Townsend (Culture and Engagement Officer)
- Michelle De Lucia & Ethan Emery (Cliftonville Community Regeneration Forum)

## **Come along to our Information Point**

# Break

10.25am – 10.45am

*Networking & Information Points*



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# What are the Opportunities?

## **Maeve Monaghan**

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CEO, NOW Group



# Supporting 6000 with learning difficulties and autism into jobs with a future across the island of Ireland

Our Mission

Strategic Priorities



Delivering an outstanding participant, staff & customer experience



We expand our reach with a focus on our impact on people and planet.



We're the partner of choice in workplace inclusion for people with disabilities

Brands



**Gauge Impact**<sup>®</sup>  
Social Impact Measurement  
Research Evaluation

Enablers



Operational Excellence: A well led, ambitious, performance driven & data led organisation. Everything we do is viewed through a digital lens









Jobs with a future

1700

Participants supported

110

Participants into jobs

Excellent Participant Experience

800

Participants that gained qualifications

83%

Participants still in jobs after 6 months

# # SOCIAL VALUE PARTNER

@NOW\_Group 



NOW Group Partnerships

NOW Group is an award-winning social enterprise supporting people with learning difficulties and Autism into jobs with a future.

We operate across Northern Ireland and are expanding our work into the Republic of Ireland delivering a range of innovative programmes to enable our participants to gain the skills and the confidence they need to play an active part in their local communities.

NOW has an ambitious 3-year plan to support 6,000 people with learning difficulties and Autism by providing a range of services and training programmes that will lead to 600 participants getting paid jobs. To do this we are looking to partner with leading businesses in Northern Ireland and Republic of Ireland who share our values and understand that becoming inclusive and diverse is not only the right thing to do but it also makes good business sense.

[www.nowgroup.org](http://www.nowgroup.org)





# SOCIAL  
VALUE  
PARTNER



## JAM Card<sup>®</sup> Partner

Inclusion and diversity are about much more than your business being welcoming to all. They are about the real actions you take to make changes and proactively address the barriers faced by both your employees and your customers.

As a first step becoming a JAM Card<sup>®</sup> Partner provides you with the expertise to continually review your existing service, whilst developing and implementing new practices to address communication barriers. We provide expert guidance and advice alongside tailored training to support you with your inclusion strategy.

Learn more at  
[www.jamcard.org](http://www.jamcard.org)

**When you become a  
JAM Card<sup>®</sup> partner you  
make a difference to our  
participants**



# SOCIAL  
VALUE  
PARTNER



## Jobs Partner

As supporting participants into jobs is our core mission, any strategic partner must be committed to working with NOW Group to provide at least 4 paid job opportunities per year to our participants for the 3 year life of the partnership. We support participants across a range of jobs and sectors but for the basis of this partnership we would focus on areas where we already deliver accredited academy training programmes i.e. catering, hospitality, warehousing, retail and digital. More information about the support we provide to employers and our academies can be found at [www.nowgroup.org](http://www.nowgroup.org)

**When you partner  
with NOW Group  
you make a difference  
to our participants**





# SOCIAL  
VALUE  
PARTNER



## Supply Chain Partner

As a social enterprise we are keen to make NOW Group more sustainable. We operate a range of social businesses including Loaf Catering and Loaf Pottery ([www.loafcatering.com](http://www.loafcatering.com)) We are keen to partner with businesses and get into their supply chain. We already provide corporate catering and handmade giftware to companies and we are keen to understand whether there may be opportunities for us to cater for your meetings or functions or craft bespoke pottery pieces for your corporate gifts, staff recognition or events.

Learn more at  
[www.loafcatering.com](http://www.loafcatering.com)

**When you buy from  
Loaf Catering or Loaf  
Pottery you make a real  
difference to our  
participants**





Reborn  
2015



CAFÉ & BAKERY

CAFÉ & BAKERY

LOAF CAFÉ AND BAKERY

LOAF CAFÉ AND BAKERY

[www.loafcatering.com](http://www.loafcatering.com)

MediCare





We need to make this count. It's more than a tick box.



Look at your supply chain. What are you buying and how?

## Social Value & U



Growing profitability of social businesses



Inclusive and diverse business are more innovative and successful

# #PURPOSE

For every £1 invested into  
NOW Group we generated



£20



Tel: 028 9043 6400

twitter.com/@NOW\_Group

facebook.com/nowgrouporg

[www.nowgroup.org](http://www.nowgroup.org)



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# Embedding and Integrating Social Value Within Your Business

*Panel Discussion with Q&A, hosted by David Elliott (Lanyon Group)*

**Ronan Larkin**  
NI Water



**Esther Barnes**  
SIB



**Lynne Rainey**  
PwC



**Maeve Monaghan**  
NOW Group



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# Thank You

## For more information, visit:

- **NI Water:** [niwater.com](http://niwater.com)
- **Social Value Unit at the Strategic Investment Board:** [sibni.org](http://sibni.org)
- **NOW Group:** [nowgroup.org](http://nowgroup.org)
- **Social Enterprises NI:** [socialenterpriseni.org](http://socialenterpriseni.org)
- **Cliftonville Community Regeneration Forum:** [ccrf.org.uk](http://ccrf.org.uk)



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