



Community Benefit Statement

January 2018

Table of Contents

1.0 Introduction	p. 3
2.0 What are Community Benefits?	p. 3
3.0 Community Benefits Legislation	p. 3
4.0 Group Approach to Community Benefits	p. 4
5.0 Group Community Benefits Menus	p. 7
6.0 Contractual Community Benefit Requirements	p. 9
7.0 Examples	p. 11
8.0 Community Benefit Procurement Process	p. 12
9.0 Monitoring, Partnership and Communication	p. 13
Appendices	p. 15

1.0 Introduction

1.1 This Community Benefit Statement supports [Wheatley Group's Procurement Strategy 2018-2020](#) and the Group's [Sustainability Strategy 2015-2017](#). It ensures compliance with Sections 24 and 25 of the [Procurement Reform \(Scotland\) Act 2014](#), which sets out a requirement that:

Field Code Changed

- public contracts over the value of £4M will incorporate appropriate community benefit requirements and opportunities;
- delivering community benefits is a core part of contract compliance.

1.2 Wheatley Housing Group (the Group) is committed to maximising community benefits for its customers and communities through its procurement activities. This will be achieved through the inclusion of specific community benefit clauses and Key Performance Indicators (KPIs) within procurement contracts, known as community benefit requirements.

2.0 What are Community Benefits?

2.1 Community benefit clauses are contractual requirements which deliver wider social benefits in addition to the core purpose of a contract. These clauses can be used to build a range of social, economic or environmental conditions into contract delivery. As an example, this can include provision of jobs and training places for particular groups; or donations of goods, equipment, or expertise to support local community activities. [Scottish Government Procurement Guidance](#) suggests that community benefit requirements to be considered in public procurements may include (but are not limited to) the following:

- generation of employment and training opportunities,
- vocational training, up-skilling; equality initiatives;
- SME/supply chain/third sector development;
- building capacity in community organisations;
- educational support initiatives; work experience;
- minimising negative environmental impacts.

2.2 Where appropriate, non-contractual, voluntary community benefits may also be sought on a case-by-case basis, where there is deemed a potential to derive positive community outcomes via existing contracts.

3.0 Community Benefits Legislation

3.1 The Scottish Government envisages that enacting community benefit requirements will contribute to achieving a range of National and Local Outcomes which promote employability, skills development and tackling inequality; and the [Procurement Reform \(Scotland\) Act 2014](#) aims to increase the use of community benefits within public contracts and framework agreements. Under section 25(1) of the Act, it is now a legal requirement that

community benefit requirements are considered for all regulated procurements with an estimated value of **£4million** or more. The Scottish Government has indicated that the £4M threshold may be reviewed in future, as community benefits may potentially be achieved in lower-value procurements.

3.1 In line with Sustainable Procurement, the Scottish Government Guidance advises that community benefit requirements should:

- be used where assessed as appropriate;
- be proportionate and that requirements should not place a disproportionate burden on economic operators
- not result in unintended effects such as displacement of existing contractor employees.

3.2 The Guidance recognises that training and employment opportunities require an adequate contract length in order to be undertaken successfully; and that while activities such as mentoring or curriculum support may be delivered via lower value contracts, most community benefits will derive from higher value, longer term contracts.

3.3 Overall considerations should include how a procurement can improve the economic, social, and environmental wellbeing of areas or target groups; and facilitate the involvement of small and medium enterprises, the third sector and supported businesses in supply chains.

3.4 EU procurement directives state that community benefit clauses can be used provided that suppliers from different member states are not disadvantaged and that contracts comply with government procurement policy and best value criteria.

3.5 The formation of the Group's Community Benefit Statement takes note of National and European Guidance, legislation and the need for requirements to be proportionate. To this end, the Group's community benefit requirements will be included in contract specifications and will form part of procurement selection and award procedures where relevant.

4.0 Group Approach to Community Benefits

4.1 Contractual community benefit requirements can help provide a wide range of opportunities to disadvantaged groups, communities and neighbourhoods. The ultimate aim of Group community benefits requirements is to secure real economic and social benefit for our customers and communities. Since 2005, Group community benefits clauses have been used predominantly in works, construction and investment contracts; utilising a 10% labour requirement for "New Entrants". This enabled jobs, training and apprenticeship outcomes to be delivered, derived in the main from GHA investment and development contracts.

4.2 To ensure that the new legislative requirements are met across **all** relevant Group contracts, the Group has reviewed and updated its community benefits

approach. Community benefits will now be considered for inclusion in all relevant Group procurements, including Works, Goods and Services contracts. Our Requirements will also seek to maximise benefit to Wheatley Group customers, communities and neighbourhoods by expanding and targeting the types of community benefits sought; and by contractually requiring community benefits from an increased range and type of suppliers.

- 4.3 This approach will support the [Group's Investing in Our Futures strategy](#), which aims to create jobs, improve homes and boost the life chances of people living in our communities. Specific objectives are to reduce economic inactivity across our communities and assist unemployed individuals to access training and quality, sustainable employment opportunities. Our community benefit requirements will support employability and extend more types of community benefit activity across Wheatley customers and neighbourhoods. In line with the legislation, suppliers will also be asked to open out supply chain opportunities to SMEs, supported businesses and social enterprises.
- 4.4 To support community benefit aims, the Procurement Team will work closely with the Wheatley Foundation Team and business leads.
- 4.5 The Wheatley Foundation, established in 2016, aims to increase access to social and economic opportunities for Group customers. The Foundation receives Group support, charitable donations and external grant funding to support employment, advice, education and community programmes for Wheatley customers, reflecting 5 priority themes:
- **Tackling Poverty** and reducing customer social exclusion
 - **Increasing Employability** for unemployed customers and disadvantaged groups
 - **Education:** supporting customers to enter further and higher education
 - **Digital Inclusion:** increasing customer access to digital facilities, skills and training
 - **Sports and the Arts:** creating new sports, arts and recreation opportunities for customers.
- 4.5 All Foundation programmes support at least one of the above themes and must evidence clear benefits to Wheatley customers. The Foundation Team manages the Foundation's programme, including community benefit processes and recording. Where relevant the Foundation Team's Community Benefits Officer will be the first point of contact for suppliers developing community benefits offerings. Along with Group colleagues, business owners and contractors, they will consider opportunities to ensure that community benefits focus on Wheatley communities and customers.
- 4.6 Maximising job and training outcomes for customers remains a key community benefit priority. To support this, the Foundation has developed the **Wheatley Works** programme to help prepare customers for training, work experience and job opportunities arising from a range of employability activities, including community benefit requirements.

- 4.7 Wheatley Works is the Group's new employability pathway, providing 1:1 guidance and support for customers and developing customers' skills and readiness to take up employment opportunities. The Group will provide pre-employment training in advance of job opportunities that come up through the Group and our suppliers, with a focus on trade apprentices and environmental opportunities. Suppliers will be encouraged to contribute their expertise to the pre-employment training, and to recruit from the pool of customers who successfully complete training. Wheatley Works will act as a key mechanism to link customers directly to opportunities, promoting community benefits for as many customers as possible.
- 4.7 In order to maximise customer and community opportunities, the Group also intends to consider Community benefits in contracts below the £4M threshold required by the legislation. This consideration will form part of the Group procurement approach dependent on contract type, suitability and duration - community benefits are not required or appropriate to every contract and will be included only where relevant and proportionate.
- 4.8 As appropriate therefore, the Group will consider including community benefit requirements when tendering a supply and/or services contract at the contract threshold values noted below:

Community Benefit	Contract Type	Contract Value	Community Benefit Requirements
Contractual	Framework	> £500k	Retrospective, based on spend
Contractual	Works Contract	> £1million	Mandatory or evaluated
Contractual	Goods / Services	> £500k	Mandatory or evaluated
Voluntary	Any – e.g. may apply to existing contract with no current CB requirement	> £500k	Negotiated where appropriate

- 4.8 Further information on how requirements will be incorporated is set out in sections 6 and 7, and the process for considering and implementing community benefits is set out in section 8. For most types of work, the number and value of community benefit requirements sought will be dependent on contract financial value bandings set out in Value Tables for **Construction** and for **Goods and Services**.
- 4.9 There is no requirement to consider or include community benefits within contracts falling below the relevant thresholds. Where applicable however, the use of voluntary community benefits may be explored, in order to maximise outcomes where feasible.

5.0 Group Community Benefits Menus

5.1 Successful suppliers will be expected to embrace Group community benefits requirements through the duration of each contract, and where relevant, each appointed suppliers will agree a [Community Benefit Action Plan](#) with us. As Group requirements will now apply to a wide range of contractors and suppliers, the Community Benefit Menu will reflect a range of options suitable for differing contract size and type, and will incorporate a wider range of activities of benefit to local communities. Group requirements will target 3 **Priority Activities** focused on Employability, Communities and Capacity Building:

Table 1		Target Activities:	Example:
EMPLOYABILITY	1	Jobs and Apprenticeships	Advertising & recruitment of new jobs or apprenticeships arising from contracts; opportunities taken up by New Entrants, including Group customers.
	2	Training and Work Experience	Training, placement & work experience opportunities offered and taken up including Wheatley Works; job tasters; graduate placements; opportunities taken up by New Entrants, including Group customers.
COMMUNITIES	3	Community Projects, Social Inclusion and Wellbeing Activity	<p>Donations, sponsorship or partnership contributions to agreed projects supporting Group customers/ communities; including Wheatley Foundation employability, social and financial inclusion, education and recreation programmes.</p> <p>Support for local recreation, community safety, environmental, health, wellbeing, arts and sports events and activities; work with local schools/voluntary groups, and improvements to local environment or local facilities. Donations of materials, equipment, facilities, goods, time or expertise.</p>
CAPACITY/ SUPPLY CHAIN	4	Mentoring and Educational Support	<p>Workplace visits for school or college students, careers events, awareness days or workshops, individual mentoring or enterprise support. Support to Wheatley Group Customer FE/HE bursary programme.</p> <p>Provision of contractor time and/or mentoring/training support which supports Wheatley Group and identified community groups or third sector organisations.</p>
	5	Supply Chain Development	<p>Provision/donation of contractor skills, services, input to events, training or expertise. Briefings and business support activities.</p> <p>Provision of contractor time, skills and/or mentoring/training support which help build supply chain, supported business or third sector capacity. Partnerships and contracts placed with the sector.</p>
Further information including guidance on definitions, measurement and Menus of Community Benefit are included in the Group's Community Benefit Value Tables and Community Benefit Menu .			

- 5.2 **Employability Activities** including training, work experience, jobs and apprenticeships, will be supported by a range of contractual community benefit requirements and KPIs which promote economic inclusion and skills development. To maximise opportunities for customers, this will be supported by contractor engagement with Wheatley Foundation and the **Wheatley Works programme** and will include the advertising and notification of vacancies to any agency named by Wheatley Group and agreed programmes of work with employability partners, schools and local communities.
- 5.3 **Community Activities** will be delivered via a range of options, including charitable donations, events, community programmes and in-kind activities and projects which support customers. It is also envisaged that where relevant, supplier contributions to community or area-based activities will be agreed in discussion with Wheatley Group representatives, so that local projects or communities best placed to benefit from contractor/supplier proposals or in-kind support may be identified.
- 5.4 **Capacity Building/Supply Chain Development.** We expect our suppliers to support activities which develop and widen supply chain opportunities within contracts to the third sector, supported business and SMES. This may be delivered through mentoring training, partnership work, events and placing work with such suppliers. Suppliers will be directed to the support available via Partnership for Procurement (P4P). The Scottish Government supports P4P to develop social enterprises, supported businesses and third sector contract bidding skills and consortia, in order to improve their access to public contracts. P4P supports the sector with advice, training, collaborative workshops and updates on procurement opportunities. The website (<https://p4p.org.uk/>) hosts information and procurement tools including the “Ready for Business” Third Sector Register and Supported Business resources.
- 5.5 The activities described above are not exhaustive and other supplier offerings may be agreed with the Group. Access to contractor/supplier Corporate Social Responsibility (CSR) programmes may also assist delivery of agreed community benefits, so opportunities to draw on contractors’ existing customer service, CSR programmes or partnerships may be explored.
- 5.6 Where feasible, specific community benefits required will be appropriate to supplier type and specialism; and where appropriate, community benefit activities will be directed to take place in the geographic area(s) where contractors are carrying out work - for example within Group new build neighbourhoods. Specific requirements may be included within contracts dependent on local needs, and will be determined on a case by case basis.

Wheatley Priority Groups

- 5.7 In line with Investing in Our Futures and Wheatley Foundation aims, our community benefit approach strives to provide significant opportunities for Group customers to improve their circumstances. In particular Wheatley Works will enable the Group, our partners and contractors to work directly with customers to prepare them for the types of opportunities which will arise through Group investment, so that they are able to take up these opportunities.

5.8 Specifically, Group community benefit requirements will generate employment and training opportunities for new entrants and priority groups. A **new entrant** is defined as a person who is leaving an educational establishment or a training provider, or who is not employed and is seeking work. Examples of new entrants include:

- new apprentices registered with an industry-recognised body and started in full or in part as a result of the contract;
- apprentices part-way through or made redundant by an employer, who is recruited and sustained to complete their apprenticeship by a contractor;
- people recruited on training courses or with a trainee contract;
- a person who has been unemployed for 4 weeks or more, prior to commencing employment with a contractor
- a person who is leaving an educational establishment or training provider.

5.9 Contractors and suppliers will also be encouraged to provide opportunities to Wheatley customers who have experienced barriers to accessing and sustaining employment including, but not limited to, the following groups:

- longer-term unemployed people (6-months or over)
- people accessing welfare benefits; including disability benefits;
- lone parents;
- people who have experienced homelessness;
- people who have criminal convictions; and/or have a history of addiction
- BME groups;
- veterans.

6.0 Contractual Community Benefit Requirements

6.1 Community benefits can be included within procurement activity on a Contractual or Voluntary basis. Contractual community benefits can be included in procurement processes as **Mandatory or Evaluated requirements**. They form part of contract conditions and contractors are required to deliver their commitments, with appropriate clauses include in the contract. All contractual community benefit requirements must be stipulated in Contract Notices and where applicable, will be included in all relevant procurement documentation at tender stage; and as relevant throughout the procurement process in order that they may form part of contractual requirements and KPI monitoring.

a) Quantified Contracts

Where contract value and outputs are quantified and known at the outset, community benefits will be assessed prescriptively via Mandatory requirements; or assessed on the basis of agreed Evaluation criteria. Where Mandatory and Evaluated community benefits are included within tenders, they will form part of the quality criteria. Weighting of community benefits requirements will be agreed and applied on a case by case basis but is likely to range from 5-15% of

the quality score. Failure to respond to the mandated or evaluated quality section may result in tenders being non-compliant and rejected unconditionally.

For example:
Mandatory – Specified Requirements
At tender stage, the Procurement Team will provide the relevant Community Benefit Value Table and guidance for each contract within the contract notice. The Value Tables include specific community benefits requirements, dependent on contract value. Bidders are required to sign this to demonstrate compliance with the community benefit requirements specific to the relevant value band for the contract.
As a mandatory requirement, this is not evaluated but is scored on a compliance pass/fail basis.
As different types of community benefits are likely to be obtained from different contract types, quantified requirements will be based on Contract Values set out in 2 distinct Value Tables for
a) New Build/Construction works types
b) Goods and Services
Evaluated
Community benefit is included as part of contractual obligations and evaluated as part of the tender process. At tender stage the Procurement Team will provide community benefit guidance and agreed community benefit questions which the bidder must answer, and which will be weighted and scored as part of the bidders submission.
The Group may request Community Benefit Method Statements for each contract within the contract notice, which will set out community benefit proposals submitted by the contractor. Examples of contract clauses and bid questions which the Group is likely to employ are set out in Appendix xx .

b) **Framework Contracts**

Where contract values and outputs are less predictable or likely to be variable (for example in the case of Framework agreements), where appropriate the Group will consider the inclusion of contractual, retrospective community benefits. For example, when drawing on Framework suppliers, the Group may seek community benefits (as outlined in the Community Benefit Menu) to be delivered retrospectively, based on framework spend.

6.2 **Voluntary (non-contractual) Community Benefits**

Where appropriate, the Group may seek to encourage voluntary community benefits for a particular procurement activity, and may request good-will community benefits from an existing supplier where deemed reasonable, relevant and proportionate. This may occur where community benefits were not included as part of an existing contract (for example, because the contract pre-dates the legislation or the value falls below a threshold). The Community Benefits Officer may meet the contractor to discuss community benefits and

agree a voluntary Community Benefits Action Plan. *As this is not contractual, this is not an enforceable requirement.*

7.0 Examples

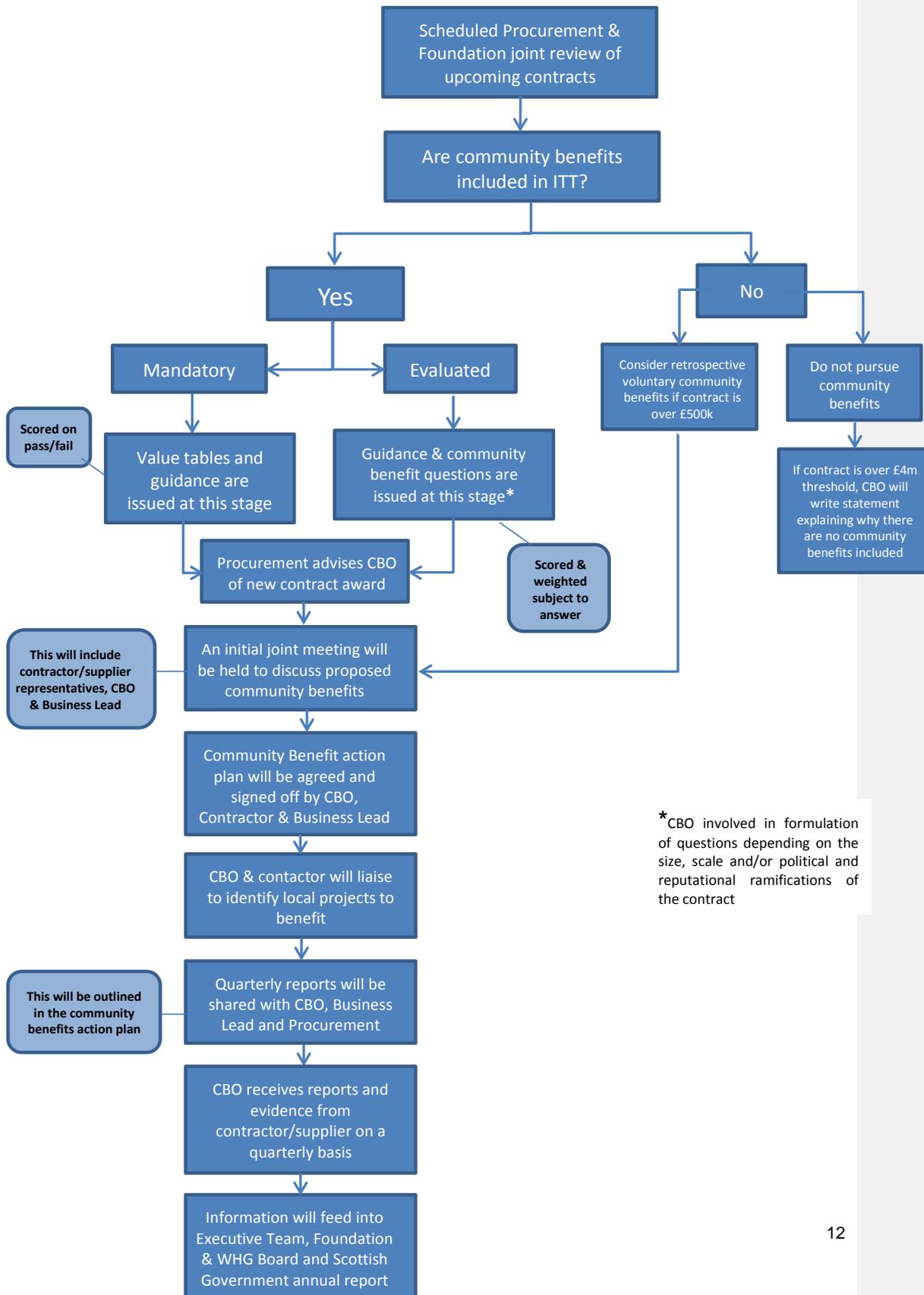
Mandatory New Build/Construction Value Table

- 7.1 Community benefit jobs and training clauses have previously been employed successfully within Investment and New Build contracts. This Statement recognises that the majority of community benefit jobs and training opportunities will continue to be delivered via the construction sector.
- 7.2 The New Build/Construction Value Table is based on Construction Industry Training Board (CITB) community benefit ratios, with a focus on securing jobs, placements, apprenticeships and training places. Dependent on contract value, there is also a requirement to support community activity and the third sector/SME supply chain. For example, a construction contract with a value of £4.2 million over the term of the contract, the contractor will be required to support, as a minimum:
- 5 work placement opportunities;
 - 3 existing apprentices and 2 new apprenticeship places (1 to be from a priority group);
 - 4 new jobs with 2 being taken up by new entrants;
 - 2 new entrants to become up-skilled and 2 mentoring/school/educational support activities'
 - 4 community, social inclusion and wellbeing activities;
 - 3 activities aimed at developing the supply chain.

Mandatory Goods and Services Value Table

- 7.3 Goods and Services contracts and frameworks are varied in nature, delivery, duration and structure. Community benefit requirements set out within the Goods and Services Value Table therefore recognise that a supplier of goods only is likely to have low or unpredictable capacity to support new jobs and apprenticeship places, but could contribute community benefits by supporting a local community project with time, expertise or services; by supporting a work experience placement, or making a charitable donation to the Foundation.
- 7.4 For example, a stationery supplies contract at value of £600k over the course of the contract may, as a minimum:
- support 4 agreed community projects with materials
 - carry out 4 mentoring/school/educational support activities
 - 2 activities aimed at developing the supply chain

Community Benefit Procurement Process



*CBO involved in formulation of questions depending on the size, scale and/or political and reputational ramifications of the contract

- 8.1 Where relevant to the contract, bidders are required to confirm they can meet relevant requirements with regards to insurance, health and safety and Protecting Vulnerable Groups (PVG) with regard to any relevant community benefit activities; and to confirm that delivery of community benefit requirements does not compromise or imply any promise on the part of the Group or their partners to provide suitable trainees, labour or resources.
- 8.2 Bidders must confirm that proposed community benefit requirements do not result in displacement of existing employees or apprentices by recruiting new entrants. The successful tenderer will be held to have included for all associated management and supervision costs required to deliver the community benefit requirements for the project.

9.0 Monitoring, Partnership & Communication

- 9.1 The Group will work collaboratively with contractors and suppliers to deliver agreed, proportionate community benefits. The Group's approach to community benefits has been developed to provide added value and create opportunities for our customers and communities, through working in partnership with contractors and suppliers. Monitoring and reporting on these requirements will allow us to demonstrate that we, our partners and supply chain are making a positive difference to the lives of our customers and enhancing wider communities; and help us share and develop best practice.
- 9.2 The Group may be open to legal challenge if effective community benefit monitoring procedures are not in place. As such, contractors/suppliers will be required to complete **Quarterly Progress Monitoring Reports** ([New Build](#) and [Goods and Services](#)) incorporating case studies, photographs or certification documents where relevant. Contractors are also required to ensure that **New Start Forms** are completed to assist with verification of any jobs, training, apprenticeship or placement opportunities taken up by individual as including Wheatley customers. These will be returned to the Community Benefits Officer.
- 9.3 The Group is required by the [Procurement Reform \(Scotland\) Act 2014](#) to produce and publish an Annual Procurement Report. This must include a summary of any community benefit requirements included in contracts and fulfilled during the year. This will be completed by the Procurement Team, with community benefits performance information supplied by the Community Benefits Officer. This report will be published on the Group website.
- 9.4 There may be instances where community benefit requirements are not appropriate for inclusion in a contract. The Group will always consider their use by taking into account the nature of the contract, its duration and local factors. Where the Group decides not to include any community benefit requirements, we will include a statement of the reasons for this in the Contract Notice, in respect of the legal requirement to do so where any public contract over the £4M threshold does not include a community benefit requirement.
- 9.5 In addition, summary quarterly performance information will be provided to the Wheatley Foundation Board, and community benefits performance will be

monitored both by the Foundation team and as part of Procurement Quarterly Contract Monitoring processes, forming part of overall contract KPI performance review. Failure to achieve target outcomes may impact on supplier KPIs and reduce Supplier Performance Scores. The appointed supplier will therefore be held to their agreed [Community Benefit Action Plan](#) targets and timescales. The Community Benefits Officer will liaise with the relevant Business Leads and Procurement to ensure awareness of the supplier's progress so that any failure to achieve target outcomes can be addressed.

- 9.6 Success stories will be shared in the Annual Procurement Report, as well as in quarterly reporting to the Foundation Board and through internal and external communications channels. Partnership working with contractors and suppliers to deliver community benefits will also support contractors' Corporate Social Responsibility objectives, providing further opportunity to recognise and celebrate a wide range of individual and community impacts.

Community Benefit Action Plan

Community Benefit Action Plan



Contactor/Supplier Company Name:		Stationery Company	Type of Work/Supply:		Good/Services			
Main Contact Details (Name, Address, phone number, email):		1 Stationery Lane, Glasgow	Total value of Contract:		£2.21mil			
Contract Start Date:		01-Mar-18	Contract Band:		3			
			Contract End Date:		28th February 2022			
Outcome Summary								
Ref	Outcome/Activity	2018/19	2019/20	2020/21	Totals	Mandatory	Evaluated	Voluntary
1 Employability								
1.1	Work Placements (16 plus years)				0			
1.2	Other training placements for priority groups				0			
1.3	Apprenticeships for Priority Groups				0			
1.4	Total number of new apprentices				0			
1.5	Existing Apprentices				0			
1.6	Apprenticeships completed				0			
1.7	New Jobs Created				0			
1.8	Jobs for priority groups				0			
1.9	Upskilling priority groups				0			
1.10	Graduates				0			
1.11	Job taster events				0			
2 Communities								
2.1	Donation to Wheatley Foundation				0			
2.2	Support for community project	1	2	1	4		✓	
2.3	Donations to Charitable groups supported by WHG				0			
2.4	Undertake or support local tidy up campaign				0			
2.5	Undertake a feasibility study to support the group in restoring urban spaces or structures which enhance the quality of life				0			
2.6	Support access to sports, arts and recreation activities for Wheatley customers				0			
2.7	Provide capacity building/skills development sessions to community groups or projects which support disadvantaged Wheatley customers				0			
2.8	Donations to community events as agreed with WHG				0			
3 Capacity/Supply Chain								
3.1	Participate in Meet the Buyer Events		1		1	✓		
3.2	Support or mentoring to identified SME's, Social Enterprises or Supported Businesses			1	1	✓		
3.3	Value of sub-contracted works to identified SME's, Social Enterprises and Supported Businesses	1			1	✓		
3.4	Talks, training or mentoring for sub-contractors or WHG staff				0			
3.5	Employability mentoring for unemployed or low-income customers	1			1	✓		
3.6	Industry awareness workshops for college students or school pupils			2	2	✓		
3.7	Structured career events for school pupils or college students				0			
3.8	Work place visits for school pupils or college students aged 15+				0			
3.9	One-to-one mentoring with young person				0			
3.10	Support the delivery of works-related community benefits e.g. support with physical refurbishment				0			
Totals:		3	3	4	10	0	0	0
WHG Contact Name & Designation	Julie Williams, Community Benefit Officer		Contractor/Supplier Contact Name & Designation		Stationery Company, Joe Bloggs, Development Officer			
WHG Contact Signature			Contractor/Supplier Contact Signature					
Date Signed:	6th February 2018		Date Signed:		6th February 2018			
Review Dates:	1st March 2020		Dates of any Revisions:					

Community Benefit Action Plan

Community Benefit Action Plan		Wheatley Group						
Contractor/Supplier Company Name:		New Build & Co						
Main Contact Details (Name, Address, phone number, email):		Builders Street, Glasgow, 0126 473 3856						
Contract Start Date:		Mar-19						
Type of Work/Supply:		Construction						
Total value of Contract:		£4.2mil						
Contract Band:		2						
Contract End Date:		Mar-21						
Outcome Summary								
Ref	Outcome/Activity	2018/19	2019/20	2020/21	Totals	Mandatory	Evaluated	Voluntary
1 Employability								
1.1	Work Placements (16 plus years)	1	2	2	5	✓		
1.2	Other training placements for priority groups				0			
1.3	Apprenticeships for Priority Groups	2			2	✓		
1.4	Number of new apprentices	1			1	✓		
1.5	Existing Apprentices	3			3	✓		
1.6	Apprenticeships completed				0			
1.7	New Jobs Created	1	2	1	4	✓		
1.8	Jobs for priority groups		2		2	✓		
1.9	Upskilling priority groups		1	1	2	✓		
1.10	Graduates				0			
1.11	Job taster events				0			
2 Communities								
2.1	Donation to Wheatley Foundation		1		1	✓		
2.2	Support for community project	1			1	✓		
2.3	Donations to Charitable groups supported by WHG	1			1	✓		
2.4	Undertake or support local tidy up campaign				0			
2.5	Undertake a feasibility study to support the group in restoring urban spaces or structures which enhance the quality of life				0			
2.6	Support access to sports, arts and recreation activities for Wheatley customers				0			
2.7	Provide capacity building/skills development sessions to community groups or projects which support disadvantaged Wheatley customers		1		1	✓		
2.8	Donations to community events as agreed with WHG				0			
3 Capacity/Supply Chain								
3.1	Participate in Meet the Buyer Events		1		1	✓		
3.2	Support or mentoring to identified SME's, Social Enterprises or Supported Businesses		1		1	✓		
3.3	Value of sub-contracted works to identified SME's, Social Enterprises and Supported Businesses		1		1	✓		
3.4	Talks, training or mentoring for sub-contractors or WHG staff				0			
3.5	Employability mentoring for unemployed or low-income customers				0			
3.6	Industry awareness workshops for college students or school pupils			2	2	✓		
3.7	Structured career events for school pupils or college students		1		1	✓		
3.8	Work place visits for school pupils or college students aged 15+			1	1	✓		
3.9	One-to-one mentoring with young person				0			
3.10	Support the delivery of works-related community benefits e.g. support with physical refurbishment				0			
Totals:		10	13	7	30	0	0	0
WHG Contact Name & Designation	Seonad Hoy, Community Benefits Officer		Contractor/Supplier Contact Name & Designation		New Build & Co, Joe Bloggs, Development Officer			
WHG Contact Signature			Contractor/Supplier Contact Signature					
Date Signed:	28th February 2019		Date Signed:		28th February 2019			
Review Dates:	1st March 2020		Dates of any Revisions:					