

What social value mean to us

Social Value Matrix categories that our Annual Plans are based upon

SV1	SV2	SV3	SV4	SV5	SV6
Financial Donations/Sponsorship	Full-time Employment Offer	Part-time Employment Offer	Support for Job Seekers	Apprenticeship Level 2 Offer	Apprenticeship Level 3 Offer
<p>Money to cover the costs of approved Hyde Charitable Trust (HCT) and community partner/group projects and initiatives intended to benefit communities.</p> <p>Project themes might include:</p> <ul style="list-style-type: none"> Digital Young people Employability Community cohesion Financial inclusion Older people Environment and sustainability Culture and heritage Crime reduction Enabling disadvantaged groups (for example, domestic violence survivors, ex-services, low-income households) <p>Money may also be used to develop/implement technology solutions and other resources that will help match suppliers to local value requests. Forging links between suppliers, communities, local service providers and Hyde.</p> <p>For the avoidance of doubt: all financial donations/sponsorship will be directed to HCT (a registered charity), and/or other community organisations/groups.</p>	<p>The provision of a full-time job (job outcome)</p> <p>There will be an expectation to think about head count growth and long-term employment opportunities. Suppliers will need to work with the Hyde Foundation Employment and Training Team and other approved employment programmes to match local residents looking for a full-time job.</p> <p>Suppliers may also work with their own supply-chains for the purpose of placing job seekers into positions with them.</p> <p>Job roles may include:</p> <ul style="list-style-type: none"> Entry level Professional/corporate Graduate Trades Green jobs and retrofit jobs <p>Suppliers are encouraged to go beyond the National Minimum/Living Wage and aspire to set the Real Living Wage as their minimums for roles offered as part of this contract.</p> <p>Actual salaries will be reflected in Hyde reporting if suppliers provide evidence. Uplifts from Minimum/Living Wage to Real Living Wage for existing roles, can also be captured in reporting.</p>	<p>The provision of a part-time job (job outcome)</p> <p>There will be an expectation to think about head count growth and - for part-time roles longer than 6 months - long-term employment opportunities. Suppliers will need to work with the Hyde Foundation Employment and Training Team and other approved employment programmes to match local residents looking for a part-time job.</p> <p>Suppliers may also work with their own supply-chains for the purpose of placing job seekers into positions with them.</p> <p>Jobs roles may include:</p> <ul style="list-style-type: none"> Entry level Professional/corporate Graduate Trades Green jobs and retrofit jobs <p>Suppliers are encouraged to go beyond the National Minimum/Living Wage and aspire to set the Real Living Wage as their minimums for roles offered as part of this contract.</p> <p>Actual salaries will be reflected in Hyde reporting if suppliers provide evidence. Uplifts from Minimum/Living Wage to Real Living Wage for existing roles, can also be captured in reporting.</p>	<p>Time dedicated to supporting/preparing job seekers (those currently seeking or future job seekers) for employment opportunities.</p> <p>Activities may include:</p> <ul style="list-style-type: none"> Working with Hyde (Hyde Foundation Employment and Training Team) to understand the needs of the job seekers they are supporting. Reviewing CVs and providing feedback Post interview debriefs Exploring employment programmes that may also provide a local referral pipeline Distributing/delivering information about sector opportunities and campaigns Pre-employment mentoring Preparing/distributing job vacancy lists and coordinating with your HR teams to arrange guaranteed interviews for Hyde and Hyde approved programme referrals (where minimum criteria has been met) <p>At least three of the above activities should be delivered.</p>	<p>The provision of a Level 2 Apprenticeship.</p> <p>Salary and training fees to be covered for the full duration of the apprenticeship.</p> <p>Suppliers are encouraged to move beyond paying the minimum apprenticeship wage during year 1 and during year 2 toward for apprentices aged under 18.</p> <p>Median weekly salary for apprenticeships in England is £206.50 based on the current Apprenticeship Pay Survey.</p> <p>Apprenticeship offers should be made with retention in mind.</p>	<p>The provision of a Level 3 Apprenticeship.</p> <p>Salary and training fees to be covered for the full duration of the apprenticeship.</p> <p>Suppliers are encouraged to move beyond paying the minimum apprenticeship wage during year 1 and during year 2 toward for apprentices aged under 18.</p> <p>Median weekly salary for apprenticeships in England is £267.80 based on the current Apprenticeship Pay Survey.</p> <p>Apprenticeship offers should be made with retention in mind.</p>
<p>SV7</p> <p>Apprenticeship Level 4 Offer</p> <p>The provision of a Level 4 Apprenticeship.</p> <p>Salary and training fees to be covered for the full duration of the apprenticeship.</p> <p>Suppliers are encouraged to move beyond paying the minimum apprenticeship wage during year 1 and during year 2 onward for apprentices aged under 18.</p> <p>Median weekly salary for apprenticeships in England is £387.45 based on the current Apprenticeship Pay Survey.</p> <p>Apprenticeship offers should be made with retention in mind.</p>	<p>SV8</p> <p>Employment Fair Participation</p> <p>Participation in an employment and training/obs fair. Fairs may include those hosted by Hyde, Hyde partners, or other approved organisations (to be agreed). Live opportunities for jobs, apprenticeships, training and other employability opportunities are pre-requisites for participation.</p> <p>Not to be double counted with SV4.</p>	<p>SV9</p> <p>School/College/University visits</p> <p>Visit to a school/college/university for the purpose of:</p> <ul style="list-style-type: none"> Careers talks Safety talks Industry/sector presentations Supporting curriculum and extra-curricular learning programmes <p>Suppliers are encouraged to develop relationships with the local institutes they visit and explore additional ways to support them (as required/where feasible).</p>	<p>SV10</p> <p>Site Visits and Taster Days</p> <p>Host a group at your sites/offices/facilities for the purpose of providing insight into the work and activities of your organisation. Hosted groups may include:</p> <ul style="list-style-type: none"> Students Local residents Service providers Community leaders Local community associations/clubs/organisations <p>Not to be double counted with SV4.</p>	<p>SV11</p> <p>Work Placements (unpaid)</p> <p>The provision of a one-week, unpaid work placement, to provide industry insight and hands-on experience. Recipients may include:</p> <ul style="list-style-type: none"> Students Job seekers Local residents exploring a career change <p>Travel and lunch costs should be provided where required. Any additional placement weeks will be captured during reporting.</p> <p>Not to be double counted with SV4.</p>	<p>SV12</p> <p>Work Placements (paid)</p> <p>The provision of a one-week, paid work placement, to provide industry insight and hands-on experience. Recipients may include:</p> <ul style="list-style-type: none"> Students Job seekers Local residents exploring a career change <p>National Minimum/Living Wage should be offered as a minimum, but suppliers are encouraged to consider paying the Real Living Wage.</p> <p>Any additional placement weeks will be captured during reporting.</p> <p>Not to be double counted with SV4.</p>
<p>SV13</p> <p>Accredited Training (Individuals)</p> <p>Provision of one accredited training course, per individual, for the purpose of enhancing skills, or learning new soft or technical skills.</p> <p>Local residents, job seekers, local service providers, and other referrals from Hyde/Hyde partners are the target recipients.</p> <p>While not the main target, there may also be scope for training to be offered to Hyde staff and supplier staff on the Hyde contract, where courses may arm them with the relevant tools and knowledge to go above and beyond in their job role.</p> <p>Not to be double counted with SV4.</p>	<p>SV14</p> <p>Accredited Training (Group sessions)</p> <p>Provision of one accredited training course - per group - for the purpose of enhancing skills or learning new soft or technical skills.</p> <p>Groups consisting of local residents, job seekers, local service providers, and other referrals from Hyde/Hyde partners are the target recipients.</p> <p>While not the main target, there may also be scope for training to be offered to groups consisting of Hyde staff and supplier staff on the Hyde contract, where courses may arm them with the relevant tools and knowledge to go above and beyond in their job role.</p> <p>Not to be double counted with SV4.</p>	<p>SV15</p> <p>Accredited Qualifications (Vocational courses/Degrees)</p> <p>Provision of one accredited qualification per individual. Course fees and associated course costs to be covered. Qualifications may include:</p> <ul style="list-style-type: none"> NVQs (level 4 and above) BTECs City & Guilds HNCs <p>Local residents, job seekers, local service providers, and other referrals from Hyde/Hyde partners are the target recipients.</p> <p>While not the main target, there may also be scope for accredited qualifications to be offered to Hyde staff and supplier staff / supplier sub-contractor staff working on the Hyde contract, where qualifications support higher working standards or career progression. Qualifications that are a legal minimum requirement for Hyde staff and supplier staff/sub-contractor staff, cannot be counted as social value.</p> <p>Suppliers are expected to think about providing job opportunities, job progression/retention to those who they sponsor qualifications for.</p> <p>Not to be double counted with SV4.</p>	<p>SV16</p> <p>Exams, professional cards, badges, checks</p> <p>The provision of/funds to cover a standalone exam/certification card/check, where these are not included in/required separately from training courses or qualifications. Courses may include:</p> <ul style="list-style-type: none"> CSOS cards CTB tests SIA badge DBS checks CPD units Licenses Other exam and test fees <p>Local residents, job seekers, local service providers, and other referrals from Hyde/Hyde partners are the target recipients.</p> <p>Not to be double counted with SV4.</p>	<p>SV17</p> <p>Non-Accredited Training (Individuals)</p> <p>Provision of one non-accredited training course - per individual, delivered virtually or in-person, for the purpose of enhancing skills, or learning new soft or technical skills.</p> <p>Courses may include:</p> <ul style="list-style-type: none"> Includes employability training Mock interview training CV training Trades workshops/DIY classes CPD sessions E-learning modules Personal development courses <p>Local residents, students, job seekers, local service providers, and other referrals from Hyde/Hyde partners are the target recipients.</p> <p>While not the main target, there may also be scope for non-accredited training to be offered to Hyde staff and supplier staff on the Hyde contract, where training requests sit outside the scope of their standard training program or opportunities already available to them.</p> <p>Not to be double counted with SV4.</p>	<p>SV18</p> <p>Non-Accredited Training (Group sessions)</p> <p>Provision of one non-accredited training course - per group, delivered virtually or in-person, for the purpose of enhancing skills, or learning new soft or technical skills.</p> <p>Courses may include:</p> <ul style="list-style-type: none"> Employability training Mock interview training CV training Trades workshops/DIY classes CPD sessions Personal development courses <p>Groups consisting of local residents, students, job seekers, local service providers, and other referrals from Hyde/Hyde partners are the target recipients.</p> <p>While not the main target, there may also be scope for non-accredited training to be offered to groups consisting of Hyde staff and supplier staff on the Hyde contract. This is where training requests sit outside the scope of their standard training program or opportunities already available to them.</p> <p>Not to be double counted with SV4.</p>
<p>SV19</p> <p>Expert/Professional Advice to VCSEs or MSMEs or residents</p> <p>Time given to support agreed voluntary community or social enterprises (VCSEs).</p> <p>Financial advice</p> <p>Legal advice</p> <p>HR advice/HSE</p> <p>Energy management advice</p> <p>Other professional/expert advice</p> <p>In this instance, the definition of local should align with your local geographies to guide where VCSEs and MSMEs should be sourced. Suppliers are also encouraged to consider ethical organisations.</p>	<p>SV20</p> <p>Spend with local VCSEs or MSMEs</p> <p>Cumulative spend (sub-contracts/work packages) with local voluntary community or social enterprises (VCSEs) or micro, small and medium enterprises (MSMEs). This might include those providing services such as:</p> <ul style="list-style-type: none"> Trades/manufacturing Cleaning Waste management/recycling Catering Stationery Furniture Recruitment Other necessary services required by suppliers <p>In this instance, the definition of local should align with your local geographies to guide where VCSEs and MSMEs should be sourced. Suppliers are also encouraged to consider ethical organisations.</p>	<p>SV21</p> <p>Volunteering for community initiatives</p> <p>Volunteering time given to support (agreed) local community projects. Project themes might include:</p> <ul style="list-style-type: none"> Digital Young people Employability Community cohesion Financial inclusion Older people Environment and sustainability Culture and heritage Crime reduction Enabling disadvantaged groups (domestic violence survivors, ex-services, low-income households) <p>(Remember to consider multiple volunteers working on a project when estimating the number of hours you want to commit to: e.g. two volunteers working on one project for 4 hours, will be recorded as 8 hours. Reporting will of course pick up actual hours/volunteers).</p> <p>Not to be double counted with SV4 or SV19.</p>	<p>SV22</p> <p>In-kind contributions</p> <p>The provision of in-kind contributions required by community projects, voluntary community or social enterprises (VCSEs) or micro, small and medium enterprises (MSMEs). Contributions might include:</p> <ul style="list-style-type: none"> Materials Equipment Vehicles Land Space/premises Free hire/lease free or gifting outright ownership/legal titles <p>Suppliers should demonstrate commitment to the 'circular economy' - which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials, products, infrastructure, etc. as long as possible. In this way, the life cycle of products, etc. are extended and resource inputs, the creation of waste, pollution and carbon emissions are minimised.</p> <p>Electrical goods should be checked, and PAT tested.</p> <p>Not to be double counted with SV19, SV21, SV24, SV26, SV27.</p>	<p>SV23</p> <p>Meet the Supplier Events</p> <p>Participation in an event aimed at bringing suppliers, voluntary community or social enterprises (VCSEs) or micro, small and medium enterprises (MSMEs) together.</p> <p>This is for the purpose of understanding the work of all parties, and assessing the potential for supply-chain opportunities for VCSEs/MSMEs, with Hyde's suppliers.</p> <p>These events can also be used as an opportunity for local residents or other stakeholders and staff to meet with Hyde's suppliers.</p> <p>Events may be hosted by Hyde, Hyde partners, or suppliers themselves.</p> <p>Not to be double counted with SV4.</p>	<p>SV24</p> <p>Refurbishment of spaces/Improvement Works - SMALL</p> <p>Delivery of a project designed to improve a physical space. Projects are likely to involve a combination of labour and material(s)/other resources). The true value of the project will be reflected in reporting, post project delivery.</p> <p>As a rough guide, a SMALL project is valued in and around £500 (labour/material/other resources). The true value of the project will be reflected in reporting, post project delivery.</p> <p>Projects might include:</p> <ul style="list-style-type: none"> Repairs and improvements to indoor and outdoor spaces Repairs and improvements to community centres/facilities or schools Garden clearances for vulnerable residents or community groups Building/installing bike sheds, bin stores, decking, etc. Planting gardens/creating sensory gardens Installing kitchens/bathrooms/windows/doors at community facilities Roof, pipe, flooring repairs at community facilities General redecoration <p>Risk Assessment and Method Statements (RAMS) and DBS check must be carried out as and when required.</p>
<p>SV25</p> <p>Refurbishment of spaces/Improvement Works - MEDIUM</p> <p>Delivery of a project designed to improve a physical space. Projects are likely to involve a combination of labour and material(s)/other resources, so should not be double counted with SV21 and SV22.</p> <p>As a rough guide, a MEDIUM project is valued in and around £1,000 (labour/materials/other resources). The true value of the project will be reflected in reporting, post project delivery.</p> <p>Projects might include:</p> <ul style="list-style-type: none"> Improvements to indoor and outdoor spaces Repairs and improvements to community centres/facilities or schools Garden clearances for vulnerable residents or community groups Building/installing bike sheds, bin stores, decking, etc. Planting gardens/creating sensory gardens Installing kitchens/bathrooms/windows/doors at community facilities Roof, pipe, flooring repairs at community facilities General redecoration <p>Risk Assessment and Method Statements (RAMS) and DBS check must be carried out as and when required.</p>	<p>SV26</p> <p>Refurbishment of spaces/Improvement Works - LARGE</p> <p>Delivery of a project designed to improve a physical space. Projects are likely to involve a combination of labour and material(s)/other resources, so should not be double counted with SV21 and SV22.</p> <p>As a rough guide, a LARGE project is valued in and around £2,000 and above (labour/materials/other resources). The true value of the project will be reflected in reporting, post project delivery.</p> <p>Projects might include:</p> <ul style="list-style-type: none"> Improvements to indoor and outdoor spaces Repairs and improvements to community centres/facilities or schools Garden clearances for vulnerable residents or community groups Building/installing bike sheds, bin stores, decking, etc. Planting gardens/creating sensory gardens Installing kitchens/bathrooms/windows/doors at community facilities Roof, pipe, flooring repairs at community facilities General redecoration <p>Risk Assessment and Method Statements (RAMS) and DBS check must be carried out as and when required.</p>	<p>SV27</p> <p>Consultation</p> <p>A consultation event, exercise, or meeting, for the purpose of involving local residents and other stakeholders in projects and programmes that will impact them. Residents and other stakeholders should be engaged at planning, delivery and post-delivery stages.</p> <p>A consultation might be carried out for:</p> <ul style="list-style-type: none"> New developments Regeneration programmes New local initiatives Changes to service provision <p>In this instance, the definition of local refers to anywhere across the regions Hyde operates.</p> <p>While local spend under SV30 will not contribute to your points tally, all local spend will be reflected in reporting and a nominal and impact value will be assigned.</p> <p>Targets for local spend may also have been requested in the Employer's Requirements.</p> <p>Not to be double counted with SV20.</p>	<p>Additional Good Practice: SV28</p> <p>Spend in local supply chain (non VCSE and MSME local spend)</p> <p>Cumulative spend (sub-contracts/work packages) with any local company.</p> <p>This excludes spend with voluntary community or social enterprises (VCSEs) and micro, small and medium enterprises (MSMEs), which will be recorded separately, so deduct spend to be allocated to those organisations, from your committed spend figure.</p> <p>In this instance, the definition of local refers to anywhere across the regions Hyde operates.</p> <p>While local spend under SV30 will not contribute to your points tally, all local spend will be reflected in reporting and a nominal and impact value will be assigned.</p> <p>Targets for local spend may also have been requested in the Employer's Requirements.</p> <p>Not to be double counted with SV20.</p>	<p>Additional Good Practice: SV29</p> <p>Point of contact for vulnerable residents</p> <p>A dedicated resource to manage the delivery of social value and ensure fulfilment of the supplier's social value commitments. This resource will be the key point of contact for Hyde's Social Value Adviser.</p> <p>This can be a new resource, or part of the remit of an existing officer, a full-time (1 FTE) or part-time role (0.5 FTE).</p> <p>During reporting, the availability of a point of contact will be reflected, but no nominal value or impact value will be assigned.</p>	<p>Additional Good Practice: SV30</p> <p>Point of contact for vulnerable residents</p> <p>Access to a single point of contact for vulnerable Residents/Groups.</p> <p>This can be an additional resource/existing liaison officer (RLO), or part of the remit of an existing officer, a full-time (1 FTE) or part-time role (0.5 FTE).</p> <p>During reporting, the availability of a point of contact will be reflected, but no nominal value or impact value will be assigned.</p>

Greater control over suppliers

Tracked communication

Decrease in lead times

Control over the process

Greater transparency

Current workflow status