



# **Engaging the SME Apprenticeship Market Contract for Services**

## **Lot 4 Yorkshire**

### **Award Form**

This Award Form creates the Contract. It summarises the main features of the procurement and includes the Buyer and the Supplier's contact details.

|            |                                          |                                                                                                                                                                                                                                                                                                |
|------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1.</b>  | <b>Buyer</b>                             | The Department for Education (the Buyer).<br><br>Its offices are on: 20 Great Smith St, London SW1P 3BT.                                                                                                                                                                                       |
| <b>2.</b>  | <b>Supplier</b>                          | Name: West Yorkshire Learning Providers Ltd<br><br>Address: Office 26 Bradford Chamber Business Park,<br>New Lane, Laisterdyke, Bradford, BD4 8BX<br><br>Registration number: 04997683                                                                                                         |
| <b>3.</b>  | <b>Contract</b>                          | This Contract between the Buyer and the Supplier is for the supply of Deliverables.<br><br>This opportunity is advertised in the Contract Notice in Find A Tender, reference 2022/S 000-010451                                                                                                 |
| <b>4.</b>  | <b>Contract reference</b>                | CON_16542                                                                                                                                                                                                                                                                                      |
| <b>5.</b>  | <b>Deliverables</b>                      | See Schedule 2 (Specification) for further details.                                                                                                                                                                                                                                            |
| <b>6.</b>  | <b>Buyer Cause</b>                       | Any breach of the obligations of the Buyer or any other default, act, omission, negligence, or statement of the Buyer, of its employees, servants, agents in connection with or in relation to the subject-matter of the Contract and in respect of which the Buyer is liable to the Supplier. |
| <b>7.</b>  | <b>Collaborative working principles</b>  | The Collaborative Working Principles do not apply to this Contract. See Clause 3.1.3 for further details.                                                                                                                                                                                      |
| <b>8.</b>  | <b>Financial Transparency Objectives</b> | The Financial Transparency Objectives do not apply to this Contract.<br><br>See Clause 6.3 for further details.                                                                                                                                                                                |
| <b>9.</b>  | <b>Start Date</b>                        | 3 <sup>rd</sup> October 2022                                                                                                                                                                                                                                                                   |
| <b>10.</b> | <b>Expiry Date</b>                       | 2 <sup>nd</sup> October 2024                                                                                                                                                                                                                                                                   |
| <b>11.</b> | <b>Extension Period</b>                  | This contract may be extended for a period of 1 year subject to funding.                                                                                                                                                                                                                       |

|     |                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                          | Extension exercised where the Buyer gives the Supplier no less than 3 Months written notice before the Contract expires.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 12. | <b>Ending the Contract without a reason</b>                                              | <p>The Buyer shall be able to terminate the Contract in accordance with Clause 14.3.</p> <p>Provided that the amount of notice that the Buyer shall give to terminate in Clause 14.3 shall be 90 days.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 13. | <b>Incorporated Terms</b><br>(together these documents form the " <b>the Contract</b> ") | <p>The following documents are incorporated into the Contract. Where numbers are missing we are not using these Schedules. If the documents conflict, the following order of precedence applies:</p> <ul style="list-style-type: none"> <li>a) This Award Form</li> <li>b) Any Special Terms (see <b>Section 14 (Special Terms)</b> in this Award Form)</li> <li>c) Core Terms</li> <li>d) Schedule 36 (Intellectual Property Rights)</li> <li>e) Schedule 1 (Definitions)</li> <li>f) Schedule 6 (Transparency Reports)</li> <li>g) Schedule 20 (Processing Data)</li> <li>h) The following Schedules (in equal order of precedence):               <ul style="list-style-type: none"> <li>a. Schedule 2 (Specification)</li> <li>b. Schedule 3 (Charges)</li> <li>c. Schedule 5 (Commercially Sensitive Information)</li> <li>d. Schedule 13 (Contract Management)</li> <li>e. Schedule 14 (Business Continuity and Disaster Recovery)</li> <li>f. Schedule 16 (Security)</li> <li>g. Schedule 19 (Cyber Essentials Scheme)</li> <li>h. Schedule 21 (Variation Form)</li> <li>i. Schedule 22 (Insurance Requirements)</li> <li>j. Schedule 25 (Rectification Plan)</li> <li>k. Schedule 26 (Sustainability)</li> <li>l. Schedule 27 (Key Subcontractors)</li> </ul> </li> <li>i) Schedule 4 (Tender), unless any part of the Tender offers a better commercial position for the Buyer (as decided by the Buyer, in its absolute discretion), in which case that</li> </ul> |

|            |                                           |                                                                                                                                                                                                                                                   |
|------------|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|            |                                           | aspect of the Tender will take precedence over the documents above.                                                                                                                                                                               |
| <b>14.</b> | <b>Special Terms</b>                      | Not Applicable                                                                                                                                                                                                                                    |
| <b>15.</b> | <b>Sustainability</b>                     | The Supplier agrees, in providing the Deliverables and performing its obligations under the Contract, that it will comply with Schedule 26 (Sustainability).                                                                                      |
| <b>16.</b> | <b>Social Value Commitment</b>            | The Supplier agrees, in providing the Deliverables and performing its obligations under the Contract, to deliver the Social Value outcomes in Schedule 4 (Tender) and provide the Social Value Reports as set out in Schedule 26 (Sustainability) |
| <b>17.</b> | <b>Buyer's Security Policy</b>            | Details in Schedule 16 (Security)                                                                                                                                                                                                                 |
| <b>18.</b> | <b>Commercially Sensitive Information</b> | Supplier's Commercially Sensitive Information: Schedule 5 (Commercially Sensitive Information)]                                                                                                                                                   |
| <b>19.</b> | <b>Charges</b>                            | Year 1 Maximum Contract Value £150,000 (exclusive of any applicable VAT)<br><br>Year 2 Maximum Contract Value £150,000 (exclusive of any applicable VAT)<br><br>Details in Schedule 3 (Charges)                                                   |
| <b>20.</b> | <b>Reimbursable expenses</b>              | None                                                                                                                                                                                                                                              |
| <b>21.</b> | <b>Payment method</b>                     | BACS                                                                                                                                                                                                                                              |
| <b>22.</b> | <b>Service Levels</b>                     | Not applicable                                                                                                                                                                                                                                    |
| <b>23.</b> | <b>Insurance</b>                          | Details in Annex of Schedule 22 (Insurance Requirements).                                                                                                                                                                                         |
| <b>24.</b> | <b>Liability</b>                          | In accordance with Clause 15.1 each Party's total aggregate liability in each Contract Year under the Contract (whether in tort, contract or otherwise) is no more than the greater of £5 million or 150% of the Estimated Yearly Charges         |

|     |                                               |                                                                                                                                                                                                                |
|-----|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 25. | <b>Cyber Essentials Certification</b>         | Cyber Essentials Scheme Basic Certificate (or equivalent). Details in Schedule 19 (Cyber Essentials Scheme)                                                                                                    |
| 26. | <b>Progress Meetings and Progress Reports</b> | <ul style="list-style-type: none"> <li>• The Supplier shall attend Progress Meetings with the Buyer every month.</li> <li>• The Supplier shall provide the Buyer with Progress Reports every month.</li> </ul> |
| 27. | <b>Guarantee</b>                              | Not applicable                                                                                                                                                                                                 |
| 28. | <b>Supplier Contract Manager</b>              | Alex Miles<br>Managing Director<br>Alex.miles@wylp.org.uk<br>07859339949                                                                                                                                       |
| 29. | <b>Supplier Authorised Representative</b>     | Sarah Triggs<br>Accountants Officer<br>finance@wylp.org.uk                                                                                                                                                     |
| 30. | <b>Supplier Compliance Officer</b>            | Alex Miles<br>Managing Director<br>Alex.miles@wylp.org.uk<br>07859339949                                                                                                                                       |
| 31. | <b>Supplier Data Protection Officer</b>       | Alex Miles<br>Managing Director<br>Alex.miles@wylp.org.uk<br>07859339949                                                                                                                                       |
| 32. | <b>Supplier Marketing Contact</b>             | Megan Graves<br>Operations Assistant<br>Megan.graves@wylp.org.uk<br>01274665454                                                                                                                                |
| 33. | <b>Key Subcontractors</b>                     | <b>Key Subcontractor 1</b><br>Not Applicable                                                                                                                                                                   |

|     |                                        |                                                                     |
|-----|----------------------------------------|---------------------------------------------------------------------|
| 34. | <b>Buyer Authorised Representative</b> | Lara Allen<br>Senior Project Manager<br>Lara.Allen@education.gov.uk |
|-----|----------------------------------------|---------------------------------------------------------------------|

| For and on behalf of the Supplier: |                                                                                                                                          | For and on behalf of the Buyer: |                                                                                                                                              |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Signature:                         | <br><small>Alex Miles (Oct 7, 2022 11:27 GMT+1)</small> | Signature:                      | <br><small>Sharon Moore (Oct 7, 2022 12:43 GMT+1)</small> |
| Name:                              | Alex Miles                                                                                                                               | Name:                           | Sharon Moore                                                                                                                                 |
| Role:                              | Managing Director                                                                                                                        | Role:                           | Commercial Lead                                                                                                                              |
| Date:                              | Oct 7, 2022                                                                                                                              | Date:                           | Oct 7, 2022                                                                                                                                  |



Department  
for Education

# **Engaging the SME Apprenticeship Market Contract for Services**

## **Core Terms**

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## 1. Definitions used in the contract

- 1.1 Interpret this Contract using Schedule 1 (Definitions).

## 2. How the contract works

- 2.1 If the Buyer decides to buy Deliverables under the Contract it must state its requirements using the Award Form. If allowed by the Regulations, the Buyer can:
- 2.1.1 make changes to the Award Form;
  - 2.1.2 create new Schedules;
  - 2.1.3 exclude optional template Schedules; and
  - 2.1.4 use Special Terms in the Award Form to add or change terms.
- 2.2 The Contract:
- 2.2.1 is between the Supplier and the Buyer; and
  - 2.2.2 includes Core Terms, Schedules and any other changes or items in the completed Award Form.
- 2.3 The Supplier acknowledges it has all the information required to perform its obligations under the Contract before entering into it. When information is provided by the Buyer no warranty of its accuracy is given to the Supplier.
- 2.4 The Supplier acknowledges that, subject to the Allowable Assumptions set out in Annex 2 of Schedule 3 (Charges) (if any), it has satisfied itself of all details relating to:
- 2.4.1 the Buyer's requirements for the Deliverables;
  - 2.4.2 the Buyer's operating processes and working methods; and
  - 2.4.3 the ownership and fitness for purpose of the Buyer Assets,
- and it has advised the Buyer in writing of:
- 2.4.4 each aspect, if any, of the Buyer's requirements for the Deliverables, operating processes and working methods that is not suitable for the provision of the Services;
  - 2.4.5 the actions needed to remedy each such unsuitable aspect; and
  - 2.4.6 a timetable for and, to the extent that such costs are to be payable to the Supplier, the costs of those actions,
- and such actions, timetable and costs are fully reflected in this Contract.
- 2.5 The Supplier won't be excused from any obligation, or be entitled to additional Costs or Charges because it failed to either:
- 2.5.1 verify the accuracy of the Due Diligence Information; and
  - 2.5.2 properly perform its own adequate checks.
- 2.6 The Buyer will not be liable for errors, omissions or misrepresentation of any information.

- 2.7 The Supplier warrants and represents that all statements made and documents submitted as part of the procurement of Deliverables are and remain true and accurate.

### **3. What needs to be delivered**

#### **3.1 All deliverables**

##### **3.1.1 The Supplier must provide Deliverables:**

- a) that comply with the Specification, the Tender Response and the Contract;
- b) using reasonable skill and care;
- c) using Good Industry Practice;
- d) using its own policies, processes and internal quality control measures as long as they don't conflict with the Contract;
- e) on the dates agreed; and
- f) that comply with Law.

##### **3.1.2 The Supplier must provide Deliverables with a warranty of at least 90 days from Delivery against all obvious defects or for such other period as specified in the Award Form.**

##### **3.1.3 Where the Award Form states that the Collaborative Working Principles will apply, the Supplier must co-operate and provide reasonable assistance to any Buyer Third Party notified to the Supplier by the Buyer from time to time and act at all times in accordance with the following principles:**

- a) proactively leading on, mitigating and contributing to the resolution of problems or issues irrespective of its contractual obligations, acting in accordance with the principle of "fix first, settle later";
- b) being open, transparent and responsive in sharing relevant and accurate information with Buyer Third Parties;
- c) where reasonable, adopting common working practices, terminology, standards and technology and a collaborative approach to service development and resourcing with Buyer Third Parties;
- d) providing reasonable cooperation, support, information and assistance to Buyer Third Parties in a proactive, transparent and open way and in a spirit of trust and mutual confidence; and
- e) identifying, implementing and capitalising on opportunities to improve deliverables and deliver better solutions and performance throughout the relationship lifecycle.

#### **3.2 Goods clauses**

##### **3.2.1 All Goods delivered must be new, or as new if recycled, unused and of recent origin.**

##### **3.2.2 All manufacturer warranties covering the Goods must be assignable to the Buyer on request and for free.**

- 3.2.3 The Supplier transfers ownership of the Goods on Delivery or payment for those Goods, whichever is earlier.
  - 3.2.4 Risk in the Goods transfers to the Buyer on Delivery of the Goods, but remains with the Supplier if the Buyer notices damage following Delivery and lets the Supplier know within 3 Working Days of Delivery.
  - 3.2.5 The Supplier warrants that it has full and unrestricted ownership of the Goods at the time of transfer of ownership.
  - 3.2.6 The Supplier must deliver the Goods on the date and to the specified location during the Buyer's working hours.
  - 3.2.7 The Supplier must provide sufficient packaging for the Goods to reach the point of Delivery safely and undamaged.
  - 3.2.8 All deliveries must have a delivery note attached that specifies the order number, type and quantity of Goods.
  - 3.2.9 The Supplier must provide all tools, information and instructions the Buyer needs to make use of the Goods.
  - 3.2.10 The Supplier must indemnify the Buyer against the costs of any Recall of the Goods and give notice of actual or anticipated action about the Recall of the Goods.
  - 3.2.11 The Buyer can cancel any order or part order of Goods which has not been Delivered. If the Buyer gives less than 14 days' notice then it will pay the Supplier's reasonable and proven costs already incurred on the cancelled order as long as the Supplier uses all reasonable endeavours to minimise these costs.
  - 3.2.12 The Supplier must at its own cost repair, replace, refund or substitute (at the Buyer's option and request) any Goods that the Buyer rejects because they don't conform with Clause 3. If the Supplier doesn't do this it will pay the Buyer's costs including repair or re-supply by a third party.
- 3.3 Services clauses
- 3.3.1 Late Delivery of the Services will be a Default of the Contract.
  - 3.3.2 The Supplier must co-operate with the Buyer and third party suppliers on all aspects connected with the Delivery of the Services and ensure that Supplier Staff comply with any reasonable instructions of the Buyer or third party suppliers.
  - 3.3.3 The Supplier must at its own risk and expense provide all Supplier Equipment required to Deliver the Services.
  - 3.3.4 The Supplier must allocate sufficient resources and appropriate expertise to the Contract.
  - 3.3.5 The Supplier must take all reasonable care to ensure performance does not disrupt the Buyer's operations, employees or other contractors.
  - 3.3.6 The Supplier must ensure all Services, and anything used to Deliver the Services, are of good quality and free from defects.

- 3.3.7 The Buyer is entitled to withhold payment for partially or undelivered Services, but doing so does not stop it from using its other rights under the Contract.

## 4. Pricing and payments

- 4.1 In exchange for the Deliverables, the Supplier must invoice the Buyer for the Charges in the Award Form.
- 4.2 All Charges:
  - 4.2.1 exclude VAT, which is payable on provision of a valid VAT invoice; and
  - 4.2.2 include all costs connected with the Supply of Deliverables.
- 4.3 The Buyer must pay the Supplier the Charges within 30 days of receipt by the Buyer of a valid, undisputed invoice, in cleared funds using the payment method and details stated in the Award Form.
- 4.4 A Supplier invoice is only valid if it:
  - 4.4.1 includes all appropriate references including the Contract reference number and other details reasonably requested by the Buyer; and
  - 4.4.2 includes a detailed breakdown of Delivered Deliverables and Milestone(s) (if any).
- 4.5 The Buyer may retain or set-off payment of any amount owed to it by the Supplier under this Contract or any other agreement between the Supplier and the Buyer if notice and reasons are provided.
- 4.6 The Supplier must ensure that all Subcontractors are paid, in full, within 30 days of receipt of a valid, undisputed invoice. If this does not happen, the Buyer can publish the details of the late payment or non-payment.
- 4.7 The Supplier has no right of set-off, counterclaim, discount or abatement unless they're ordered to do so by a court.

## 5. The buyer's obligations to the supplier

- 5.1 If Supplier Non-Performance arises from a Buyer Cause:
  - 5.1.1 the Buyer cannot terminate the Contract under Clause 14.4.1;
  - 5.1.2 the Supplier is entitled to reasonable and proven additional expenses and to relief from Delay Payments, liability and Deduction under this Contract;
  - 5.1.3 the Supplier is entitled to additional time needed to make the Delivery;
  - 5.1.4 the Supplier cannot suspend the ongoing supply of Deliverables.
- 5.2 Clause 5.1 only applies if the Supplier:
  - 5.2.1 gives notice to the Buyer of the Buyer Cause within 10 Working Days of becoming aware;
  - 5.2.2 demonstrates that the Supplier Non-Performance only happened because of the Buyer Cause; and

5.2.3 mitigated the impact of the Buyer Cause.

## 6. Record keeping and reporting

- 6.1 The Supplier must attend Progress Meetings with the Buyer and provide Progress Reports when specified in the Award Form.
- 6.2 The Supplier must keep and maintain full and accurate records and accounts in respect of the Contract during the Contract Period and for 7 years after the End Date and in accordance with the UK GDPR or the EU GDPR as the context requires, including the records and accounts which the Buyer has a right to Audit.
- 6.3 Where the Award Form states that the Financial Transparency Objectives apply, the Supplier must co-operate with the Buyer to achieve the Financial Transparency Objectives and, to this end, will provide a Financial Report to the Buyer:
  - 6.3.1 on or before the Start Date;
  - 6.3.2 at the end of each Contract Year; and
  - 6.3.3 within 6 Months of the end of the Contract Period,
- 6.4 and the Supplier must meet with the Buyer if requested within 10 Working Days of the Buyer receiving a Financial Report.
- 6.5 If the Supplier becomes aware of an event that has occurred or is likely to occur in the future which will have a material effect on the:
  - 6.5.1 Supplier's currently incurred or forecast future Costs; and
  - 6.5.2 forecast Charges for the remainder of the Contract,
  - 6.5.3 then the Supplier must notify the Buyer in writing as soon as practicable setting out the actual or anticipated effect of the event.
- 6.6 The Supplier must allow any Auditor access to their premises and the Buyer will use reasonable endeavours to ensure that any Auditor:
  - 6.6.1 complies with the Supplier's operating procedures; and
  - 6.6.2 does not unreasonably disrupt the Supplier or its provision of the Deliverables.
- 6.7 During an Audit, the Supplier must provide information to the Auditor and reasonable co-operation at their request including access to:
  - 6.7.1 all information within the permitted scope of the Audit;
  - 6.7.2 any Sites, equipment and the Supplier's ICT system used in the performance of the Contract; and
  - 6.7.3 the Supplier Staff.
- 6.8 The Parties will bear their own costs when an Audit is undertaken unless the Audit identifies a material Default by the Supplier, in which case the Supplier will repay the Buyer's reasonable costs in connection with the Audit.
- 6.9 The Supplier must comply with the Buyer's reasonable instructions following an Audit, including:

- 6.9.1 correcting any identified Default;
  - 6.9.2 rectifying any error identified in a Financial Report; and
  - 6.9.3 repaying any Charges that the Buyer has overpaid.
- 6.10 If the Supplier is not providing any of the Deliverables, or is unable to provide them, it must immediately:
  - 6.10.1 tell the Buyer and give reasons;
  - 6.10.2 propose corrective action; and
  - 6.10.3 provide a deadline for completing the corrective action.
- 6.11 Except where an Audit is imposed on the Buyer by a regulatory body or where the Buyer has reasonable grounds for believing that the Supplier has not complied with its obligations under this Contract, the Buyer may not conduct an Audit of the Supplier or of the same Key Subcontractor more than twice in any Contract Year.

## **7. Supplier staff**

- 7.1 The Supplier Staff involved in the performance of the Contract must:
  - 7.1.1 be appropriately trained and qualified;
  - 7.1.2 be vetted using Good Industry Practice and the Security Policy; and
  - 7.1.3 comply with all conduct requirements when on the Buyer's Premises.
- 7.2 Where the Buyer decides one of the Supplier's Staff is not suitable to work on the Contract, the Supplier must replace them with a suitably qualified alternative.
- 7.3 If requested, the Supplier must replace any person whose acts or omissions have caused the Supplier to breach Clauses 31.1 to 31.4.
- 7.4 The Supplier must provide a list of Supplier Staff needing to access the Buyer's Premises and say why access is required.
- 7.5 The Supplier indemnifies the Buyer against all claims brought by any person employed by the Supplier caused by an act or omission of the Supplier or any Supplier Staff.

## **8. Supply chain**

- 8.1 Appointing Subcontractors
  - 8.1.1 The Supplier must exercise due skill and care when it selects and appoints Subcontractors to ensure that the Supplier is able to:
    - a) manage Subcontractors in accordance with Good Industry Practice;
    - b) comply with its obligations under this Contract; and
    - c) assign, novate or transfer its rights and/or obligations under the Sub-Contract that relate exclusively to this Contract to the Buyer or a Replacement Supplier.
- 8.2 Mandatory provisions in Sub-Contracts

- 8.2.1 The Supplier will ensure that all Sub-Contracts in the Supplier's supply chain entered into after the Effective Date wholly or substantially for the purpose of performing or contributing to the performance of the whole or any part of this Contract contain provisions that:
- a) allow the Supplier to terminate the Sub-Contract if the Subcontractor fails to comply with its obligations in respect of environmental, social, equality or employment Law;
  - b) require the Supplier to pay all Subcontractors in full, within 30 days of receiving a valid, undisputed invoice; and
  - c) allow the Buyer to publish the details of the late payment or non-payment if this 30-day limit is exceeded.
- 8.2.2 The Supplier will take reasonable endeavours to ensure that all Sub-Contracts in the Supplier's supply chain entered into before the Effective Date but made wholly or substantially for the purpose of performing or contributing to the performance of the whole or any part of this Contract contain provisions that:
- a) allow the Supplier to terminate the Sub-Contract if the Subcontractor fails to comply with its obligations in respect of environmental, social, equality or employment Law;
  - b) require the Supplier to pay all Subcontractors in full, within 30 days of receiving a valid, undisputed invoice; and
  - c) allow the Buyer to publish the details of the late payment or non-payment if this 30-day limit is exceeded.
- 8.3 When Sub-Contracts can be ended
- 8.3.1 At the Buyer's request, the Supplier must terminate any Sub-Contracts in any of the following events:
- a) there is a Change of Control of a Subcontractor which isn't pre-approved by the Buyer in writing;
  - b) the acts or omissions of the Subcontractor have caused or materially contributed to a right of termination under Clause 14.4;
  - c) a Subcontractor or its Affiliates embarrasses or brings into disrepute or diminishes the public trust in the Buyer;
  - d) the Subcontractor fails to comply with its obligations in respect of environmental, social, equality or employment Law; and/or
  - e) the Buyer has found grounds to exclude the Subcontractor in accordance with Regulation 57 of the Public Contracts Regulations 2015.
- 8.4 Competitive terms
- 8.4.1 If the Buyer can get more favourable commercial terms for the supply at cost of any materials, goods or services used by the Supplier to provide the Deliverables and that cost is reimbursable by the Buyer, then the Buyer may require the Supplier to replace

its existing commercial terms with the more favourable terms offered for the relevant items.

8.4.2 If the Buyer uses Clause 8.4.1 then the Charges must be reduced by an agreed amount by using the Variation Procedure.

8.5 Ongoing responsibility of the Supplier

8.5.1 The Supplier is responsible for all acts and omissions of its Subcontractors and those employed or engaged by them as if they were its own.

## 9. Rights and protection

9.1 The Supplier warrants and represents that:

9.1.1 it has full capacity and authority to enter into and to perform the Contract;

9.1.2 the Contract is executed by its authorised representative;

9.1.3 it is a legally valid and existing organisation incorporated in the place it was formed;

9.1.4 there are no known legal or regulatory actions or investigations before any court, administrative body or arbitration tribunal pending or threatened against it or its Affiliates that might affect its ability to perform the Contract;

9.1.5 all necessary rights, authorisations, licences and consents (including in relation to IPRs) are in place to enable the Supplier to perform its obligations under the Contract and for the Buyer to receive the Deliverables;

9.1.6 it doesn't have any contractual obligations which are likely to have a material adverse effect on its ability to perform the Contract;

9.1.7 it is not impacted by an Insolvency Event or a Financial Distress Event; and

9.1.8 neither it nor, to the best of its knowledge the Supplier Staff, have committed a Prohibited Act prior to the Start Date or been subject to an investigation relating to a Prohibited Act.

9.2 The warranties and representations in Clauses 2.7 and 9.1 are repeated each time the Supplier provides Deliverables under the Contract.

9.3 The Supplier indemnifies the Buyer against each of the following:

9.3.1 wilful misconduct of the Supplier, Subcontractor and Supplier Staff that impacts the Contract; and

9.3.2 non-payment by the Supplier of any tax or National Insurance.

9.4 All claims indemnified under this Contract must use Clause 30.

9.5 The Buyer can terminate the Contract for breach of any warranty or indemnity where they are entitled to do so.

9.6 If the Supplier becomes aware of a representation or warranty that becomes untrue or misleading, it must immediately notify the Buyer.

9.7 All third party warranties and indemnities covering the Deliverables must be assigned for the Buyer's benefit by the Supplier.

## 10. Intellectual Property Rights (IPRs)

- 10.1 The Parties agree that the terms set out in Schedule 36 (Intellectual Property Rights) shall apply to this Contract.
- 10.2 If there is an IPR Claim, the Supplier indemnifies the Buyer against all losses, damages, costs or expenses (including professional fees and fines) incurred as a result.
- 10.3 If an IPR Claim is made or anticipated the Supplier must at its own expense and the Buyer's sole option, either:
  - 10.3.1 obtain for the Buyer the rights to continue using the relevant item without infringing any third party IPR; or
  - 10.3.2 replace or modify the relevant item with substitutes that don't infringe IPR without adversely affecting the functionality or performance of the Deliverables.
- 10.4 If the Buyer requires that the Supplier procures a licence in accordance with Schedule 36 or to modify or replace an item pursuant to Schedule 36, but this has not avoided or resolved the IPR Claim, then the Buyer may terminate this Contract by written notice with immediate effect.

## 11. Rectifying issues

- 11.1 If there is a Notifiable Default, the Supplier must notify the Buyer within 3 Working Days of the Supplier becoming aware of the Notifiable Default and the Buyer may request that the Supplier provide a Rectification Plan within 10 Working Days of the Buyer's request alongside any additional documentation that the Buyer requires.
- 11.2 When the Buyer receives a requested Rectification Plan it can either:
  - 11.2.1 reject the Rectification Plan or revised Rectification Plan giving reasons; or
  - 11.2.2 accept the Rectification Plan or revised Rectification Plan (without limiting its rights) in which case the Supplier must immediately start work on the actions in the Rectification Plan at its own cost.
- 11.3 Where the Rectification Plan or revised Rectification Plan is rejected, the Buyer:
  - 11.3.1 will give reasonable grounds for its decision; and
  - 11.3.2 may request that the Supplier provides a revised Rectification Plan within 5 Working Days.

## 12. Escalating issues

- 12.1 If the Supplier fails to:
    - 12.1.1 submit a Rectification Plan or a revised Rectification Plan within the timescales set out in Clauses 11.1 or 11.3; and
    - 12.1.2 adhere to the timescales set out in an accepted Rectification Plan to resolve the Notifiable Default.
- or if the Buyer otherwise rejects a Rectification Plan, the Buyer can require the Supplier to attend an Escalation Meeting on not less than 5 Working Days' notice. The Buyer will determine

the location, time and duration of the Escalation Meeting(s) and the Supplier must ensure that the Supplier Authorised Representative is available to attend.

- 12.2 The Escalation Meeting(s) will continue until the Buyer is satisfied that the Notifiable Default has been resolved, however, where an Escalation Meeting(s) has continued for more than 5 Working Days, either Party may treat the matter as a Dispute to be handled through the Dispute Resolution Procedure.
- 12.3 If the Supplier is in Default of any of its obligations under this Clause 12, the Buyer shall be entitled to terminate this Agreement and the consequences of termination set out in Clause 14.5.1 shall apply as if the contract were terminated under Clause 14.4.1.

## 13. Step-in rights

- 13.1 If a Step-In Trigger Event occurs, the Buyer may give notice to the Supplier that it will be taking action in accordance with this Clause 13.1 and setting out:
  - 13.1.1 whether it will be taking action itself or with the assistance of a third party;
  - 13.1.2 what Required Action the Buyer will take during the Step-In Process;
  - 13.1.3 when the Required Action will begin and how long it will continue for;
  - 13.1.4 whether the Buyer will require access to the Sites; and
  - 13.1.5 what impact the Buyer anticipates that the Required Action will have on the Supplier's obligations to provide the Deliverables.
- 13.2 For as long as the Required Action is taking place:
  - 13.2.1 the Supplier will not have to provide the Deliverables that are the subject of the Required Action;
  - 13.2.2 no Deductions will be applicable in respect of Charges relating to the Deliverables that are the subject of the Required Action; and
  - 13.2.3 the Buyer will pay the Charges to the Supplier after subtracting any applicable Deductions and the Buyer's costs of taking the Required Action.
- 13.3 The Buyer will give notice to the Supplier before it ceases to exercise its rights under the Step-In Process and within 20 Working Days of this notice the Supplier will develop a draft Step-Out Plan for the Buyer to approve.
- 13.4 If the Buyer does not approve the draft Step-Out Plan, the Buyer will give reasons and the Supplier will revise the draft Step-Out Plan and re-submit it for approval.
- 13.5 The Supplier shall bear its own costs in connection with any step-in by the Buyer under this Clause 13, provided that the Buyer shall reimburse the Supplier's reasonable additional expenses incurred directly as a result of any step-in action taken by the Buyer under:
  - 13.5.1 limbs (f) or (g) of the definition of a Step-In Trigger Event; or
  - 13.5.2 limbs (h) and (i) of the definition of a Step-in Trigger Event (insofar as the primary cause of the Buyer serving a notice under Clause 13.1 is identified as not being the result of the Supplier's Default).

## **14. Ending the contract**

- 14.1 The Contract takes effect on the Start Date and ends on the End Date or earlier if terminated under this Clause 14 or if required by Law.
- 14.2 The Buyer can extend the Contract for the Extension Period by giving the Supplier written notice before the Contract expires as described in the Award Form.
- 14.3 Ending the contract without a reason
  - 14.3.1 The Buyer has the right to terminate the Contract at any time without reason or (unless the Award Form states something different) liability by giving the Supplier not less than 90 days' notice (unless a different notice period is set out in the Award Form) and if it's terminated Clauses 14.5.1b) to 14.5.1h) applies.
- 14.4 When the Buyer can end the Contract
  - 14.4.1 If any of the following events happen, the Buyer has the right to immediately terminate the Contract by issuing a Termination Notice to the Supplier:

- a) there's a Supplier Insolvency Event;
- b) the Supplier fails to notify the Buyer in writing of any Occasion of Tax Non-Compliance
- c) there's a Notifiable Default that is not corrected in line with an accepted Rectification Plan;
- d) the Buyer rejects a Rectification Plan or the Supplier does not provide it within 10 days of the request;
- e) there's any material Default of the Contract;
- f) a Default that occurs and then continues to occur on one or more occasions within 6 Months following the Buyer serving a warning notice on the Supplier that it may terminate for persistent breach of the Contract;
- g) there's any material Default of any Joint Controller Agreement relating to the Contract;
- h) there's a Default of Clauses 2.7, 10, 12, 18, 19, 31, 36, Schedule 19 (Cyber Essentials) (where applicable) or Schedule 36 (Intellectual Property Rights) relating to the Contract;
- i) the performance of the Supplier causes a Critical Service Level Failure to occur;
- j) there's a consistent repeated failure to meet the Service Levels in Schedule 10 (Service Levels);
- k) there's a Change of Control of the Supplier which isn't pre-approved by the Buyer in writing;
- l) the Buyer discovers that the Supplier was in one of the situations in 57 (1) or 57(2) of the Regulations at the time the Contract was awarded;
- m) the Supplier or its Affiliates embarrass or bring the Buyer into disrepute or diminish the public trust in them; or
- n) the Supplier fails to comply with its legal obligations in the fields of environmental, social, equality or employment Law when providing the Deliverables.

14.4.2 The Buyer also has the right to terminate the Contract in accordance with Clauses 9.5 and 24.3, Paragraph 4.1 of Schedule 37 (Corporate Resolution Planning) (where applicable) and Paragraph 7 of Schedule 24 (Financial Difficulties) (where applicable).

14.4.3 If any of the events in 73 (1) (a) or (b) of the Regulations happen, the Buyer has the right to immediately terminate the Contract and Clauses 14.5.1b) to 14.5.1h) applies.

#### 14.5 What happens if the contract ends

14.5.1 Where the Buyer terminates the Contract under Clauses 14.4.1 and 9.5, Paragraph 4.1 of Schedule 37 (Corporate Resolution Planning) (where applicable) or Paragraph 7 of Schedule 24 (Financial Difficulties) (where applicable). all of the following apply:

- a) The Supplier is responsible for the Buyer's reasonable costs of procuring Replacement Deliverables for the rest of the Contract Period.
- b) The Buyer's payment obligations under the terminated Contract stop immediately.
- c) Accumulated rights of the Parties are not affected.
- d) The Supplier must promptly delete or return the Government Data except where required to retain copies by Law.
- e) The Supplier must promptly return any of the Buyer's property provided under the terminated Contract.
- f) The Supplier must, at no cost to the Buyer, co-operate fully in the handover and re-procurement (including to a Replacement Supplier).
- g) The Supplier must repay to the Buyer all the Charges that it has been paid in advance for Deliverables that it has not provided as at the date of termination or expiry.
- h) The following Clauses survive the termination of the Contract: 3.2.10, 6, 7.2, 10, 15, 18, 19, 20, 21, 22, 39, 40, Schedule 36 (Intellectual Property Rights) and any Clauses and Schedules which are expressly or by implication intended to continue.

14.5.2 If either Party terminates the Contract under Clause 24.3:

- a) each party must cover its own Losses; and
- b) Clauses 14.5.1b) to 14.5.1h) applies.

#### 14.6 When the Supplier can end the contract

14.6.1 The Supplier can issue a Reminder Notice if the Buyer does not pay an undisputed invoice on time. The Supplier can terminate the Contract if the Buyer fails to pay an undisputed invoiced sum due and worth over 10% of the total Contract Value within 30 days of the date of the Reminder Notice.

14.6.2 The Supplier also has the right to terminate the Contract in accordance with Clauses 24.3 and 27.5.

14.6.3 Where the Buyer terminates the Contract under Clause 14.3 or the Supplier terminates the Contract under Clause 14.6.1 or 27.5:

- a) the Buyer must promptly pay all outstanding Charges incurred to the Supplier;
- b) the Buyer must pay the Supplier reasonable committed and unavoidable Losses as long as the Supplier provides a fully itemised and costed schedule with evidence – the maximum value of this payment is limited to the total sum payable to the Supplier if the Contract had not been terminated; and
- c) Clauses 14.5.1b) to 14.5.1h) apply.

#### 14.7 Partially ending and suspending the contract

- 14.7.1 Where the Buyer has the right to terminate the Contract it can terminate or suspend (for any period), all or part of it. If the Buyer suspends the Contract it can provide the Deliverables itself or buy them from a third party.
- 14.7.2 The Buyer can only partially terminate or suspend the Contract if the remaining parts of the Contract can still be used to effectively deliver the intended purpose.
- 14.7.3 The Parties must agree any necessary Variation required by this Clause 14.7 using the Variation Procedure, but the Supplier may not either:
  - a) reject the Variation; or
  - b) increase the Charges, except where the right to partial termination is under Clause 14.3.
- 14.7.4 The Buyer can still use other rights available, or subsequently available to it if it acts on its rights under this Clause 14.7.

## **15. How much you can be held responsible for**

- 15.1 Each Party's total aggregate liability in each Contract Year under the Contract (whether in tort, contract or otherwise) is no more than the greater of £5 million or 150% of the Estimated Yearly Charges unless specified otherwise in the Award Form.
- 15.2 Neither Party is liable to the other for:
  - 15.2.1 any indirect Losses; and
  - 15.2.2 Loss of profits, turnover, savings, business opportunities or damage to goodwill (in each case whether direct or indirect).
- 15.3 In spite of Clause 15.1, neither Party limits or excludes any of the following:
  - 15.3.1 its liability for death or personal injury caused by its negligence, or that of its employees, agents or Subcontractors;
  - 15.3.2 its liability for bribery or fraud or fraudulent misrepresentation by it or its employees; and
  - 15.3.3 any liability that cannot be excluded or limited by Law.
- 15.4 In spite of Clause 15.1, the Supplier does not limit or exclude its liability for any indemnity given under Clauses 7.5, 9.3, 10.2, 16.3 or Schedule 7 (Staff Transfer) of the Contract.
- 15.5 In spite of Clause 15.1, but subject to Clauses 15.2 and 15.3, the Supplier's total aggregate liability in each Contract Year under Clause 18.8.5 is no more than the Data Protection Liability Cap.
- 15.6 Each Party must use all reasonable endeavours to mitigate any Loss or damage which it suffers under or in connection with the Contract, including any indemnities.
- 15.7 When calculating the Supplier's liability under Clause 15.1 the following items will not be taken into consideration:
  - 15.7.1 Deductions; and
  - 15.7.2 any items specified in Clause 15.4.

- 15.8 If more than one Supplier is party to the Contract, each Supplier Party is fully responsible for both their own liabilities and the liabilities of the other Suppliers.

## **16. Obeying the law**

- 16.1 The Supplier shall comply with the provisions of Schedule 26 (Sustainability).
- 16.2 The Supplier shall comply with the provisions of:
- 16.2.1 the Official Secrets Acts 1911 to 1989; and
  - 16.2.2 section 182 of the Finance Act 1989.
- 16.3 The Supplier indemnifies the Buyer against any costs resulting from any Default by the Supplier relating to any applicable Law.
- 16.4 The Supplier must appoint a Compliance Officer who must be responsible for ensuring that the Supplier complies with Law, Clause 16.1 and Clauses 31 to 36.

## **17. Insurance**

- 17.1 The Supplier must, at its own cost, obtain and maintain the Required Insurances in Schedule 22 (Insurance Requirements).

## **18. Data protection**

- 18.1 The Supplier must process Personal Data and ensure that Supplier Staff process Personal Data only in accordance with Schedule 20 (Processing Data).
- 18.2 The Supplier must not remove any ownership or security notices in or relating to the Government Data.
- 18.3 The Supplier must make accessible back-ups of all Government Data, stored in an agreed off-site location and send the Buyer copies every 6 Months.
- 18.4 The Supplier must ensure that any Supplier system holding any Government Data, including back-up data, is a secure system that complies with the Security Policy and any applicable Security Management Plan.
- 18.5 If at any time the Supplier suspects or has reason to believe that the Government Data is corrupted, lost or sufficiently degraded, then the Supplier must immediately notify the Buyer and suggest remedial action.
- 18.6 If the Government Data is corrupted, lost or sufficiently degraded so as to be unusable the Buyer may either or both:
- 18.6.1 tell the Supplier to restore or get restored Government Data as soon as practical but no later than 5 Working Days from the date that the Buyer receives notice, or the Supplier finds out about the issue, whichever is earlier; and
  - 18.6.2 restore the Government Data itself or using a third party.
- 18.7 The Supplier must pay each Party's reasonable costs of complying with Clause 18.6 unless the Buyer is entirely at fault.

**18.8 The Supplier:**

- 18.8.1 must provide the Buyer with all Government Data in an agreed open format within 10 Working Days of a written request;
- 18.8.2 must have documented processes to guarantee prompt availability of Government Data if the Supplier stops trading;
- 18.8.3 must securely destroy all Storage Media that has held Government Data at the end of life of that media using Good Industry Practice;
- 18.8.4 securely erase all Government Data and any copies it holds when asked to do so by the Buyer unless required by Law to retain it; and
- 18.8.5 indemnifies the Buyer against any and all Losses incurred if the Supplier breaches Clause 18 or any Data Protection Legislation.

## **19. What you must keep confidential**

**19.1 Each Party must:**

- 19.1.1 keep all Confidential Information it receives confidential and secure;
- 19.1.2 not disclose, use or exploit the Disclosing Party's Confidential Information without the Disclosing Party's prior written consent, except for the purposes anticipated under the Contract; and
- 19.1.3 immediately notify the Disclosing Party if it suspects unauthorised access, copying, use or disclosure of the Confidential Information.

**19.2 In spite of Clause 19.1, a Party may disclose Confidential Information which it receives from the Disclosing Party in any of the following instances:**

- 19.2.1 where disclosure is required by applicable Law, a regulatory body or a court with the relevant jurisdiction if the Recipient Party notifies the Disclosing Party of the full circumstances, the affected Confidential Information and extent of the disclosure;
- 19.2.2 if the Recipient Party already had the information without obligation of confidentiality before it was disclosed by the Disclosing Party;
- 19.2.3 if the information was given to it by a third party without obligation of confidentiality;
- 19.2.4 if the information was in the public domain at the time of the disclosure;
- 19.2.5 if the information was independently developed without access to the Disclosing Party's Confidential Information;
- 19.2.6 on a confidential basis, to its auditors or for the purpose of regulatory requirements;
- 19.2.7 on a confidential basis, to its professional advisers on a need-to-know basis; and
- 19.2.8 to the Serious Fraud Office where the Recipient Party has reasonable grounds to believe that the Disclosing Party is involved in activity that may be a criminal offence under the Bribery Act 2010.

- 19.3 The Supplier may disclose Confidential Information on a confidential basis to Supplier Staff on a need-to-know basis to allow the Supplier to meet its obligations under the Contract. The Supplier Staff must enter into a direct confidentiality agreement with the Buyer at its request.
- 19.4 The Buyer may disclose Confidential Information in any of the following cases:
  - 19.4.1 on a confidential basis to the employees, agents, consultants and contractors of the Buyer;
  - 19.4.2 on a confidential basis to any other Central Government Body, any successor body to a Central Government Body or any company that the Buyer transfers or proposes to transfer all or any part of its business to;
  - 19.4.3 if the Buyer (acting reasonably) considers disclosure necessary or appropriate to carry out its public functions;
  - 19.4.4 where requested by Parliament; and
  - 19.4.5 under Clauses 4.6 and 20.
- 19.5 For the purposes of Clauses 19.2 to 19.4 references to disclosure on a confidential basis means disclosure under a confidentiality agreement or arrangement including terms as strict as those required in Clause 19.
- 19.6 Transparency Information and any Information which is exempt from disclosure by Clause 20 is not Confidential Information.
- 19.7 The Supplier must not make any press announcement or publicise the Contracts or any part of them in any way, without the prior written consent of the Buyer and must use all reasonable endeavours to ensure that Supplier Staff do not either.

## **20. When you can share information**

- 20.1 The Supplier must tell the Buyer within 48 hours if it receives a Request For Information.
- 20.2 In accordance with a reasonable timetable and in any event within 5 Working Days of a request from the Buyer, the Supplier must give the Buyer full co-operation and information needed so the Buyer can:
  - 20.2.1 publish the Transparency Information;
  - 20.2.2 comply with any Freedom of Information Act (FOIA) request; and
  - 20.2.3 comply with any Environmental Information Regulations (EIR) request.
- 20.3 To the extent that it is allowed and practical to do so, the Buyer will use reasonable endeavours to notify the Supplier of a FOIA request and may talk to the Supplier to help it decide whether to publish information under Clause 20.1. However, the extent, content and format of the disclosure is the Buyer's decision in its absolute discretion.

## **21. Invalid parts of the contract**

- 21.1 If any part of the Contract is prohibited by Law or judged by a court to be unlawful, void or unenforceable, it must be read as if it was removed from the Contract as much as required and

rendered ineffective as far as possible without affecting the rest of the Contract, whether it's valid or enforceable.

- 21.2 If any removal under Clause 21.1 is so fundamental that it prevents the purpose of the Contract from being achieved or it materially changes the balance of risk and rewards between the Parties, either Party may give notice to the other Party requiring the Parties to commence good faith negotiations to rectify these issues and to amend the Contract accordingly so that, as amended, it is valid and enforceable, preserves the balance of risks and rewards in this Contract and, to the extent that it is reasonably possible, achieves the Parties' original commercial intention.
- 21.3 If the Parties cannot agree on what amendments are required within 5 Working Days, the matter will be dealt with via commercial negotiation as set out in Clause 39.2 and, if there is no resolution within 30 Working Days of the matter being referred, the Contract will terminate automatically and immediately with costs lying where they fall.

## **22. No other terms apply**

- 22.1 The provisions incorporated into the Contract are the entire agreement between the Parties. The Contract replaces all previous statements, or agreements whether written or oral. No other provisions apply.

## **23. Other people's rights in the Contract**

- 23.1 No third parties may use the Contracts (Rights of Third Parties) Act (CRTPA) to enforce any term of the Contract unless stated (referring to CRTPA) in the Contract. This does not affect third party rights and remedies that exist independently from CRTPA.

## **24. Circumstances beyond your control**

- 24.1 Any Party affected by a Force Majeure Event is excused from performing its obligations under the Contract while the inability to perform continues, if it both:
- 24.1.1 provides a Force Majeure Notice to the other Party; and
  - 24.1.2 uses all reasonable measures practical to reduce the impact of the Force Majeure Event.
- 24.2 Any failure or delay by the Supplier to perform its obligations under this Contract that is due to a failure or delay by an agent, Subcontractor or supplier will only be considered a Force Majeure Event if that third party is itself prevented from complying with an obligation to the Supplier due to a Force Majeure Event.
- 24.3 Either party can partially or fully terminate the Contract if the provision of the Deliverables is materially affected by a Force Majeure Event which lasts for 90 days continuously.

## **25. Relationships created by the contract**

- 25.1 The Contract does not create a partnership, joint venture or employment relationship. The Supplier must represent themselves accordingly and ensure others do so.

## 26. Giving up contract rights

- 26.1 A partial or full waiver or relaxation of the terms of the Contract is only valid if it is stated to be a waiver in writing to the other Party.

## 27. Transferring responsibilities

- 27.1 The Supplier cannot assign, novate or in any other way dispose of the Contract or any part of it without the Buyer's written consent.
- 27.2 Subject to Schedule 27 (Key Subcontractors), the Supplier cannot sub-contract the Contract or any part of it without the Buyer's prior written consent. The Supplier shall provide the Buyer with information about the Subcontractor as it reasonably requests. The decision of the Buyer to consent or not will not be unreasonably withheld or delayed. If the Buyer does not communicate a decision to the Supplier within 10 Working Days of the request for consent then its consent will be deemed to have been given. The Buyer may reasonably withhold its consent to the appointment of a Subcontractor if it considers that:
- 27.2.1 the appointment of a proposed Subcontractor may prejudice the provision of the Deliverables or may be contrary to its interests;
  - 27.2.2 the proposed Subcontractor is unreliable and/or has not provided reliable goods and or reasonable services to its other customers; and/or
  - 27.2.3 the proposed Subcontractor employs unfit persons
- 27.3 The Buyer can assign, novate or transfer its Contract or any part of it to any Crown Body, public or private sector body which performs the functions of the Buyer.
- 27.4 When the Buyer uses its rights under Clause 27.3 the Supplier must enter into a novation agreement in the form that the Buyer specifies.
- 27.5 The Supplier can terminate the Contract novated under Clause 27.3 to a private sector body that is experiencing an Insolvency Event.
- 27.6 The Supplier remains responsible for all acts and omissions of the Supplier Staff as if they were its own.
- 27.7 If at any time the Buyer asks the Supplier for details about Subcontractors, the Supplier must provide details of Subcontractors at all levels of the supply chain including:
- 27.7.1 their name;
  - 27.7.2 the scope of their appointment;
  - 27.7.3 the duration of their appointment; and
  - 27.7.4 a copy of the Sub-Contract.

## 28. Changing the contract

- 28.1 Either Party can request a Variation to the Contract which is only effective if agreed in writing, including where it is set out in the Variation Form, and signed by both Parties.
- 28.2 The Supplier must provide an Impact Assessment either:

- 28.2.1 with the Variation Form, where the Supplier requests the Variation; and
- 28.2.2 within the time limits included in a Variation Form requested by the Buyer.
- 28.3 If the Variation to the Contract cannot be agreed or resolved by the Parties, the Buyer can either:
  - 28.3.1 agree that the Contract continues without the Variation; and
  - 28.3.2 refer the Dispute to be resolved using Clause 39 (Resolving Disputes).
- 28.4 The Buyer is not required to accept a Variation request made by the Supplier.
- 28.5 The Supplier may only reject a Variation requested by the Buyer if the Supplier:
  - 28.5.1 reasonably believes that the Variation would materially and adversely affect the risks to the health and safety of any person or that it would result in the Deliverables being provided in a way that infringes any Law; or
  - 28.5.2 demonstrates to the Buyer's reasonable satisfaction that the Variation is technically impossible to implement and that neither the Tender nor the Specification state that the Supplier has the required technical capacity or flexibility to implement the Variation.
- 28.6 If there is a General Change in Law, the Supplier must bear the risk of the change and is not entitled to ask for an increase to the Charges.
- 28.7 If there is a Specific Change in Law or one is likely to happen during the Contract Period the Supplier must give the Buyer notice of the likely effects of the changes as soon as reasonably practical. They must also say if they think any Variation is needed either to the Deliverables, the Charges or the Contract and provide evidence:
  - 28.7.1 that the Supplier has kept costs as low as possible, including in Subcontractor costs; and
  - 28.7.2 of how it has affected the Supplier's costs.
- 28.8 Any change in the Charges or relief from the Supplier's obligations because of a Specific Change in Law must be implemented using Clauses 28.1 to 28.4.

## **29. How to communicate about the contract**

- 29.1 All notices under the Contract must be in writing and are considered effective on the Working Day of delivery as long as they're delivered before 5:00pm on a Working Day. Otherwise the notice is effective on the next Working Day. An email is effective at 9am on the first Working Day after sending unless an error message is received.
- 29.2 Notices to the Buyer must be sent to the Buyer Authorised Representative's address or email address in the Award Form.
- 29.3 This Clause does not apply to the service of legal proceedings or any documents in any legal action, arbitration or dispute resolution.

## 30. Dealing with claims

- 30.1 If a Beneficiary is notified of a Claim then it must notify the Indemnifier as soon as reasonably practical and no later than 10 Working Days.
- 30.2 At the Indemnifier's cost the Beneficiary must both:
  - 30.2.1 allow the Indemnifier to conduct all negotiations and proceedings to do with a Claim; and
  - 30.2.2 give the Indemnifier reasonable assistance with the claim if requested.
- 30.3 The Beneficiary must not make admissions about the Claim without the prior written consent of the Indemnifier which cannot be unreasonably withheld or delayed.
- 30.4 The Indemnifier must consider and defend the Claim diligently using competent legal advisors and in a way that doesn't damage the Beneficiary's reputation.
- 30.5 The Indemnifier must not settle or compromise any Claim without the Beneficiary's prior written consent which it must not unreasonably withhold or delay.
- 30.6 Each Beneficiary must use all reasonable endeavours to minimise and mitigate any losses that it suffers because of the Claim.
- 30.7 If the Indemnifier pays the Beneficiary money under an indemnity and the Beneficiary later recovers money which is directly related to the Claim, the Beneficiary must immediately repay the Indemnifier the lesser of either:
  - 30.7.1 the sum recovered minus any legitimate amount spent by the Beneficiary when recovering this money; and
  - 30.7.2 the amount the Indemnifier paid the Beneficiary for the Claim.

## 31. Preventing fraud, bribery and corruption

- 31.1 The Supplier must not during the Contract Period:
  - 31.1.1 commit a Prohibited Act or any other criminal offence in the Regulations 57(1) and 57(2);
  - 31.1.2 do or allow anything which would cause the Buyer, including any of their employees, consultants, contractors, Subcontractors or agents to breach any of the Relevant Requirements or incur any liability under them.
- 31.2 The Supplier must during the Contract Period:
  - 31.2.1 create, maintain and enforce adequate policies and procedures to ensure it complies with the Relevant Requirements to prevent a Prohibited Act and require its Subcontractors to do the same;
  - 31.2.2 keep full records to show it has complied with its obligations under this Clause 31 and give copies to the Buyer on request; and
  - 31.2.3 if required by the Buyer, within 20 Working Days of the Start Date of the Contract, and then annually, certify in writing to the Buyer, that they have complied with this Clause

31, including compliance of Supplier Staff, and provide reasonable supporting evidence of this on request, including its policies and procedures.

- 31.3 The Supplier must immediately notify the Buyer if it becomes aware of any breach of Clauses 31.1 or has any reason to think that it, or any of the Supplier Staff, have either:
  - 31.3.1 been investigated or prosecuted for an alleged Prohibited Act;
  - 31.3.2 been debarred, suspended, proposed for suspension or debarment, or are otherwise ineligible to take part in procurement programmes or contracts because of a Prohibited Act by any government department or agency;
  - 31.3.3 received a request or demand for any undue financial or other advantage of any kind related to the Contract; and
  - 31.3.4 suspected that any person or Party directly or indirectly related to the Contract has committed or attempted to commit a Prohibited Act.
- 31.4 If the Supplier notifies the Buyer as required by Clause 31.3, the Supplier must respond promptly to their further enquiries, co-operate with any investigation and allow the Audit of any books, records and relevant documentation.
- 31.5 If the Supplier is in Default under Clause 31.1 the Buyer may:
  - 31.5.1 require the Supplier to remove any Supplier Staff from providing the Deliverables if their acts or omissions have caused the Default; and
  - 31.5.2 immediately terminate this agreement.
- 31.6 In any notice the Supplier gives under Clause 31.4 it must specify the:
  - 31.6.1 Prohibited Act;
  - 31.6.2 identity of the Party who it thinks has committed the Prohibited Act; and
  - 31.6.3 action it has decided to take.

## **32. Equality, diversity and human rights**

- 32.1 The Supplier must follow all applicable equality Law when they perform their obligations under the Contract, including:
  - 32.1.1 protections against discrimination on the grounds of race, sex, gender reassignment, religion or belief, disability, sexual orientation, pregnancy, maternity, age or otherwise; and
  - 32.1.2 any other requirements and instructions which the Buyer reasonably imposes related to equality Law.
- 32.2 The Supplier must use all reasonable endeavours, and inform the Buyer of the steps taken, to prevent anything that is considered to be unlawful discrimination by any court or tribunal, or the Equality and Human Rights Commission (or any successor organisation) when working on the Contract.

### **33. Health and safety**

- 33.1 The Supplier must perform its obligations meeting the requirements of:
  - 33.1.1 all applicable Law regarding health and safety; and
  - 33.1.2 the Buyer's current health and safety policy while at the Buyer's Premises, as provided to the Supplier.
- 33.2 The Supplier must as soon as possible notify the other of any health and safety incidents or material hazards they're aware of at the Buyer Premises that relate to the performance of the Contract.

### **34. Environment**

- 34.1 When working on Site the Supplier must perform its obligations under the Buyer's current Environmental Policy, which the Buyer must provide.
- 34.2 The Supplier must ensure that Supplier Staff are aware of the Buyer's Environmental Policy.

### **35. Tax**

- 35.1 The Supplier must not breach any tax or social security obligations and must enter into a binding agreement to pay any late contributions due, including where applicable, any interest or any fines. The Buyer cannot terminate the Contract where the Supplier has not paid a minor tax or social security contribution.
- 35.2 Where the Charges payable under the Contract are or are likely to exceed £5 million at any point during the relevant Contract Period, and an Occasion of Tax Non-Compliance occurs, the Supplier must notify the Buyer of it within 5 Working Days including:
  - 35.2.1 the steps that the Supplier is taking to address the Occasion of Tax Non-Compliance and any mitigating factors that it considers relevant; and
  - 35.2.2 other information relating to the Occasion of Tax Non-Compliance that the Buyer may reasonably need.
- 35.3 Where the Supplier or any Supplier Staff are liable to be taxed or to pay National Insurance contributions in the UK relating to payment received under the Contract, the Supplier must both:
  - 35.3.1 comply with the Income Tax (Earnings and Pensions) Act 2003 and all other statutes and regulations relating to income tax, the Social Security Contributions and Benefits Act 1992 (including IR35) and National Insurance contributions; and
  - 35.3.2 indemnify the Buyer against any Income Tax, National Insurance and social security contributions and any other liability, deduction, contribution, assessment or claim arising from or made during or after the Contract Period in connection with the provision of the Deliverables by the Supplier or any of the Supplier Staff.
- 35.4 If any of the Supplier Staff are Workers who receive payment relating to the Deliverables, then the Supplier must ensure that its contract with the Worker contains the following requirements:

- 35.4.1 the Buyer may, at any time during the Contract Period, request that the Worker provides information which demonstrates they comply with Clause 35.3.1, or why those requirements do not apply, the Buyer can specify the information the Worker must provide and the deadline for responding;
- 35.4.2 the Worker's contract may be terminated at the Buyer's request if the Worker fails to provide the information requested by the Buyer within the time specified by the Buyer;
- 35.4.3 the Worker's contract may be terminated at the Buyer's request if the Worker provides information which the Buyer considers isn't good enough to demonstrate how it complies with Clause 35.3.1 or confirms that the Worker is not complying with those requirements; and
- 35.4.4 the Buyer may supply any information they receive from the Worker to HMRC for revenue collection and management.

## **36. Conflict of interest**

- 36.1 The Supplier must take action to ensure that neither the Supplier nor the Supplier Staff are placed in the position of an actual, potential or perceived Conflict of Interest.
- 36.2 The Supplier must promptly notify and provide details to the Buyer if an actual, potential or perceived Conflict of Interest happens or is expected to happen.
- 36.3 The Buyer will consider whether there are any appropriate measures that can be put in place to remedy an actual, perceived or potential Conflict of Interest. If, in the reasonable opinion of the Buyer, such measures do not or will not resolve an actual or potential Conflict of Interest, the Buyer may terminate its Contract immediately by giving notice in writing to the Supplier where there is or may be an actual or potential Conflict of Interest.

## **37. Reporting a breach of the contract**

- 37.1 As soon as it is aware of it the Supplier and Supplier Staff must report to the Buyer any actual or suspected breach of:
  - 37.1.1 Law;
  - 37.1.2 Clause 16.1; and
  - 37.1.3 Clauses 31 to 36.
- 37.2 The Supplier must not retaliate against any of the Supplier Staff who in good faith reports a breach listed in Clause 37.1 to the Buyer or a Prescribed Person.

## **38. Further Assurances**

- 38.1 Each Party will, at the request and cost of the other Party, do all things which may be reasonably necessary to give effect to the meaning of this Contract.

## **39. Resolving disputes**

- 39.1 If there is a Dispute, the senior representatives of the Parties who have authority to settle the Dispute will, within 28 days of a written request from the other Party, meet in good faith to resolve the Dispute by commercial negotiation.
- 39.2 If the Parties cannot resolve the Dispute via commercial negotiation, they can attempt to settle it by mediation using the Centre for Effective Dispute Resolution (CEDR) Model Mediation Procedure current at the time of the Dispute. If the Parties cannot agree on a mediator, the mediator will be nominated by CEDR. If either Party does not wish to use, or continue to use mediation, or mediation does not resolve the Dispute, the Dispute must be resolved using Clauses 39.4 to 39.6.
- 39.3 Unless the Buyer refers the Dispute to arbitration using Clause 39.5, the Parties irrevocably agree that the courts of England and Wales have the exclusive jurisdiction to:
  - 39.3.1 determine the Dispute;
  - 39.3.2 grant interim remedies; and
  - 39.3.3 grant any other provisional or protective relief.
- 39.4 The Supplier agrees that the Buyer has the exclusive right to refer any Dispute to be finally resolved by arbitration under the London Court of International Arbitration Rules current at the time of the Dispute. There will be only one arbitrator. The seat or legal place of the arbitration will be London and the proceedings will be in English.
- 39.5 The Buyer has the right to refer a Dispute to arbitration even if the Supplier has started or has attempted to start court proceedings under Clause 39.4, unless the Buyer has agreed to the court proceedings or participated in them. Even if court proceedings have started, the Parties must do everything necessary to ensure that the court proceedings are stayed in favour of any arbitration proceedings if they are started under Clause 39.5.
- 39.6 The Supplier cannot suspend the performance of the Contract during any Dispute.

## **40. Which law applies**

- 40.1 This Contract and any issues or Disputes arising out of, or connected to it, are governed by English law.



# **Engaging the SME Apprenticeship Market Contract for Services**

## **Schedules**

## Schedule 1 (Definitions)

### Definitions

- 1.1 In the Contract, unless the context otherwise requires, capitalised expressions shall have the meanings set out in this Schedule 1 (Definitions) or the relevant Schedule in which that capitalised expression appears.
- 1.2 If a capitalised expression does not have an interpretation in this Schedule or any other Schedule, it shall, in the first instance, be interpreted in accordance with the common interpretation within the relevant market sector/industry where appropriate. Otherwise, it shall be interpreted in accordance with the dictionary meaning.
- 1.3 In the Contract, unless the context otherwise requires:
  - 1.3.1 the singular includes the plural and vice versa;
  - 1.3.2 reference to a gender includes the other gender and the neuter;
  - 1.3.3 references to a person include an individual, company, body corporate, corporation, unincorporated association, firm, partnership or other legal entity or Crown Body;
  - 1.3.4 a reference to any Law includes a reference to that Law as amended, extended, consolidated or re-enacted from time to time;
  - 1.3.5 the words "**including**", "**other**", "**in particular**", "**for example**" and similar words shall not limit the generality of the preceding words and shall be construed as if they were immediately followed by the words "**without limitation**";
  - 1.3.6 references to "**writing**" include typing, printing, lithography, photography, display on a screen, electronic and facsimile transmission and other modes of representing or reproducing words in a visible form, and expressions referring to writing shall be construed accordingly;
  - 1.3.7 references to "**representations**" shall be construed as references to present facts, to "**warranties**" as references to present and future facts and to "**undertakings**" as references to obligations under the Contract;
  - 1.3.8 references to "**Clauses**" and "**Schedules**" are, unless otherwise provided, references to the clauses and schedules of the Core Terms and references in any Schedule to parts, paragraphs, annexes and tables are, unless otherwise provided, references to the parts, paragraphs, annexes and tables of the Schedule in which these references appear;

- 1.3.9 references to **"Paragraphs"** are, unless otherwise provided, references to the paragraph of the appropriate Schedules unless otherwise provided; and
- 1.3.10 references to a series of Clauses or Paragraphs shall be inclusive of the clause numbers specified.
- 1.3.11 the headings in the Contract are for ease of reference only and shall not affect the interpretation or construction of the Contract; and
- 1.3.12 where the Buyer is a Crown Body it shall be treated as contracting with the Crown as a whole.
- 1.3.13 Any reference in this Contract which immediately before IP Completion Day (or such later date when relevant EU law ceases to have effect pursuant to Section 1A of the European Union (Withdrawal) Act 2018) is a reference to (as it has effect from time to time):
- (i) any EU regulation, EU decision, EU tertiary legislation or provision of the EEA agreement (**"EU References"**) which is to form part of domestic law by application of Section 3 of the European Union (Withdrawal) Act 2018 and which shall be read on and after IP Completion Day as a reference to the EU References as they form part of domestic law by virtue of Section 3 of the European Union (Withdrawal) Act 2018 as modified by domestic law from time to time; and
  - (ii) any EU institution or EU authority or other such EU body shall be read on and after IP Completion Day as a reference to the UK institution, authority or body to which its functions were transferred.

1.4 In the Contract, unless the context otherwise requires, the following words shall have the following meanings:

|                                      |                                                                                                                                                                                                                                                                                      |
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| <b>"Achieve"</b>                     | in respect of a Test, to successfully pass such Test without any Test Issues and in respect of a Milestone, the issue of a Satisfaction Certificate in respect of that Milestone and <b>"Achieved"</b> , <b>"Achieving"</b> and <b>"Achievement"</b> shall be construed accordingly; |
| <b>"Additional FDE Group Member"</b> | means any entity (if any) specified as an Additional FDE Group Member in Part A of Annex 3 of Schedule 24 (Financial Difficulties);                                                                                                                                                  |
| <b>"Affected Party"</b>              | the party seeking to claim relief in respect of a Force Majeure Event;                                                                                                                                                                                                               |

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| <b>"Affiliates"</b>            | in relation to a body corporate, any other entity which directly or indirectly Controls, is Controlled by, or is under direct or indirect common Control of that body corporate from time to time;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>"Allowable Assumptions"</b> | means the assumptions (if any) set out in Annex 2 of Schedule 3 (Charges);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Annex"</b>                 | extra information which supports a Schedule;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Approval"</b>              | the prior written consent of the Buyer and <b>"Approve"</b> and <b>"Approved"</b> shall be construed accordingly;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>"Associates"</b>            | means, in relation to an entity, an undertaking in which the entity owns, directly or indirectly, between 20% and 50% of the voting rights and exercises a degree of control sufficient for the undertaking to be treated as an associate under generally accepted accounting principles;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Audit"</b>                 | <p>the Buyer's right to:</p> <ul style="list-style-type: none"> <li>(a) verify the integrity and content of any Financial Report;</li> <li>(b) verify the accuracy of the Charges and any other amounts payable by the Buyer under a Contract (including proposed or actual variations to them in accordance with the Contract);</li> <li>(c) verify the costs of the Supplier (including the costs of all Subcontractors and any third party suppliers) in connection with the provision of the Services;</li> <li>(d) verify the Open Book Data;</li> <li>(e) verify the Supplier's and each Subcontractor's compliance with the applicable Law;</li> <li>(f) identify or investigate actual or suspected breach of Clauses 3 to 37 and/or Schedule 26 (Sustainability), impropriety or accounting mistakes or any breach or threatened breach of security and in these circumstances the Buyer shall have no obligation to inform the Supplier of the purpose or objective of its investigations;</li> <li>(g) identify or investigate any circumstances which may impact upon the financial stability of the Supplier, any Guarantor, and/or any Subcontractors or their ability to provide the Deliverables;</li> <li>(h) obtain such information as is necessary to fulfil the Buyer's obligations to supply information for parliamentary, ministerial, judicial or administrative purposes including the supply of information to the Comptroller and Auditor General;</li> </ul> |

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|                                          | <ul style="list-style-type: none"> <li>(i) review any books of account and the internal contract management accounts kept by the Supplier in connection with the Contract;</li> <li>(j) carry out the Buyer's internal and statutory audits and to prepare, examine and/or certify the Buyer's annual and interim reports and accounts;</li> <li>(k) enable the National Audit Office to carry out an examination pursuant to Section 6(1) of the National Audit Act 1983 of the economy, efficiency and effectiveness with which the Buyer has used its resources;</li> </ul> |
| <b>"Auditor"</b>                         | <ul style="list-style-type: none"> <li>(a) the Buyer's internal and external auditors;</li> <li>(b) the Buyer's statutory or regulatory auditors;</li> <li>(c) the Comptroller and Auditor General, their staff and/or any appointed representatives of the National Audit Office;</li> <li>(d) HM Treasury or the Cabinet Office;</li> <li>(e) any party formally appointed by the Buyer to carry out audit or similar review functions; and</li> <li>(f) successors or assigns of any of the above;</li> </ul>                                                               |
| <b>"Award Form"</b>                      | the document outlining the Incorporated Terms and crucial information required for the Contract, to be executed by the Supplier and the Buyer;                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Beneficiary"</b>                     | a Party having (or claiming to have) the benefit of an indemnity under this Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>"Buyer"</b>                           | the public sector purchaser identified as such in the Order Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Buyer Assets"</b>                    | the Buyer's infrastructure, data, software, materials, assets, equipment or other property owned by and/or licensed or leased to the Buyer and which is or may be used in connection with the provision of the Deliverables which remain the property of the Buyer throughout the term of the Contract;                                                                                                                                                                                                                                                                        |
| <b>"Buyer Authorised Representative"</b> | the representative appointed by the Buyer from time to time in relation to the Contract initially identified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Buyer Cause"</b>                     | has the meaning given to it in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Buyer Data"</b>                      | means the data, text, drawings, diagrams, images or sounds (together with any database made up of any of these) which are embodied in any electronic, magnetic, optical or tangible media,                                                                                                                                                                                                                                                                                                                                                                                     |

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|                                           | <p>including any Buyer's or End User's Confidential Information, and which:</p> <ul style="list-style-type: none"> <li>(a) are supplied to the Supplier by or on behalf of the Buyer, or End User; or</li> <li>(b) the Supplier is required to generate, process, store or transmit pursuant to this Contract; or</li> <li>(c) any Personal Data for which the Buyer or End User is the Controller;</li> </ul>                                                                                                                                                                                                                                 |
| <b>"Buyer Existing IPR"</b>               | means any and all IPR that are owned by or licensed to the Buyer, and where the Buyer is a Central Government Body, any Crown IPR, and which are or have been developed independently of the Contract (whether prior to the Start Date or otherwise)                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Buyer Premises"</b>                   | premises owned, controlled or occupied by the Buyer which are made available for use by the Supplier or its Subcontractors for the provision of the Deliverables (or any of them);                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>"Buyer Third Party"</b>                | means any supplier to the Buyer (other than the Supplier), which is notified to the Supplier from time to time;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Buyer's Confidential Information"</b> | <ul style="list-style-type: none"> <li>(a) all Personal Data and any information, however it is conveyed, that relates to the business, affairs, developments, property rights, trade secrets, Know-How and IPR of the Buyer (including all Buyer Existing IPR and New IPR);</li> <li>(b) any other information clearly designated as being confidential (whether or not it is marked "confidential") or which ought reasonably be considered confidential which comes (or has come) to the Buyer's attention or into the Buyer's possession in connection with the Contract; and</li> </ul> <p>information derived from any of the above;</p> |
| <b>"Central Government Body"</b>          | <p>a body listed in one of the following sub-categories of the Central Government classification of the Public Sector Classification Guide, as published and amended from time to time by the Office for National Statistics:</p> <ul style="list-style-type: none"> <li>(a) Government Department;</li> <li>(b) Non-Departmental Public Body or Assembly Sponsored Public Body (advisory, executive, or tribunal);</li> <li>(c) Non-Ministerial Department; or</li> <li>(d) Executive Agency;</li> </ul>                                                                                                                                      |

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| <b>"Change in Law"</b>                      | any change in Law which impacts on the supply of the Deliverables and performance of the Contract which comes into force after the Start Date;                                                                                                                                                                                                                                                                                                 |
| <b>"Change of Control"</b>                  | a change of control within the meaning of Section 450 of the Corporation Tax Act 2010;                                                                                                                                                                                                                                                                                                                                                         |
| <b>"Charges"</b>                            | the prices (exclusive of any applicable VAT), payable to the Supplier by the Buyer under the Contract, as set out in the Award Form, for the full and proper performance by the Supplier of its obligations under the Contract less any Deductions;                                                                                                                                                                                            |
| <b>"Claim"</b>                              | any claim which it appears that a Beneficiary is, or may become, entitled to indemnification under this Contract;                                                                                                                                                                                                                                                                                                                              |
| <b>"Commercially Sensitive Information"</b> | the Confidential Information listed in the Award Form (if any) comprising of commercially sensitive information relating to the Supplier, its IPR or its business or which the Supplier has indicated to the Buyer that, if disclosed by the Buyer, would cause the Supplier significant commercial disadvantage or material financial loss;                                                                                                   |
| <b>"Comparable Supply"</b>                  | the supply of Deliverables to another Buyer of the Supplier that are the same or similar to the Deliverables;                                                                                                                                                                                                                                                                                                                                  |
| <b>"Compliance Officer"</b>                 | the person(s) appointed by the Supplier who is responsible for ensuring that the Supplier complies with its legal obligations;                                                                                                                                                                                                                                                                                                                 |
| <b>"Confidential Information"</b>           | means any information, however it is conveyed, that relates to the business, affairs, developments, trade secrets, Know-How, personnel and suppliers of the Buyer or the Supplier, including IPRs, together with information derived from the above, and any other information clearly designated as being confidential (whether or not it is marked as <b>"confidential"</b> ) or which ought reasonably to be considered to be confidential; |
| <b>"Conflict of Interest"</b>               | a conflict between the financial or personal duties of the Supplier or the Supplier Staff and the duties owed to the Buyer under the Contract, in the reasonable opinion of the Buyer;                                                                                                                                                                                                                                                         |
| <b>"Contract"</b>                           | the contract between the Buyer and the Supplier, which consists of the terms set out and referred to in the Award Form;                                                                                                                                                                                                                                                                                                                        |
| <b>"Contract Period"</b>                    | the term of the Contract from the earlier of the:<br>(a) Start Date; or<br>(b) the Effective Date<br>(c) until the End Date;                                                                                                                                                                                                                                                                                                                   |
| <b>"Contract Value"</b>                     | the higher of the actual or expected total Charges paid or payable under the Contract where all obligations are met by the Supplier;                                                                                                                                                                                                                                                                                                           |

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| <b>"Contract Year"</b> | a consecutive period of twelve (12) Months commencing on the Start Date or each anniversary thereof;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Control"</b>       | control in either of the senses defined in sections 450 and 1124 of the Corporation Tax Act 2010 and <b>"Controlled"</b> shall be construed accordingly;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>"Controller"</b>    | has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"Core Terms"</b>    | the Buyer's terms and conditions which apply to and comprise one part of the Contract set out in the document called "Core Terms";                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"Costs"</b>         | <p>the following costs (without double recovery) to the extent that they are reasonably and properly incurred by the Supplier in providing the Deliverables:</p> <p>(a) the cost to the Supplier or the Key Subcontractor (as the context requires), calculated per Work Day, of engaging the Supplier Staff, including:</p> <ul style="list-style-type: none"> <li>(i) base salary paid to the Supplier Staff;</li> <li>(ii) employer's National Insurance contributions;</li> <li>(iii) pension contributions;</li> <li>(iv) car allowances;</li> <li>(v) any other contractual employment benefits;</li> <li>(vi) staff training;</li> <li>(vii) work place accommodation;</li> <li>(viii) work place IT equipment and tools reasonably necessary to provide the Deliverables (but not including items included within limb (b) below); and</li> <li>(ix) reasonable recruitment costs, as agreed with the Buyer;</li> </ul> <p>(b) costs incurred in respect of Supplier Assets which would be treated as capital costs according to generally accepted accounting principles within the UK, which shall include the cost to be charged in respect of Supplier Assets by the Supplier to the Buyer or (to the extent that risk and title in any Supplier Asset is not held by the Supplier) any cost actually incurred by the Supplier in respect of those Supplier Assets;</p> |

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|                                            | <p>(c) operational costs which are not included within (a) or (b) above, to the extent that such costs are necessary and properly incurred by the Supplier in the provision of the Deliverables; and</p> <p>(d) Reimbursable Expenses to the extent these have been specified as allowable in the Award Form and are incurred in delivering any Deliverables;</p> <p>but excluding:</p> <p>(e) Overhead;</p> <p>(f) financing or similar costs;</p> <p>(g) maintenance and support costs to the extent that these relate to maintenance and/or support Deliverables provided beyond the Contract Period whether in relation to Supplier Assets or otherwise;</p> <p>(h) taxation;</p> <p>(i) fines and penalties;</p> <p>(j) amounts payable under Schedule 12 (Benchmarking) where such Schedule is used; and</p> <p>(k) non-cash items (including depreciation, amortisation, impairments and movements in provisions);</p> |
|                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Critical Service Level Failure"</b>    | has the meaning given to it in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Crown Body"</b>                        | the government of the United Kingdom (including the Northern Ireland Assembly and Executive Committee, the Scottish Government and the National Assembly for Wales), including government ministers and government departments and particular bodies, persons, commissions or agencies from time to time carrying out functions on its behalf;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Crown IPR"</b>                         | means any IPR which is owned by or licensed to the Crown, and which are or have been developed independently of the Contract (whether prior to the Start Date or otherwise);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"CRTPA"</b>                             | the Contract Rights of Third Parties Act 1999;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Data Protection Impact Assessment"</b> | an assessment by the Controller of the impact of the envisaged Processing on the protection of Personal Data;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Data Protection Legislation"</b>       | (i) the UK GDPR, (ii) the DPA 2018 to the extent that it relates to processing of personal data and privacy; (iii) all applicable Law                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

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|                                        | about the processing of personal data and privacy; and (iv) (to the extent that it applies) the EU GDPR;                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>"Data Protection Liability Cap"</b> | has the meaning given to it in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Data Protection Officer"</b>       | has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Data Subject"</b>                  | has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Data Subject Access Request"</b>   | a request made by, or on behalf of, a Data Subject in accordance with rights granted pursuant to the Data Protection Legislation to access their Personal Data;                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Deductions"</b>                    | all Service Credits, Delay Payments (if applicable), or any other deduction which the Buyer is paid or is payable to the Buyer under the Contract;                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Default"</b>                       | any breach of the obligations of the Supplier (including abandonment of the Contract in breach of its terms) or any other default (including material default), act, omission, negligence or statement of the Supplier, of its Subcontractors or any Supplier Staff howsoever arising in connection with or in relation to the subject-matter of the Contract and in respect of which the Supplier is liable to the Buyer;                                                                                                   |
| <b>"Delay Payments"</b>                | the amounts (if any) payable by the Supplier to the Buyer in respect of a delay in respect of a Milestone as specified in the Implementation Plan;                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Deliverables"</b>                  | Goods and/or Services that may be ordered under the Contract including the Documentation;                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>"Delivery"</b>                      | delivery of the relevant Deliverable or Milestone in accordance with the terms of the Contract as confirmed and accepted by the Buyer by the either (a) confirmation in writing to the Supplier; or (b) where Schedule 8 (Implementation Plan and Testing) is used issue by the Buyer of a Satisfaction Certificate. <b>"Deliver"</b> and <b>"Delivered"</b> shall be construed accordingly;                                                                                                                                 |
| <b>"Dependent Parent Undertaking"</b>  | means any Parent Undertaking which provides any of its Subsidiary Undertakings and/or Associates, whether directly or indirectly, with any financial, trading, managerial or other assistance of whatever nature, without which the Supplier would be unable to continue the day to day conduct and operation of its business in the same manner as carried on at the time of entering into this Contract, including for the avoidance of doubt the provision of the Services in accordance with the terms of this Contract; |

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| <b>"Disaster"</b>                     | the occurrence of one or more events which, either separately or cumulatively, mean that the Deliverables, or a material part thereof will be unavailable (or could reasonably be anticipated to be unavailable) for the period specified in the Award Form (for the purposes of this definition the <b>"Disaster Period"</b> );                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"Disclosing Party"</b>             | the Party directly or indirectly providing Confidential Information to the other Party in accordance with Clause 19 (What you must keep confidential);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Dispute"</b>                      | any claim, dispute or difference (whether contractual or non-contractual) arising out of or in connection with the Contract or in connection with the negotiation, existence, legal validity, enforceability or termination of the Contract, whether the alleged liability shall arise under English law or under the law of some other country and regardless of whether a particular cause of action may successfully be brought in the English courts;                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>"Dispute Resolution Procedure"</b> | the dispute resolution procedure set out in Clause 39 (Resolving disputes);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Documentation"</b>                | <p>descriptions of the Services and Service Levels, technical specifications, user manuals, training manuals, operating manuals, process definitions and procedures, system environment descriptions and all such other documentation (whether in hardcopy or electronic form) is required to be supplied by the Supplier to the Buyer under the Contract as:</p> <ul style="list-style-type: none"> <li>(a) would reasonably be required by a competent third party capable of Good Industry Practice contracted by the Buyer to develop, configure, build, deploy, run, maintain, upgrade and test the individual systems that provide the Deliverables</li> <li>(b) is required by the Supplier in order to provide the Deliverables; and/or</li> <li>(c) has been or shall be generated for the purpose of providing the Deliverables;</li> </ul> |
| <b>"DOTAS"</b>                        | the Disclosure of Tax Avoidance Schemes rules which require a promoter of tax schemes to tell HMRC of any specified notifiable arrangements or proposals and to provide prescribed information on those arrangements or proposals within set time limits as contained in Part 7 of the Finance Act 2004 and in secondary legislation made under vires contained in Part 7 of the Finance Act 2004 and as extended to National Insurance Contributions;                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"DPA 2018"</b>                     | The Data Protection Act 2018                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>"Due Diligence Information"</b>    | any information supplied to the Supplier by or on behalf of the Buyer prior to the Start Date;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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| <b>"Effective Date"</b>                       | the date on which the final Party has signed the Contract;                                                                                                                                                                                                                                                                                                                                |
| <b>"EIR"</b>                                  | the Environmental Information Regulations 2004;                                                                                                                                                                                                                                                                                                                                           |
| <b>"Employment Regulations"</b>               | the Transfer of Undertakings (Protection of Employment) Regulations 2006 (SI 2006/246) as amended or replaced;                                                                                                                                                                                                                                                                            |
| <b>"End Date"</b>                             | the earlier of:<br>(a) the Expiry Date as extended by the Buyer under Clause 14.2;<br>or<br>(b) if the Contract is terminated before the date specified in (a) above, the date of termination of the Contract;                                                                                                                                                                            |
| <b>"End User"</b>                             | means a party that is accessing the Deliverables provided pursuant to this Contract (including the Buyer where it is accessing services on its own account as a user);                                                                                                                                                                                                                    |
| <b>"Environmental Policy"</b>                 | to conserve energy, water, wood, paper and other resources, reduce waste and phase out the use of ozone depleting substances and minimise the release of greenhouse gases, volatile organic compounds and other substances damaging to health and the environment, including any written environmental policy of the Buyer;                                                               |
| <b>"Equality and Human Rights Commission"</b> | the UK Government body named as such as may be renamed or replaced by an equivalent body from time to time;                                                                                                                                                                                                                                                                               |
| <b>"Escalation Meeting"</b>                   | means a meeting between the Supplier Authorised Representative and the Buyer Authorised Representative to address issues that have arisen during the Rectification Plan Process;                                                                                                                                                                                                          |
| <b>"Estimated Year 1 Charges"</b>             | the anticipated total Charges payable by the Buyer in the first Contract Year specified in the Award Form;                                                                                                                                                                                                                                                                                |
| <b>"Estimated Yearly Charges"</b>             | means for the purposes of calculating each Party's annual liability under Clause 15.1:<br>(a) in the first Contract Year, the Estimated Year 1 Charges; or<br>(b) in any subsequent Contract Years, the Charges paid or payable in the previous Contract Year; or<br>(c) after the end of the Contract, the Charges paid or payable in the last Contract Year during the Contract Period; |
| <b>"EU"</b>                                   | European Union                                                                                                                                                                                                                                                                                                                                                                            |
| <b>"EU GDPR"</b>                              | Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free                                                                                                                                                                                               |

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|                                   | movement of such data (General Data Protection Regulation) as it has effect in EU law;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>"Existing IPR"</b>             | any and all IPR that are owned by or licensed to either Party and which are or have been developed independently of the Contract (whether prior to the Start Date or otherwise);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Exit Plan"</b>                | has the meaning given to it in Paragraph 4.1 of Schedule 30 (Exit Plan);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>"Expiry Date"</b>              | the date of the end of the Contract as stated in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Extension Period"</b>         | such period or periods beyond which the Initial Period may be extended, specified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"FDE Group"</b>                | the Supplier and any Additional FDE Group Member;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Financial Distress Event"</b> | <p>The occurrence of one or more the following events:</p> <ul style="list-style-type: none"> <li>(a) the credit rating of any FDE Group entity drops below the applicable Credit Rating Threshold of the relevant Rating Agency;</li> <li>(b) any FDE Group entity issues a profits warning to a stock exchange or makes any other public announcement, in each case about a material deterioration in its financial position or prospects;</li> <li>(c) there being a public investigation into improper financial accounting and reporting, suspected fraud or any other impropriety of any FDE Group entity;</li> <li>(d) any FDE Group entity commits a material breach of covenant to its lenders;</li> <li>(e) a Key Subcontractor notifies the Buyer that the Supplier has not paid any material sums properly due under a specified invoice and not subject to a genuine dispute;</li> <li>(f) any FDE Group entity extends the filing period for filing its accounts with the Registrar of Companies so that the filing period ends more than 9 months after its accounting reference date without an explanation to the Buyer which the Buyer (acting reasonably) considers to be adequate;</li> <li>(g) any FDE Group entity is late to file its annual accounts without a public notification or an explanation to the Buyer which the Buyer (acting reasonably) considers to be adequate;</li> <li>(h) the directors and/or external auditors of any FDE Group entity conclude that a material uncertainty exists in relation to that</li> </ul> |

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|                           | <p>FDE Group entity's going concern in the annual report including in a reasonable but plausible downside scenario. This includes, but is not limited to, commentary about liquidity and trading prospects in the reports from directors or external auditors;</p> <p>(i) any of the following:</p> <ul style="list-style-type: none"> <li>(i) any FDE Group entity makes a public announcement which contains commentary with regards to that FDE Group entity's liquidity and trading and trading prospects, such as but not limited to, a profit warning or ability to trade as a going concern;</li> <li>(ii) commencement of any litigation against any FDE Group entity with respect to financial indebtedness greater than £5m or obligations under a service contract with a total contract value greater than £5m;</li> <li>(iii) non-payment by any FDE Group entity of any financial indebtedness;</li> <li>(iv) any financial indebtedness of any FDE Group entity becoming due as a result of an event of default;</li> <li>(v) the cancellation or suspension of any financial indebtedness in respect of any FDE Group entity; or</li> <li>(vi) an external auditor of any FDE Group entity expressing a qualified opinion on, or including an emphasis of matter in, its opinion on the statutory accounts of that FDE Group entity, in each case which the Buyer reasonably believes (or would be likely reasonably to believe) could directly impact on the continued provision of the Deliverables in accordance with the Contract; or</li> </ul> <p>(j) any of the Financial Indicators set out in Part C of Annex 2 of Schedule 24 for any of the FDE Group entities failing to meet the required Financial Target Threshold.</p> |
| <b>"Financial Report"</b> | a report provided by the Supplier to the Buyer that:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|                                            | <ul style="list-style-type: none"> <li>(a) to the extent permitted by Law, provides a true and fair reflection of the Costs and Supplier Profit Margin forecast by the Supplier;</li> <li>(b) to the extent permitted by Law, provides detail a true and fair reflection of the costs and expenses to be incurred by Key Subcontractors (as requested by the Buyer);</li> <li>(c) is in the same software package (Microsoft Excel or Microsoft Word), layout and format as the blank templates which have been issued by the Buyer to the Supplier on or before the Start Date for the purposes of this Contract; and</li> <li>(d) is certified by the Supplier's Chief Financial Officer or Director of Finance;</li> </ul>                                                                                                                                                                                                                                                                                                                                                    |
| <b>"Financial Transparency Objectives"</b> | <p>means:</p> <ul style="list-style-type: none"> <li>(a) the Buyer having a clear analysis of the Costs, Overhead recoveries (where relevant), time spent by Supplier Staff in providing the Services and the Supplier Profit Margin so that it can understand any payment sought by the Supplier;</li> <li>(b) the Parties being able to understand Cost forecasts and to have confidence that these are based on justifiable numbers and appropriate forecasting techniques;</li> <li>(c) the Parties being able to understand the quantitative impact of any Variations that affect ongoing Costs and identifying how these could be mitigated and/or reflected in the Charges;</li> <li>(d) the Parties being able to review, address issues with and re-forecast progress in relation to the provision of the Services;</li> <li>(e) the Parties challenging each other with ideas for efficiency and improvements; and</li> <li>(f) enabling the Buyer to demonstrate that it is achieving value for money for the tax payer relative to current market prices;</li> </ul> |
| <b>"FOIA"</b>                              | the Freedom of Information Act 2000 and any subordinate legislation made under that Act from time to time together with any guidance and/or codes of practice issued by the Information Commissioner or relevant Government department in relation to such legislation;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>"Force Majeure Event"</b>               | <p>any event, circumstance, matter or cause affecting the performance by either the Buyer or the Supplier of its obligations arising from:</p> <ul style="list-style-type: none"> <li>(a) acts, events, omissions, happenings or non-happenings beyond the reasonable control of the Affected Party which</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

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|                                  | <p>prevent or materially delay the Affected Party from performing its obligations under a Contract;</p> <p>(b) riots, civil commotion, war or armed conflict, acts of terrorism, nuclear, biological or chemical warfare;</p> <p>(c) acts of a Crown Body, local government or regulatory bodies;</p> <p>(d) fire, flood or any disaster; or</p> <p>(e) an industrial dispute affecting a third party for which a substitute third party is not reasonably available but excluding:</p> <p>(x) any industrial dispute relating to the Supplier, the Supplier Staff (including any subsets of them) or any other failure in the Supplier or the Subcontractor's supply chain;</p> <p>(xi) any event, occurrence, circumstance, matter or cause which is attributable to the wilful act, neglect or failure to take reasonable precautions against it by the Party concerned; and</p> <p>(xii) any failure of delay caused by a lack of funds,</p> <p>and which is not attributable to any wilful act, neglect or failure to take reasonable preventative action by that Party;</p> |
| <b>"Force Majeure Notice"</b>    | a written notice served by the Affected Party on the other Party stating that the Affected Party believes that there is a Force Majeure Event;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| <b>"General Anti-Abuse Rule"</b> | <p>(a) the legislation in Part 5 of the Finance Act 2013 and; and</p> <p>(b) any future legislation introduced into parliament to counteract tax advantages arising from abusive arrangements to avoid National Insurance contributions;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"General Change in Law"</b>   | a Change in Law where the change is of a general legislative nature (including taxation or duties of any sort affecting the Supplier) or which affects or relates to a Comparable Supply;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>"Goods"</b>                   | goods made available by the Supplier as specified in Schedule 2 (Specification) and in relation to a Contract as specified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>"Good Industry Practice"</b>  | standards, practices, methods and procedures conforming to the Law and the exercise of the degree of skill and care, diligence, prudence and foresight which would reasonably and ordinarily be                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|                                      | expected from a skilled and experienced person or body engaged within the relevant industry or business sector;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Government"</b>                  | the government of the United Kingdom (including the Northern Ireland Assembly and Executive Committee, the Scottish Government and the National Assembly for Wales), including government ministers and government departments and other bodies, persons, commissions or agencies from time to time carrying out functions on its behalf;                                                                                                                                                                                                                                                                                                       |
| <b>"Government Data"</b>             | the data, text, drawings, diagrams, images or sounds (together with any database made up of any of these) which are embodied in any electronic, magnetic, optical or tangible media, including any of the Buyer's Confidential Information, and which:<br><br>(a) are supplied to the Supplier by or on behalf of the Buyer; or<br><br>(b) the Supplier is required to generate, process, store or transmit pursuant to the Contract;                                                                                                                                                                                                           |
| <b>"Government Procurement Card"</b> | the Government's preferred method of purchasing and payment for low value goods or services<br><a href="https://www.gov.uk/government/publications/government-procurement-card--2">https://www.gov.uk/government/publications/government-procurement-card--2</a> ;                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Guarantor"</b>                   | the person (if any) who has entered into a guarantee in the form set out in Schedule 23 (Guarantee) in relation to this Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Halifax Abuse Principle"</b>     | the principle explained in the CJEU Case C-255/02 Halifax and others;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"HMRC"</b>                        | Her Majesty's Revenue and Customs;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"ICT Policy"</b>                  | the Buyer's policy in respect of information and communications technology, referred to in the Award Form, which is in force as at the Start Date (a copy of which has been supplied to the Supplier), as updated from time to time in accordance with the Variation Procedure;                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Impact Assessment"</b>           | an assessment of the impact of a Variation request by the Buyer completed in good faith, including:<br><br>(a) details of the impact of the proposed Variation on the Deliverables and the Supplier's ability to meet its other obligations under the Contract;<br><br>(b) details of the cost of implementing the proposed Variation;<br><br>(c) details of the ongoing costs required by the proposed Variation when implemented, including any increase or decrease in the Charges (as applicable), any alteration in the resources and/or expenditure required by either Party and any alteration to the working practices of either Party; |

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|                                   | <p>(d) a timetable for the implementation, together with any proposals for the testing of the Variation; and</p> <p>(e) such other information as the Buyer may reasonably request in (or in response to) the Variation request;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>"Implementation Plan"</b>      | the plan for provision of the Deliverables set out in Schedule 8 (Implementation Plan and Testing) where that Schedule is used or otherwise as agreed between the Supplier and the Buyer;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>"Incorporated Terms"</b>       | the contractual terms applicable to the Contract specified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>"Indemnifier"</b>              | a Party from whom an indemnity is sought under this Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>"Independent Controller"</b>   | a party which is Controller of the same Personal Data as the other Party and there is no element of joint control with regards to that Personal Data;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Indexation"</b>               | the adjustment of an amount or sum in accordance with the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Information"</b>              | has the meaning given under section 84 of the Freedom of Information Act 2000;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"Information Commissioner"</b> | the UK's independent authority which deals with ensuring information relating to rights in the public interest and data privacy for individuals is met, whilst promoting openness by public bodies;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>"Initial Period"</b>           | the initial term of the Contract specified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>"Insolvency Event"</b>         | <p>with respect to any person, means:</p> <p>(a) that person suspends, or threatens to suspend, payment of its debts, or is unable to pay its debts as they fall due or admits inability to pay its debts, or:</p> <p style="padding-left: 40px;">(i) (being a company or an LLP) is deemed unable to pay its debts within the meaning of section 123 of the Insolvency Act 1986, or</p> <p style="padding-left: 40px;">(ii) (being a partnership) is deemed unable to pay its debts within the meaning of section 222 of the Insolvency Act 1986;</p> <p>(b) that person commences negotiations with one or more of its creditors (using a voluntary arrangement, scheme of arrangement or otherwise) with a view to rescheduling any of its debts, or makes a proposal for or enters into any compromise or arrangement with one or more of its creditors</p> |

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|  | <p>or takes any step to obtain a moratorium pursuant to Section 1A and Schedule A1 of the Insolvency Act 1986 other than (in the case of a company, an LLP or a partnership) for the sole purpose of a scheme for a solvent amalgamation of that person with one or more other companies or the solvent reconstruction of that person;</p> <p>(c) another person becomes entitled to appoint a receiver over the assets of that person or a receiver is appointed over the assets of that person;</p> <p>(d) a creditor or encumbrancer of that person attaches or takes possession of, or a distress, execution or other such process is levied or enforced on or sued against, the whole or any part of that person's assets and such attachment or process is not discharged within fourteen (14) days;</p> <p>(e) that person suspends or ceases, or threatens to suspend or cease, carrying on all or a substantial part of its business;</p> <p>(f) where that person is a company, an LLP or a partnership:</p> <p>(i) a petition is presented (which is not dismissed within fourteen (14) days of its service), a notice is given, a resolution is passed, or an order is made, for or in connection with the winding up of that person other than for the sole purpose of a scheme for a solvent amalgamation of that person with one or more other companies or the solvent reconstruction of that person;</p> <p>(ii) an application is made to court, or an order is made, for the appointment of an administrator, or if a notice of intention to appoint an administrator is filed at Court or given or if an administrator is appointed, over that person;</p> <p>(iii) (being a company or an LLP) the holder of a qualifying floating charge over the assets of that person has become entitled to appoint or has appointed an administrative receiver; or</p> <p>(iv) (being a partnership) the holder of an agricultural floating charge over the assets of that person has become entitled to appoint or has appointed an agricultural receiver; or</p> |
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|                                                | (a) any event occurs, or proceeding is taken, with respect to that person in any jurisdiction to which it is subject that has an effect equivalent or similar to any of the events mentioned above;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>"Installation Works"</b>                    | all works which the Supplier is to carry out at the beginning of the Contract Period to install the Goods in accordance with the Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Intellectual Property Rights" or "IPR"</b> | <p>(a) copyright, rights related to or affording protection similar to copyright, rights in databases, patents and rights in inventions, semi-conductor topography rights, trade marks, rights in internet domain names and website addresses and other rights in trade or business names, goodwill, designs, Know-How, trade secrets and other rights in Confidential Information;</p> <p>(b) applications for registration, and the right to apply for registration, for any of the rights listed at (a) that are capable of being registered in any country or jurisdiction; and</p> <p>(c) all other rights having equivalent or similar effect in any country or jurisdiction;</p> |
| <b>"Invoicing Address"</b>                     | the address to which the Supplier shall Invoice the Buyer as specified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"IP Completion Day"</b>                     | has the meaning given to it in the European Union (Withdrawal Agreement) Act 2020;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"IPR Claim"</b>                             | any claim of infringement or alleged infringement (including the defence of such infringement or alleged infringement) of any IPR, used to provide the Deliverables or otherwise provided and/or licensed by the Supplier (or to which the Supplier has provided access) to the Buyer in the fulfilment of its obligations under the Contract;                                                                                                                                                                                                                                                                                                                                          |
| <b>"IR35"</b>                                  | the off-payroll rules requiring individuals who work through their company pay the same tax and National Insurance contributions as an employee which can be found online at:<br><a href="https://www.gov.uk/guidance/ir35-find-out-if-it-applies">https://www.gov.uk/guidance/ir35-find-out-if-it-applies</a> ;                                                                                                                                                                                                                                                                                                                                                                        |
| <b>"Joint Controller Agreement"</b>            | the agreement (if any) entered into between the Buyer and the Supplier substantially in the form set out in Annex 2 of Schedule 20 (Processing Data);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>"Joint Control"</b>                         | where two or more Controllers jointly determine the purposes and means of Processing;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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| <b>"Joint Controllers"</b>          | where two or more Controllers jointly determine the purposes and means of Processing;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Key Staff"</b>                  | the persons who the Supplier shall appoint to fill key roles in connection with the Services as listed in Annex 1 of Schedule 29 (Key Supplier Staff);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Key Sub-Contract"</b>           | each Sub-Contract with a Key Subcontractor;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>"Key Subcontractor"</b>          | <p>any Subcontractor:</p> <ul style="list-style-type: none"> <li>(a) which is relied upon to deliver any work package within the Deliverables in their entirety; and/or</li> <li>(b) which, in the opinion of the Buyer performs (or would perform if appointed) a critical role in the provision of all or any part of the Deliverables; and/or</li> <li>(c) with a Sub-Contract with the Contract value which at the time of appointment exceeds (or would exceed if appointed) 10% of the aggregate Charges forecast to be payable under the Contract, <p>and the Supplier shall list all such Key Subcontractors in section 29 of the Award Form;</p> </li></ul> |
| <b>"Know-How"</b>                   | all ideas, concepts, schemes, information, knowledge, techniques, methodology, and anything else in the nature of know-how relating to the Deliverables but excluding know-how already in the other Party's possession before the Start Date;                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>"Law"</b>                        | any law, subordinate legislation within the meaning of Section 21(1) of the Interpretation Act 1978, bye-law, right within the meaning of the European Union (Withdrawal) Act 2018 as amended by European Union (Withdrawal Agreement) Act 2020, regulation, order, regulatory policy, mandatory guidance or code of practice, judgment of a relevant court of law, or directives or requirements of any regulatory body with which the Supplier is bound to comply;                                                                                                                                                                                                 |
| <b>"Law Enforcement Processing"</b> | processing under Part 3 of the DPA 2018;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>"Losses"</b>                     | all losses, liabilities, damages, costs, expenses (including legal fees), disbursements, costs of investigation, litigation, settlement, judgment, interest and penalties whether arising in contract, tort (including negligence), breach of statutory duty, misrepresentation or otherwise and <b>"Loss"</b> shall be interpreted accordingly;                                                                                                                                                                                                                                                                                                                     |
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| <b>"Marketing Contact"</b>                | shall be the person identified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>"Milestone"</b>                        | an event or task described in the Implementation Plan;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>"Milestone Date"</b>                   | the target date set out against the relevant Milestone in the Implementation Plan by which the Milestone must be Achieved;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Month"</b>                            | a calendar month and <b>"Monthly"</b> shall be interpreted accordingly;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>"National Insurance"</b>               | contributions required by the Social Security Contributions and Benefits Act 1992 and made in accordance with the Social Security (Contributions) Regulations 2001 (SI 2001/1004);                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>"New IPR"</b>                          | <p>(a) IPR in items created by the Supplier (or by a third party on behalf of the Supplier) specifically for the purposes of the Contract and updates and amendments of these items including database schema; and/or</p> <p>(b) IPR in or arising as a result of the performance of the Supplier's obligations under the Contract and all updates and amendments to the same;</p> <p>but shall not include the Supplier's Existing IPR. Unless otherwise agreed in writing, any New IPR should be recorded in Schedule 36 and updated regularly;</p>                                                                                     |
| <b>"New IPR Item"</b>                     | means a deliverable, document, product or other item within which New IPR subsists;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>"Notifiable Default"</b>               | <p>means:</p> <p>(a) the Supplier commits a material Default; and/or</p> <p>(b) the performance of the Supplier is likely to cause or causes a Critical Service Level Failure;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>"Occasion of Tax Non – Compliance"</b> | <p>where:</p> <p>(a) any tax return of the Supplier submitted to a Relevant Tax Authority on or after 1 October 2012 which is found on or after 1 April 2013 to be incorrect as a result of:</p> <p>(xiii) a Relevant Tax Authority successfully challenging the Supplier under the General Anti-Abuse Rule or the Halifax Abuse Principle or under any tax rules or legislation in any jurisdiction that have an effect equivalent or similar to the General Anti-Abuse Rule or the Halifax Abuse Principle;</p> <p>(xiv) the failure of an avoidance scheme which the Supplier was involved in, and which was, or should have been,</p> |

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|                         | <p>notified to a Relevant Tax Authority under the DOTAS or any equivalent or similar regime in any jurisdiction; and/or</p> <p>(b) any tax return of the Supplier submitted to a Relevant Tax Authority on or after 1 October 2012 which gives rise, on or after 1 April 2013, to a criminal conviction in any jurisdiction for tax related offences which is not spent at the Start Date or to a civil penalty for fraud or evasion;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Open Book Data"</b> | <p>complete and accurate financial and non-financial information which is sufficient to enable the Buyer to verify the Charges already paid or payable and Charges forecast to be paid during the remainder of the Contract, including details and all assumptions relating to:</p> <p>(a) the Supplier's Costs broken down against each Good and/or Service and/or Deliverable, including actual capital expenditure (including capital replacement costs) and the unit cost and total actual costs of all Deliverables;</p> <p>(b) operating expenditure relating to the provision of the Deliverables including an analysis showing:</p> <p>(xv) the unit costs and quantity of Goods and any other consumables and bought-in Deliverables;</p> <p>(xvi) manpower resources broken down into the number and grade/role of all Supplier Staff (free of any contingency) together with a list of agreed rates against each manpower grade;</p> <p>(xvii) a list of Costs underpinning those rates for each manpower grade, being the agreed rate less the Supplier Profit Margin; and</p> <p>(xviii) Reimbursable Expenses, if allowed under the Award Form;</p> <p>(c) Overheads;</p> <p>(d) all interest, expenses and any other third party financing costs incurred in relation to the provision of the Deliverables;</p> <p>(e) the Supplier Profit achieved over the Contract Period and on an annual basis;</p> <p>(f) confirmation that all methods of Cost apportionment and Overhead allocation are consistent with and not more onerous than such methods applied generally by the Supplier;</p> <p>(g) an explanation of the type and value of risk and contingencies associated with the provision of the Deliverables, including the</p> |

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|                                            | <p>amount of money attributed to each risk and/or contingency;<br/>and</p> <p>(h) the actual Costs profile for each Service Period;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Open Licence"</b>                      | <p>means any material that is published for use, with rights to access and modify, by any person for free, under a generally recognised open licence including Open Government Licence as set out at <a href="http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/">http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/</a> and the Open Standards Principles documented at <a href="https://www.gov.uk/government/publications/open-standards-principles/open-standards-principles">https://www.gov.uk/government/publications/open-standards-principles/open-standards-principles</a>;</p> |
| <b>"Open Licence Publication Material"</b> | <p>means items created pursuant to the Contract which the Buyer may wish to publish as Open Licence which are supplied in a format suitable for publication under Open Licence;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>"Overhead"</b>                          | <p>those amounts which are intended to recover a proportion of the Supplier's or the Key Subcontractor's (as the context requires) indirect corporate costs (including financing, marketing, advertising, research and development and insurance costs and any fines or penalties) but excluding allowable indirect costs apportioned to facilities and administration in the provision of Supplier Staff and accordingly included within limb (a) of the definition of "Costs";</p>                                                                                                                                                    |
| <b>"Parent Undertaking"</b>                | <p>has the meaning set out in section 1162 of the Companies Act 2006;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Parliament"</b>                        | <p>takes its natural meaning as interpreted by Law;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Party"</b>                             | <p>the Buyer or the Supplier and <b>"Parties"</b> shall mean both of them where the context permits;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Personal Data"</b>                     | <p>has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Personal Data Breach"</b>              | <p>has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Prescribed Person"</b>                 | <p>a legal adviser, an MP or an appropriate body which a whistle-blower may make a disclosure to as detailed in 'Whistleblowing: list of prescribed people and bodies', 24 November 2016, available online at: <a href="https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2/whistleblowing-list-of-prescribed-people-and-bodies">https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2/whistleblowing-list-of-prescribed-people-and-bodies</a>;</p>                                                                                 |
| <b>"Processing"</b>                        | <p>has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Processor"</b>                         | <p>has the meaning given to it in the UK GDPR or the EU GDPR as the context requires;</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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| <b>"Processor Personnel"</b> | all directors, officers, employees, agents, consultants and suppliers of the Processor and/or of any Subprocessor engaged in the performance of its obligations under the Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>"Progress Meeting"</b>    | a meeting between the Buyer Authorised Representative and the Supplier Authorised Representative;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"Progress Report"</b>     | a report provided by the Supplier indicating the steps taken to achieve Milestones or delivery dates;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"Prohibited Acts"</b>     | <p>(a) to directly or indirectly offer, promise or give any person working for or engaged by the Buyer or any other public body a financial or other advantage to:</p> <p>(xix) induce that person to perform improperly a relevant function or activity; or</p> <p>(xx) reward that person for improper performance of a relevant function or activity;</p> <p>(b) to directly or indirectly request, agree to receive or accept any financial or other advantage as an inducement or a reward for improper performance of a relevant function or activity in connection with the Contract; or</p> <p>(c) committing any offence:</p> <p>(xxi) under the Bribery Act 2010 (or any legislation repealed or revoked by such Act); or</p> <p>(xxii) under legislation or common law concerning fraudulent acts; or</p> <p>(xxiii) defrauding, attempting to defraud or conspiring to defraud the Buyer or other public body; or</p> <p>(d) any activity, practice or conduct which would constitute one of the offences listed under (c) above if such activity, practice or conduct had been carried out in the UK;</p> |
| <b>"Protective Measures"</b> | <p>technical and organisational measures which must take account of:</p> <p>(a) the nature of the data to be protected</p> <p>(b) harm that might result from Data Loss Event;</p> <p>(c) state of technological development</p> <p>(d) the cost of implementing any measures</p> <p>including pseudonymising and encrypting Personal Data, ensuring confidentiality, integrity, availability and resilience of systems and services, ensuring that availability of and access to Personal Data can be restored in a timely manner after an incident, and regularly</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

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|                                     | assessing and evaluating the effectiveness of the such measures adopted by it;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Public Sector Body "</b>        | means a formally established organisation that is (at least in part) publicly funded to deliver a public or government service;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>"Recall"</b>                     | a request by the Supplier to return Goods to the Supplier or the manufacturer after the discovery of safety issues or defects (including defects in the IPR rights) that might endanger health or hinder performance;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>"Recipient Party"</b>            | the Party which receives or obtains directly or indirectly Confidential Information;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>"Rectification Plan"</b>         | <p>the Supplier's plan (or revised plan) to rectify its breach using the template in Schedule 25 (Rectification Plan) which shall include:</p> <ul style="list-style-type: none"> <li>(a) full details of the Notifiable Default that has occurred, including a root cause analysis;</li> <li>(b) the actual or anticipated effect of the Notifiable Default; and</li> <li>(c) the steps which the Supplier proposes to take to rectify the Notifiable Default (if applicable) and to prevent such Notifiable Default from recurring, including timescales for such steps and for the rectification of the Notifiable Default (where applicable);</li> </ul>                                                                                                                                                                  |
| <b>"Rectification Plan Process"</b> | the process set out in Clause 11;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>"Regulations"</b>                | the Public Contracts Regulations 2015 and/or the Public Contracts (Scotland) Regulations 2015 (as the context requires);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"Reimbursable Expenses"</b>      | <p>the reasonable out of pocket travel and subsistence (for example, hotel and food) expenses, properly and necessarily incurred in the performance of the Services, calculated at the rates and in accordance with the Buyer's expenses policy current from time to time, but not including:</p> <ul style="list-style-type: none"> <li>(a) travel expenses incurred as a result of Supplier Staff travelling to and from their usual place of work, or to and from the premises at which the Services are principally to be performed, unless the Buyer otherwise agrees in advance in writing; and</li> <li>(b) subsistence expenses incurred by Supplier Staff whilst performing the Services at their usual place of work, or to and from the premises at which the Services are principally to be performed;</li> </ul> |

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| <b>"Relevant Requirements"</b>    | all applicable Law relating to bribery, corruption and fraud, including the Bribery Act 2010 and any guidance issued by the Secretary of State pursuant to section 9 of the Bribery Act 2010;                                                                                                |
| <b>"Relevant Tax Authority"</b>   | HMRC, or, if applicable, the tax authority in the jurisdiction in which the Supplier is established;                                                                                                                                                                                         |
| <b>"Reminder Notice"</b>          | a notice sent in accordance with Clause 14.6.1 given by the Supplier to the Buyer providing notification that payment has not been received on time;                                                                                                                                         |
| <b>"Replacement Deliverables"</b> | any deliverables which are substantially similar to any of the Deliverables and which the Buyer receives in substitution for any of the Deliverables, whether those goods are provided by the Buyer internally and/or by any third party;                                                    |
| <b>"Replacement Supplier"</b>     | any third party provider of Replacement Deliverables appointed by or at the direction of the Buyer from time to time or where the Buyer is providing Replacement Deliverables for its own account, shall also include the Buyer;                                                             |
| <b>"Request For Information"</b>  | a request for information or an apparent request relating to the Contract for the provision of the Deliverables or an apparent request for such information under the FOIA or the EIRs;                                                                                                      |
| <b>"Required Action"</b>          | means the action the Buyer will take and what Deliverables it will control during the Step-In Process;                                                                                                                                                                                       |
| <b>"Required Insurances"</b>      | the insurances required by Schedule 22 (Insurance Requirements);                                                                                                                                                                                                                             |
| <b>"Satisfaction Certificate"</b> | the certificate (materially in the form of the document contained in Annex 2 of Part B of Schedule 8 (Implementation Plan and Testing) or as agreed by the Parties where Schedule 8 is not used in this Contract) granted by the Buyer when the Supplier has Achieved a Milestone or a Test; |
| <b>"Schedules"</b>                | any attachment to the Contract which contains important information specific to each aspect of buying and selling;                                                                                                                                                                           |
| <b>"Security Management Plan"</b> | the Supplier's security management plan prepared pursuant to Schedule 16 (Security) (if applicable);                                                                                                                                                                                         |
| <b>"Security Policy"</b>          | the Buyer's security policy, referred to in the Award Form, in force as at the Start Date (a copy of which has been supplied to the Supplier), as updated from time to time and notified to the Supplier;                                                                                    |
| <b>"Serious Fraud Office"</b>     | the UK Government body named as such as may be renamed or replaced by an equivalent body from time to time;                                                                                                                                                                                  |

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| <b>"Service Credits"</b>     | any service credits specified in the Annex to Part A of Schedule 10 (Service Levels) being payable by the Supplier to the Buyer in respect of any failure by the Supplier to meet one or more Service Levels;                                                                                                                                                                                                                                                                               |
| <b>"Service Levels"</b>      | any service levels applicable to the provision of the Deliverables under the Contract (which, where Schedule 10 (Service Levels) is used in this Contract, are specified in the Annex to Part A of such Schedule);                                                                                                                                                                                                                                                                          |
| <b>"Service Period"</b>      | has the meaning given to it in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Services"</b>            | services made available by the Supplier as specified in Schedule 2 (Specification) and in relation to a Contract as specified in the Award Form;                                                                                                                                                                                                                                                                                                                                            |
| <b>"Sites"</b>               | any premises (including the Buyer Premises, the Supplier's premises or third party premises) from, to or at which: <ul style="list-style-type: none"> <li>(a) the Deliverables are (or are to be) provided; or</li> <li>(b) the Supplier manages, organises or otherwise directs the provision or the use of the Deliverables;</li> <li>(c) those premises at which any Supplier Equipment or any part of the Supplier System is located (where ICT Services are being provided)</li> </ul> |
| <b>"SME"</b>                 | an enterprise falling within the category of micro, small and medium sized enterprises defined by the Commission Recommendation of 6 May 2003 concerning the definition of micro, small and medium enterprises;                                                                                                                                                                                                                                                                             |
| <b>"Social Value"</b>        | the additional social benefits that can be achieved in the delivery of the Contract set out in Schedule 2 (Specification) and either (i) Schedule 10 (Service Levels) (where used) or (ii) Part C of Schedule 26 (Sustainability) (where Schedule 10 (Service Levels) is not used)                                                                                                                                                                                                          |
| <b>"Social Value KPIs"</b>   | the Social Value priorities set out in Schedule 2 (Specification) and either (i) Schedule 10 (Service Levels) (where used) or (ii) Part C of Schedule 26 (Sustainability) (where Schedule 10 (Service Levels) is not used)                                                                                                                                                                                                                                                                  |
| <b>"Social Value Report"</b> | the report the Supplier is required to provide to the Buyer pursuant to Paragraph 1 of Part C of Schedule 26 (Sustainability) where Schedule 10 (Service Levels) is not used                                                                                                                                                                                                                                                                                                                |
| <b>"Special Terms"</b>       | any additional terms and conditions set out in the Award Form incorporated into the Contract;                                                                                                                                                                                                                                                                                                                                                                                               |

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| <b>"Special IPR Terms"</b>      | any additional terms and conditions relating to IPR set out in the Award Form incorporated into the Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>"Specific Change in Law"</b> | a Change in Law that relates specifically to the business of the Buyer and which would not affect a Comparable Supply where the effect of that Specific Change in Law on the Deliverables is not reasonably foreseeable at the Start Date;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>"Specification"</b>          | the specification set out in Schedule 2 (Specification), as may, in relation to the Contract, be supplemented by the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>"Standards"</b>              | <p>any:</p> <ul style="list-style-type: none"> <li>(a) standards published by BSI British Standards, the National Standards Body of the United Kingdom, the International Organisation for Standardisation or other reputable or equivalent bodies (and their successor bodies) that a skilled and experienced operator in the same type of industry or business sector as the Supplier would reasonably and ordinarily be expected to comply with;</li> <li>(b) standards detailed in the specification in Schedule 2 (Specification);</li> <li>(c) standards detailed by the Buyer in the Award Form or agreed between the Parties from time to time;</li> <li>(d) relevant Government codes of practice and guidance applicable from time to time;</li> </ul> |
| <b>"Start Date"</b>             | the date specified on the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>"Step-In Process"</b>        | the process set out in Clause 13;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Step-In Trigger Event"</b>  | <p>means:</p> <ul style="list-style-type: none"> <li>(a) the Supplier's level of performance constituting a Critical Service Level Failure;</li> <li>(b) the Supplier committing a material Default which is irremediable;</li> <li>(c) where a right of termination is expressly reserved in this Contract;</li> <li>(d) an Insolvency Event occurring in respect of the Supplier or any Guarantor required under the Award Form;</li> </ul>                                                                                                                                                                                                                                                                                                                    |

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|                                 | <ul style="list-style-type: none"> <li>(e) a Default by the Supplier that is materially preventing or materially delaying the provision of the Deliverables or any material part of them;</li> <li>(f) the Buyer considers that the circumstances constitute an emergency despite the Supplier not being in breach of its obligations under this agreement;</li> <li>(g) the Buyer being advised by a regulatory body that the exercise by the Buyer of its rights under Clause 13 is necessary;</li> <li>(h) the existence of a serious risk to the health or safety of persons, property or the environment in connection with the Deliverables; and/or</li> <li>(i) a need by the Buyer to take action to discharge a statutory duty;</li> </ul> |
| <b>"Step-Out Plan"</b>          | means the Supplier's plan that sets out how the Supplier will resume the provision of the Deliverables and perform all its obligations under the Contract following the completion of the Step-In Process;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>"Storage Media"</b>          | the part of any device that is capable of storing and retrieving data;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>"Sub-Contract"</b>           | <p>any contract or agreement (or proposed contract or agreement), other than the Contract, pursuant to which a third party:</p> <ul style="list-style-type: none"> <li>(a) provides the Deliverables (or any part of them);</li> <li>(b) provides facilities or services necessary for the provision of the Deliverables (or any part of them); and/or</li> <li>(c) is responsible for the management, direction or control of the provision of the Deliverables (or any part of them);</li> </ul>                                                                                                                                                                                                                                                  |
| <b>"Subcontractor"</b>          | any person other than the Supplier, who is a party to a Sub-Contract and the servants or agents of that person;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>"Subprocessor"</b>           | any third Party appointed to process Personal Data on behalf of the Supplier related to the Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Subsidiary Undertaking"</b> | has the meaning set out in section 1162 of the Companies Act 2006;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"Supplier"</b>               | the person, firm or company identified in the Award Form;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Supplier Assets"</b>        | all assets and rights used by the Supplier to provide the Deliverables in accordance with the Contract but excluding the Buyer Assets;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

|                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>"Supplier Authorised Representative"</b>  | the representative appointed by the Supplier named in the Award Form, or later defined in a Contract;                                                                                                                                                                                                                                                                                                                                                                        |
| <b>"Supplier Equipment"</b>                  | the Supplier's hardware, computer and telecoms devices, equipment, plant, materials and such other items supplied and used by the Supplier (but not hired, leased or loaned from the Buyer) in the performance of its obligations under this Contract;                                                                                                                                                                                                                       |
| <b>"Supplier Existing IPR"</b>               | any and all IPR that are owned by or licensed to the Supplier and which are or have been developed independently of the Contract (whether prior to the Start Date or otherwise)                                                                                                                                                                                                                                                                                              |
| <b>"Supplier Existing IPR Licence"</b>       | means a licence to be offered by the Supplier to the Supplier Existing IPR as set out in Para 1.3 of Schedule 36.                                                                                                                                                                                                                                                                                                                                                            |
| <b>"Supplier Group"</b>                      | means the Supplier, its Dependent Parent Undertakings and all Subsidiary Undertakings and Associates of such Dependent Parent Undertakings;                                                                                                                                                                                                                                                                                                                                  |
| <b>"Supplier Non-Performance"</b>            | where the Supplier has failed to: <ul style="list-style-type: none"> <li>(a) Achieve a Milestone by its Milestone Date;</li> <li>(b) provide the Goods and/or Services in accordance with the Service Levels ; and/or</li> <li>(c) comply with an obligation under the Contract;</li> </ul>                                                                                                                                                                                  |
| <b>"Supplier Profit"</b>                     | in relation to a period, the difference between the total Charges (in nominal cash flow terms but excluding any Deductions and total Costs (in nominal cash flow terms) in respect of the Contract for the relevant period;                                                                                                                                                                                                                                                  |
| <b>"Supplier Profit Margin"</b>              | in relation to a period or a Milestone (as the context requires), the Supplier Profit for the relevant period or in relation to the relevant Milestone divided by the total Charges over the same period or in relation to the relevant Milestone and expressed as a percentage;                                                                                                                                                                                             |
| <b>"Supplier Staff"</b>                      | all directors, officers, employees, agents, consultants and contractors of the Supplier and/or of any Subcontractor engaged in the performance of the Supplier's obligations under the Contract;                                                                                                                                                                                                                                                                             |
| <b>"Supplier's Confidential Information"</b> | <ul style="list-style-type: none"> <li>(a) any information, however it is conveyed, that relates to the business, affairs, developments, IPR of the Supplier (including the Supplier Existing IPR) trade secrets, Know-How, and/or personnel of the Supplier;</li> <li>(b) any other information clearly designated as being confidential (whether or not it is marked as "confidential") or which ought reasonably to be considered to be confidential and which</li> </ul> |

|                                                   |                                                                                                                                                                                                                                                                |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                   | comes (or has come) to the Supplier's attention or into the Supplier's possession in connection with the Contract;<br>Information derived from any of (a) and (b) above;                                                                                       |
| <b>"Supplier's Contract Manager"</b>              | the person identified in the Award Form appointed by the Supplier to oversee the operation of the Contract and any alternative person whom the Supplier intends to appoint to the role, provided that the Supplier informs the Buyer prior to the appointment; |
| <b>"Supply Chain Information Report Template"</b> | the document at Annex 1 of Schedule 18 (Supply Chain Visibility);                                                                                                                                                                                              |
| <b>"Supporting Documentation"</b>                 | sufficient information in writing to enable the Buyer to reasonably assess whether the Charges, Reimbursable Expenses and other sums due from the Buyer under the Contract detailed in the information are properly payable;                                   |
| <b>"Tender Response"</b>                          | the tender submitted by the Supplier to the Buyer and annexed to or referred to in Schedule 4 (Tender);                                                                                                                                                        |
| <b>"Termination Assistance"</b>                   | the activities to be performed by the Supplier pursuant to the Exit Plan, and other assistance required by the Buyer pursuant to the Termination Assistance Notice;                                                                                            |
| <b>"Termination Assistance Notice"</b>            | has the meaning given to it in Paragraph 5.1 of Schedule 30 (Exit Management);                                                                                                                                                                                 |
| <b>"Termination Notice"</b>                       | a written notice of termination given by one Party to the other, notifying the Party receiving the notice of the intention of the Party giving the notice to terminate the Contract on a specified date and setting out the grounds for termination;           |
| <b>"Test Issue"</b>                               | any variance or non-conformity of the Deliverables or Deliverables from their requirements as set out in the Contract;                                                                                                                                         |
| <b>"Test Plan"</b>                                | a plan:<br>(a) for the Testing of the Deliverables; and<br>(b) setting out other agreed criteria related to the achievement of Milestones;                                                                                                                     |
| <b>"Tests and Testing"</b>                        | any tests required to be carried out pursuant to the Contract as set out in the Test Plan or elsewhere in the Contract and <b>"Tested"</b> shall be construed accordingly;                                                                                     |
| <b>"Third Party IPR"</b>                          | Intellectual Property Rights owned by a third party which is or will be used by the Supplier for the purpose of providing the Deliverables;                                                                                                                    |

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>"Third Party IPR Licence"</b>  | means a licence to the Third Party IPR as set out in Paragraph 1.6 of Schedule 36                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Transparency Information"</b> | the Transparency Reports and the content of the Contract, including any changes to this Contract agreed from time to time, except for –<br><br>(a) any information which is exempt from disclosure in accordance with the provisions of the FOIA, which shall be determined by the Buyer; and<br><br>(b) Commercially Sensitive Information;                                                                                                                                                                                                     |
| <b>"Transparency Reports"</b>     | the information relating to the Deliverables and performance pursuant to the Contract which the Supplier is required to provide to the Buyer in accordance with the reporting requirements in Schedule 6 (Transparency Reports);                                                                                                                                                                                                                                                                                                                 |
| <b>"UK GDPR"</b>                  | Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (United Kingdom General Data Protection Regulation), as it forms part of the law of England and Wales, Scotland and Northern Ireland by virtue of section 3 of the European Union (Withdrawal) Act 2018, together with the Data Protection, Privacy and Electronic Communications (Amendments etc.) (EU Exit) Regulations 2019 |
| <b>"Variation"</b>                | means a variation to the Contract;                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"Variation Form"</b>           | the form set out in Schedule 21 (Variation Form);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>"Variation Procedure"</b>      | the procedure set out in Clause 28 (Changing the contract);                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"VAT"</b>                      | value added tax in accordance with the provisions of the Value Added Tax Act 1994;                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>"VCSE"</b>                     | a non-governmental organisation that is value-driven and which principally reinvests its surpluses to further social, environmental or cultural objectives;                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>"Verification Period"</b>      | has the meaning given to it in the table in Annex 2 of Schedule 3 (Charges);                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>"Work Day"</b>                 | 7.5 Work Hours, whether or not such hours are worked consecutively and whether or not they are worked on the same day;                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>"Work Hours"</b>               | the hours spent by the Supplier Staff properly working on the provision of the Deliverables including time spent travelling (other                                                                                                                                                                                                                                                                                                                                                                                                               |

|                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                      | than to and from the Supplier's offices, or to and from the Sites) but excluding lunch breaks;                                                                                                                                                                                                                                                                                                                                                                  |
| <b>"Worker"</b>      | any one of the Supplier Staff which the Buyer, in its reasonable opinion, considers is an individual to which Procurement Policy Note 08/15 (Tax Arrangements of Public Appointees) ( <a href="https://www.gov.uk/government/publications/procurement-policy-note-0815-tax-arrangements-of-appointees">https://www.gov.uk/government/publications/procurement-policy-note-0815-tax-arrangements-of-appointees</a> ) applies in respect of the Deliverables; and |
| <b>"Working Day"</b> | any day other than a Saturday or Sunday or public holiday in England and Wales unless specified otherwise by the Parties in the Award Form.                                                                                                                                                                                                                                                                                                                     |

## Schedule 2 (Specification)

### Contents

Definitions table in relation to this specification

- 1) Introduction
- 2) Background to the requirement
- 3) Description requirements
- 4) Contract Management
- 5) Payments of funds
- 6) Outputs/deliverables (services)
- 7) Key Performance Indicators

Annex

| <b>Definition Table in relation to this specification</b> |                                                                                                                                                                                                    |
|-----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Contractor                                            | Awarded business                                                                                                                                                                                   |
| SME                                                       | Small and Medium Enterprises                                                                                                                                                                       |
| Unengaged or not engaged SME                              | A SME that has been trading for at least 12 months and have either never engaged with the apprenticeship service or have not done so in the preceding 24 months of engagement with The Contractor. |
| New SME                                                   | A SME that has been trading for at least 12 months and is new to the apprenticeship service                                                                                                        |
| Pathfinder                                                | A project to test and trial the best way through new and innovative delivery plans to re-engage the SME market.                                                                                    |
| Intermediaries                                            | An organisation acting as an agent between parties, in this case; DFE and SMEs to deliver outcomes                                                                                                 |
| Business as Usual                                         | Apprenticeship activity that would have taken place without activity from The Contractor                                                                                                           |
| Newly Engaged                                             | An SME who has engaged with The Contractor                                                                                                                                                         |
| Engaged                                                   | An SME working with the Apprenticeship Service                                                                                                                                                     |
| Initial Engagement                                        | Contractor contact with an SME employer                                                                                                                                                            |
| Contact                                                   | Conversation / email exchange / presentation / webinar / teach-in                                                                                                                                  |
| Employer on boarding                                      | A meeting with an employer and on-boarding document completed                                                                                                                                      |
| Start                                                     | Apprentice ILR recorded start                                                                                                                                                                      |

|                                                               |                                                                                                                                                                  |
|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Apprenticeship Service (AS)                                   | The apprenticeship service allows employers to create a digital account and use it to pay for apprenticeship training using funds from their apprenticeship levy |
| Individualised Learner Record (ILR)                           | The ILR is an on-going collection of data about learners from training providers in the Further Education (FE) and Skills sector in England.                     |
| Institute for Apprenticeships and Technical Education (IFATE) | The Institute for Apprenticeships ensures high-quality apprenticeship standards and advises government on funding for each standard.                             |

| Sources Table                                                    |                                                                                                                                                                      |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Skills for Jobs                                                  | <a href="https://publishing.service.gov.uk">Skills for Jobs: Lifelong Learning for Opportunity and Growth (publishing.service.gov.uk)</a>                            |
| Apprenticeships                                                  | <a href="#">Apprenticeships</a>                                                                                                                                      |
| Create an account to manage apprenticeships                      | <a href="https://manage-apprenticeships.service.gov.uk">Create an account to manage apprenticeships - Manage apprentices (manage-apprenticeships.service.gov.uk)</a> |
| The Road to Quality Apprenticeships                              | <a href="https://apprenticeships.gov.uk">The road to a quality apprenticeship (apprenticeships.gov.uk)</a>                                                           |
| Apprenticeships in England by industry characteristics 2019-2020 | <a href="https://www.gov.uk">Apprenticeships in England by industry characteristics 2019 to 2020 - GOV.UK (www.gov.uk)</a>                                           |
| Apprenticeship Funding Rules                                     | <a href="https://www.gov.uk/guidance/apprenticeship-funding-rules">https://www.gov.uk/guidance/apprenticeship-funding-rules</a>                                      |

## 1) Introduction

The Department for Education (DfE) is the government department responsible for child protection, child services, education (compulsory, further and higher education), apprenticeships and wider skills in England.

### [Apprenticeships](#)

Apprenticeships combine practical training in a job with study. Through an apprenticeship, an apprentice will gain the technical knowledge, practical experience and wider skills and behaviours that they need for their immediate job and future career.

The apprentice gains this through formal off-the-job training (funded in line with Government Funding Rules) and the opportunity to apply these new skills in a real work environment in a productive job role through on-the-job training.

An apprenticeship includes:

- paid employment with holiday leave
- hands-on-experience in a sector/role of interest
- at least 20% off-the-job training
- formal assessment which leads to a nationally recognised qualification

Apprentices must:

- Be 16 years old or over
- Living in England
- Not in full-time education

Levels of apprenticeship

Apprenticeships have equivalent educational levels.

|              | Level       | Equivalent educational        |
|--------------|-------------|-------------------------------|
| Intermediate | 2           | GCSE                          |
| Advanced     | 3           | A level                       |
| Higher       | 4,5,6 and 7 | Foundation degree and above   |
| Degree       | 6 and 7     | Bachelor's or master's degree |

Some apprenticeships may also have an additional qualification, such as a diploma.

The Skills for Jobs White Paper sets out how we have further to go to make sure more employers can benefit from the programme:

[Skills for Jobs: Lifelong Learning for Opportunity and Growth \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/784441/skills-for-jobs-white-paper.pdf)

## 2) Background to the requirement

This procurement opportunity is intended to support Small and Medium Enterprises (SMEs) to develop their awareness and understand of the requirements of apprenticeships, explain the benefits of employing apprentices and support them through the early stages of employing an apprentice.

The objective of this procurement is to identify, engage and support SMEs who have not had an apprenticeship in the past two years, to access and offer high quality apprenticeships. Successful contractors will deliver against engagement plans to provide a service to unengaged SMEs.

High Quality Apprenticeships as referenced by IFATE are built upon:

An agreed partnership:

An employer with the intention and capability of employing the apprentice to completion of their training and end-point assessment and securing their longer-term future

An apprentice who is motivated to learn and work diligently to complete their apprenticeship

Training and support delivered either inhouse or on behalf of the employer by a registered training provider, college or university

An initial assessment of the apprentice's prior learning and the job role, against the standard

An apprenticeship agreement and commitment statement between the employer, the apprentice and the provider, which sets out the training programme and covers the points in this statement

This approach enables an acute focus on outcomes including raising initial awareness and engagement activity. We are seeking to test a variety of innovative approaches so that we can better understand what works well to shape future engagement activity with SMEs.

Unengaged SMEs are defined as having been trading for at least 12 months and have either never engaged with the apprenticeship service or have not done so in the preceding 24 months.

We will test the delivery of these approaches in a 2-year pathfinder<sup>i</sup> in the North West, North East and Yorkshire and the Humber, by using contracted intermediaries to support SMEs in these areas, focused on Digital, Manufacturing, Adult Social Care and Construction sectors.

The regions selected for this procurement have a high prevalence of deprived and 'low skilled areas', as identified in the technical annex to the government's recent White Paper, Levelling Up the United Kingdom. Apprenticeship starts in SMEs in these regions have fallen in recent years.

Within these regions and sectors for this pathfinder, we would like contractors to, in particular, support SMEs to provide apprenticeships for young people (all young people aged 16-24, and particularly 18/19 year olds leaving full-time education) and disadvantaged or underrepresented groups. This includes those with learning difficulties

and/or disabilities, from minority ethnic backgrounds, young people who have been in care, and people from more deprived areas.

As such, we expect the activity proposed to have a positive benefit for individuals from underrepresented groups, and those residing in areas of higher deprivation, within the areas specified.

### 3) Description of Requirements

Potential successful contractors shall deliver the services in accordance with the Contract, including but not limited to this Specification.

Potential successful contractors will need to increase the volume of awareness, engagement and Apprenticeship starts in unengaged SMEs, within the stated Regions and Sectors.

| Region                | Local Department and area                                       |                                                                    |
|-----------------------|-----------------------------------------------------------------|--------------------------------------------------------------------|
| <b>The Northwest</b>  | <b>Merseyside &amp; Northwest Lancashire (LOT 1 : ITT_1408)</b> | <b>Greater Manchester &amp; East Lancashire (LOT 2 : ITT_1409)</b> |
|                       | Blackpool                                                       | Blackburn with Darwen                                              |
|                       | Knowsley                                                        | Burnley                                                            |
|                       | Halton                                                          | Bolton                                                             |
|                       | Liverpool                                                       | Manchester                                                         |
|                       | St Helens                                                       | Oldham                                                             |
|                       | Sefton                                                          | Rochdale                                                           |
|                       | Wirral                                                          | Salford                                                            |
|                       |                                                                 | Tameside                                                           |
|                       |                                                                 | Wigan                                                              |
| Region                | Local Department and area (LOT 3 : ITT_1410)                    |                                                                    |
| <b>The North East</b> | County Durham                                                   | Newcastle upon Tyne                                                |
|                       | Darlington                                                      | North Tyneside                                                     |
|                       | Gateshead                                                       | Northumberland                                                     |
|                       | Hartlepool                                                      | Redcar and Cleveland                                               |
|                       | Middlesbrough                                                   | Sunderland                                                         |
|                       | South Tyneside                                                  | Stockton                                                           |

| Region                        | Local Department and area |                        |                         |
|-------------------------------|---------------------------|------------------------|-------------------------|
|                               | <b>West Yorkshire</b>     | <b>South Yorkshire</b> | <b>Humber</b>           |
| <b>Yorkshire &amp; Humber</b> | <b>LOT 4 : ITT_1411</b>   |                        | <b>LOT 5 : ITT_1412</b> |
|                               | Leeds                     | Barnsley               | East Riding             |

|  |           |           |                    |
|--|-----------|-----------|--------------------|
|  | Bradford  | Doncaster | Kingston u/ Hull   |
|  | Kirklees  | Rotherham | NE Lincolnshire    |
|  | Wakefield | Sheffield | North Lincolnshire |

| <b>Focussed Sectors for each lot</b>                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Digital – Sector Subject area<br>6.Information and communication technology and the sub codes<br><br>6.1 ICT for Practitioners<br>6.2 ICT for Users                                                                                                                                                                                                     |
| Manufacturing – <a href="#">Please refer to section C</a>                                                                                                                                                                                                                                                                                               |
| Adult Social Care<br>87100 Residential nursing care facilities<br>87200 Residential care activities for learning difficulties, mental health and substance abuse<br>87300 Residential care activities for the elderly and disabled<br>87900 Other residential care activities n.e.c.<br>88990 Other social work activities without accommodation n.e.c. |
| Construction – <a href="#">Please refer to section F</a>                                                                                                                                                                                                                                                                                                |

The Potential Contractor will stimulate employer interest and engagement, by developing new and innovative ways of working with the SME market which is above and beyond normal contractor engagement activity undertaken at present.

The Potential Contractor must outline as part of their bid the type of activity and actions that they will take to achieve SME engagements and apprentice starts.

The Potential Contractor must ensure SMEs gain a better understanding of apprenticeships, including but not limited to the business benefits, the funding, availability of transferred funds, and support available to them and their apprentices.

The Potential Contractor is required to use existing Government collateral in their market engagement activities. This will include, but not limited to:

- Links to SME specific material and case studies.
- Video/YouTube clips to demonstrate how to best use the Recruit an Apprentice function. <https://youtu.be/2YI7Vfzd91M>
- How to access/first register on Apprenticeship Service. Create an account to manage apprenticeship
- What is an apprenticeship agreement and the employer commitment with in this?
- [The road to a quality apprenticeship \(apprenticeships.gov.uk\)](http://The road to a quality apprenticeship (apprenticeships.gov.uk))
- Apprenticeship Ambassador Network materials

This funding does not support the production of new materials, though Contractors can use those which they already have, provided they are consistent with the funding rules and policy direction of the Apprenticeship Programme.

An apprenticeship may not be appropriate for the SME. In this case The Potential Contractor should direct the employer to alternative programmes that can help them access talent and support people into work. These could include Flexible Apprenticeships, and work placements that are part of Supported Internships, Traineeships, and Jobcentre Plus programmes.

The Potential Contractor will be required to establish strong relationships with employers and other local partners, enabling them to work collaboratively to provide support from initial engagement through to the anticipated apprenticeship completions

Namely:

- The Potential Contractor must support the SME to identify an appropriate training provider, detailing and providing clear guidance on what the training provider responsibilities are.
- The Potential Contractor must provide to the SME once engaged a support and planning offer, e.g., a training provider to work with and guidance on managing apprentices effectively. Support should be an end-to-end service from registering on the Apprenticeship Service (AS), reserving funding, registering onto Recruit an Apprentice (RAA) to using a Levy transfer where appropriate.
- The Potential Contractor should ensure they maintain a relationship with the SME beyond initial recruitment stage where appropriate.
- The Potential Contractor must be confident that the SME is aware of the additional funding and apprenticeships training subsidies ('co-investment waiver' for small companies) available to employers who recruit apprentices aged 16-18 and those aged 19-24 with an Education, Health and Care Plan or who have been in local Department care (see annex), as well as guidance on how to recruit and support these apprentices and others from disadvantaged and under-represented groups.
- Potential Contractors should encourage, and support SMEs with strategies, to recruit and support disadvantaged, under-represented, and young people (all young people aged 16-24 years old and particularly 18/19-year-olds leaving full-time education).
- The Potential Contractor must be satisfied that the SME would be confident in engaging with the apprenticeship service in the future without the assistance of the brokerage service.

The Potential Contractor must be able to confidently show they fully understand the apprenticeships rules, funding guidance and regions they are intending to bid for. Namely:

- The Potential Contractor should have a strong history in understanding and working with SMEs. They should detail historical and current SME engagement within the region they are bidding for, and what the outcomes were.
- The Potential Contractor must be able to demonstrate their current reach to the Region, Sector, and SME community within the areas they are bidding for.
- The Potential Contractor must demonstrate their connection with regional economies and their ability to connect with wider activity to ensure activity is complementary to other initiatives.
- The Potential Contractor must be able to demonstrate their fluency in the apprenticeship programme, their understanding of the characteristics of an excellent quality apprenticeship and how to achieve in a SME context.
- The Potential Contractor must be able to positively describe any links / relationships they have with local apprenticeship training providers, local employer networks, local skills improvement networks and any Apprenticeship Ambassador Networks.

The Potential Contractor must be able to confidently describe their ability to successfully deliver the contract. Namely:

- The Potential Contractor must be able to demonstrate that they are able to engage with SME employers in a timely manner given the need to have a reportable impact as outlined under Outputs/deliverables (services).
- The Potential Contractor must clearly define and outline how they will use the funding awarded to target unengaged SMEs in the region they are bidding for.
- The Potential Contractor must prepare a comprehensive plan for how they will measure the impact of their activities via clear agreed milestones; including a minimum viable performance figure for projected engagement and starts for the entirety of the contracted period which will be monitored against and verified with Apprenticeship Service data.

- The Potential Contractor must outline how they will provide quantifiable activity impact, such as volume of employers engaged, volume of employers registered and starts.
- The Potential Contractor must have relevant systems and mechanisms to capture and track monthly:
  - The eligibility of SME identified for support
  - What SME Engagement activity was carried out
  - The number of leads created
  - The number of engagements created
  - The size, location, and sector of those SMEs
  - The points in the user journey where employer interest fell away and reasons why.
  - The number of advertised vacancies created
  - The number of successful starts
  - A record of the appropriate standard suggested, and the Training Provider details that they have referred the SME to
  - A record what lessons learnt to different approaches
  - Evidence of financial spend above referrals to other programmes.

The Potential Contractor must ensure they can demonstrate that these relevant systems meet the requirements of the contracted requirements of capacity and capability for data management and reporting to the standards set out in the Contract and contained in the DFE Funding rules.

### **Quality and Value for Money:**

- The Potential Contractor must outline how they will ensure a high-quality service is delivered.
- The Potential Contractor must ensure that the chosen Training Provider can deliver the appropriate standard and can do so in a timely manner or should find an alternative provider.
- The Potential Contractor must ensure the SME understands what different apprenticeship standards are available and how those standards align to specific sectors, job roles and progression routes available.
- The Potential Contractor must be satisfied that the SME understands their roles and responsibilities for themselves as an employer, for the apprentice as an employee and that of the chosen Training Provider to deliver a quality and suitable standard and pathway before referring to an appropriate training provider.

The Potential Contractor must deliver the Services in accordance with the Contract and this specification, and as set out in the apprenticeship funding rules and guidance for employers. The department would welcome bids from individual partners or a consortium of multiple partners working collaboratively and submitting under one application.

Individual organisations who are registered on The Register of Apprenticeship Training Providers (RoATP) will need to clearly demonstrate how they will operate independently of the role as a training provider, offer impartial and independent advice and support, and operate in the best interests of the employers that they are supporting.

The legal basis for this Service is present in the Employment and Training Act 1973.

#### 4) Contract Management

The Potential Contractor, as a minimum, must.

- Attend monthly review meetings with their assigned DFE contract manager.
- Provide monthly reporting to demonstrate engagement activity.
- Provide monthly reporting to demonstrate AS registration activity.
- Provide monthly reporting to demonstrate Apprenticeship starts, and detailing, apprenticeship standard, employer and provider details.
- Ensure all activity is in line with the region and sectors the contract has been awarded.
- Provide monthly feedback of barriers faced and how they will be mitigated to inform future policy developments.
- Ensure all employers engaged, have never previously engaged with the apprenticeship programme before or have not done so in the past 24 months.
- Ensure robust quality checks are in place to ensure the suitability, validity and eligibility of all employers engaged.

#### 5) Payments of funds

##### **Allocation of Funds**

Contracts will be awarded for 2 years with the potential to be extended for 1 additional year subject to affordability and Government priorities.

| Lot | Lot Area                             | Year 1   | Year 2   | Year 3   | Total    |
|-----|--------------------------------------|----------|----------|----------|----------|
| 1   | Merseyside & Northwest Lancashire    | £150,000 | £150,000 | £150,000 | £450,000 |
| 2   | Greater Manchester & East Lancashire | £150,000 | £150,000 | £150,000 | £450,000 |

|   |                          |          |          |          |          |
|---|--------------------------|----------|----------|----------|----------|
| 3 | The North East           | £150,000 | £150,000 | £150,000 | £450,000 |
| 4 | West and South Yorkshire | £150,000 | £150,000 | £150,000 | £450,000 |
| 5 | Humber                   | £150,000 | £150,000 | £150,000 | £450,000 |

### **Payment Breakdown**

The Department will be paying for a service and evidenced commitments.

The Department will pay up to the value stated in the table above per lot.

The Potential Contactor will be required to complete an engagement activity cost template as part of their bid and will need to detail the following:

- The number of SMEs that The Contractor anticipates that they will engage per year for year 1 / year 2 / year 3.
- The cost per engagement

The total anticipated contract value per year will be divided by the number of SMEs that The Potential Contractor anticipates to engage with and apportioned to the percentages detailed per stage of engagement as outlined below to give a total cost per engagement:

25% of contract value paid for an evidenced initial engagement per employer

50% of contract value paid for an evidenced employer on boarding

25% would be paid on evidenced start.

Evidence will be required to be submitted via The Departments collection system.

Evidence of Initial Engagement could include, but not limited to:

- Details of employers engaged with, how they were engaged and format of engagement
- Registration on the AS system

Evidence of employer on-boarding could include, but not limited to:

- Submission of DFE provided Employer On-Boarding document.

Evidence of an apprenticeship start would be:

- A submission of an ILR by the training provider

The Department will only pay for 1 start per employer no matter how many apprentices were started with an individual employer.

2024/25 - Activity beyond October 2024 is dependent on the success of these contracts and availability of funding.

Contract value will be based on the number of engagements anticipated per lot per year.

Contracts will be awarded for an initial 24 months.

The Department reserves the right to adjust payment and contractual terms based on wider lessons learnt.

Potential Contractors are welcome to bid for more than one lot, however it is preferable that we will award a single contract to one lead contractor within each region.

In the event that a contractor does bid for more than one lot, we will not award more than two lots to any one lead contractor.

The Department reserves the right to negotiate contracts at specified times as outlined within the contract.

## 6) Outputs/deliverables (services)

The Potential Contractor must confirm that within 4 weeks of contract award that they will be able to submit to DfE:

- A detailed activity plan for their approach,
- Provide measurable KPIs and milestones.
- An indicative profile of engagements per month based on the annual volume of SME engagement indicated within the cost template submitted as part of the tender
- A costing and spend profile per month based on the annual volume of SME engagement and cost per engagement indicated within the cost template submitted as part of the tender

Within 8 weeks of contract award, The Potential Contractor must be able to commence delivery activity such that there can be impact in Financial Year 2022-23.

The Department will be tracking all commitments through to starts and achievements as a qualitative indicator. Underperformance, tracked through to future years, could result in contract changes and withdrawal.

Potential Contractors should note that for 22/23, this initial contracting period allows The Department to provide proof of initial engagement plans and will provide successful bidders momentum if / when we extend and grow the service from 2023.

Potential Contractors are to engage new SMEs as defined in the definitions table to stimulate greater awareness and activity within the apprenticeship programme.

Potential Contractors will need to complete a standard commitment template provided by The Department that will detail employers' intention to recruit and register on AS.

The template will detail and indicate the actions taken. This is not exhaustive and is subject to change in subsequent years:

- How to register on Apprenticeship Service
- How to access and utilise funding for apprenticeship training and the additional funding available in respect of 16-18 year-olds, care leavers and those with Education Health and Care Plans (see annex)
- How to advertise on Find An Apprentice
- How to select a quality Apprenticeship Training Provider
- How to access a Levy Transfer
- The importance of the apprenticeship agreement
- The choice and delivery of an appropriate standard for job role, including progression from or progression into Apprenticeship e.g. through a Traineeship

The Potential contractor shall deliver services in a way that ensures:

- A. Value for money.
- B. The protection of public funds.
- C. The effective delivery of a high-quality service for SMEs appropriate to their needs.

#### Contract Periods Subject to Funding

3<sup>rd</sup> October 2022 – 2<sup>nd</sup> October 2023

3<sup>rd</sup> October 2023 – 2<sup>nd</sup> October 2024

3<sup>rd</sup> October 2024 – 2<sup>nd</sup> October 2025 – option to extend

## 7) Key performance indicators

| KPI                          | Measure                                                                                                                                                                                                                                                                                                                                    | Good Target | Approaching Target Threshold | Requires Improvement Threshold | Inadequate Threshold |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------------------|--------------------------------|----------------------|
| KPI 1<br>Monthly reporting   | Attend contact performance review meeting monthly with appointed DfE contract manager and provide monthly reporting to demonstrate<br>a) volume of SMEs engaged & level of engagement activity<br>b) volume of AS registration activity<br>c) monthly reporting to demonstrate apprenticeship starts including provider & employer details | 99%         | 95%                          | 90%                            | Less than 85%        |
| KPI 2<br>Activity delivered  | Provide Demonstrable activity performed and planned to stimulate the SME landscape within the awarded region & sectors.                                                                                                                                                                                                                    | 99%         | 95%                          | 90%                            | Less than 85%        |
| KPI 3<br>Evidence            | Evidence all activity is in line with the region and sectors the contract has been awarded.                                                                                                                                                                                                                                                | 99%         | 95%                          | 90%                            | Less than 85%        |
| KPI 4<br>Employer Confidence | Increase employer confidence to engage with the apprenticeship service in the future.                                                                                                                                                                                                                                                      | 85%         | 80%                          | 75%                            | Less than 70%        |
| KPI 5<br>Eligibility         | Ensure (evidence) all employers engaged have never previously engaged with the apprenticeship programme before or have not done so in the past 24 months                                                                                                                                                                                   | 99%         | 95%                          | 90%                            | Less than 85%        |

### Annex: additional funding for apprentice employers

|       | Apprentice      | Employer                                                            |                                                                     |                                                                |
|-------|-----------------|---------------------------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|
|       |                 | Non-Levy-paying employer with <50 Employees                         | Non-Levy-paying employer with >50 Employees                         | Levy Paying Employer                                           |
| Row 1 | All apprentices | 95% training funded by government, 100% funded if via Levy transfer | 95% training funded by government, 100% funded if via Levy transfer | Training funded from employer's Apprenticeship Service account |

|       |                                                                                                                  |                                                                                                                                          |                                                                          |                                                                          |
|-------|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Row 2 | 16 – 24 years old                                                                                                | As row one,<br><b>plus</b> no employer National Insurance contributions*                                                                 | As row one,<br><b>plus</b> no employer National Insurance contributions* | As row one,<br><b>plus</b> no employer National Insurance contributions* |
| Row 3 | 16 – 18 years old<br>19 – 24 years old and care leaver<br>19-24 years old with an Education Health and Care Plan | 100% training funded by government<br><b>plus</b> no employer National Insurance contributions*<br><b>plus</b> £1,000 additional payment | As row two,<br><b>plus</b> £1,000 additional payment                     | As row two,<br><b>plus</b> £1,000 additional payment                     |

\*National Insurance contribution reductions apply where the apprentice earns less than £967 a week (£4,189 a month)

See <https://www.gov.uk/guidance/apprenticeship-funding-rules> for details.

## Schedule 3 (Charges)

### 1. HOW CHARGES ARE CALCULATED

#### 1.1 The Charges:

1.1.1 shall be calculated in accordance with the terms of this Schedule;

1.2 Any variation to the Charges payable under a Contract must be agreed between the Supplier and the Buyer and implemented using the procedure set out in this Schedule.

### 2. THE PRICING MECHANISMS

2.1 The pricing mechanisms and prices set out in Annex 1 shall be available for use in calculation of Charges in the Contract.

### 3. ARE COSTS AND EXPENSES INCLUDED IN THE CHARGES

3.1 The Charges shall include all costs and expenses relating to the provision of Deliverables. No further amounts shall be payable in respect of matters such as:

- 3.1.1 incidental expenses such as travel, subsistence and lodging, document or report reproduction, shipping, desktop or office equipment costs, network or data interchange costs or other telecommunications charges; or
- 3.1.2 costs incurred prior to the commencement of the Contract.

### 4. OTHER EVENTS THAT ALLOW THE SUPPLIER TO CHANGE THE CHARGES

4.1 The Charges can also be varied (and Annex 1 will be updated accordingly) due to:

- 4.1.1 a Specific Change in Law in accordance with Clauses 28.6 to 28.8;
- 4.1.2 a request from the Supplier, which it can make at any time, to decrease the Charges;

## Annex 1: Rates and Prices

### ALLOCATION OF FUNDS

Contracts will be awarded for 2 years with the potential to be extended for 1 additional year subject to affordability and Government priorities.

| Lot | Lot Area                             | Year 1   | Year 2   | Year 3   | Total    |
|-----|--------------------------------------|----------|----------|----------|----------|
| 1   | Merseyside & Northwest Lancashire    | £150,000 | £150,000 | £150,000 | £450,000 |
| 2   | Greater Manchester & East Lancashire | £150,000 | £150,000 | £150,000 | £450,000 |
| 3   | The North East                       | £150,000 | £150,000 | £150,000 | £450,000 |
| 4   | West and South Yorkshire             | £150,000 | £150,000 | £150,000 | £450,000 |
| 5   | Humber                               | £150,000 | £150,000 | £150,000 | £450,000 |

### PAYMENT BREAKDOWN

The Department will be paying for a service and evidenced commitments.

The Department will pay up to the value stated in the table above per lot.

The Potential Contactor will be required to complete an engagement activity cost template as part of their bid and will need to detail the following:

- The number of SMEs that The Contractor anticipates that they will engage per year for year 1 / year 2 / year 3.
- The cost per engagement

The total anticipated contract value per year will be divided by the number of SMEs that The Potential Contractor anticipates to engage with and apportioned to the percentages detailed per stage of engagement as outlined below to give a total cost per engagement:

25% of contract value paid for an evidenced initial engagement per employer  
50% of contract value paid for an evidenced employer on boarding  
25% would be paid on evidenced start.

Evidence will be required to be submitted via The Departments collection system.

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Evidence of an apprenticeship start would be:

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Contract value will be based on the number of engagements anticipated per lot per year.

Contracts will be awarded for an initial 24 months.

The Department reserves the right to adjust payment and contractual terms based on wider lessons learnt.

Potential Contractors are welcome to bid for more than one lot, however it is preferable that we will award a single contract to one lead contractor within each region.

In the event that a contractor does bid for more than one lot, we will not award more than two lots to any one lead contractor.

The Department reserves the right to negotiate contracts at specified times as outlined within the contract.

**Schedule 4 (Tender) – See Annex 2**

## Schedule 5 (Commercially Sensitive Information)

### 1. WHAT IS THE COMMERCIALLY SENSITIVE INFORMATION?

- 1.1 In this Schedule the Parties have sought to identify the Supplier's Confidential Information that is genuinely commercially sensitive and the disclosure of which would be the subject of an exemption under the FOIA and the EIRs.
- 1.2 Where possible, the Parties have sought to identify when any relevant Information will cease to fall into the category of Information to which this Schedule applies in the table below and in the Award Form (which shall be deemed incorporated into the table below).
- 1.3 Without prejudice to the Buyer's obligation to disclose Information in accordance with FOIA or Clause 20 (When you can share information), the Buyer will, in its sole discretion, acting reasonably, seek to apply the relevant exemption set out in the FOIA to the following Information:

| No. | Date          | Item(s)          | Duration of Confidentiality |
|-----|---------------|------------------|-----------------------------|
|     | [insert date] | [insert details] | [insert duration]           |

## Schedule 6 (Transparency Reports)

- 1.1 The Supplier recognises that the Buyer is subject to PPN 01/17 (Updates to transparency principles v1.1 (<https://www.gov.uk/government/publications/procurement-policy-note-0117-update-to-transparency-principles>)). The Supplier shall comply with the provisions of this Schedule in order to assist the Buyer with its compliance with its obligations under that PPN.
- 1.2 Without prejudice to the Supplier's reporting requirements set out in the Contract, within three (3) Months of the Start Date the Supplier shall submit to the Buyer for Approval (such Approval not to be unreasonably withheld or delayed) draft Transparency Reports consistent with the content requirements and format set out in the Annex of this Schedule.
- 1.3 If the Buyer rejects any proposed Transparency Report submitted by the Supplier, the Supplier shall submit a revised version of the relevant report for further Approval within five (5) days of receipt of any notice of rejection, taking account of any recommendations for revision and improvement to the report provided by the Buyer. If the Parties fail to agree on a draft Transparency Report the Buyer shall determine what should be included. Any other disagreement in connection with Transparency Reports shall be treated as a Dispute.

- 1.4 The Supplier shall provide accurate and up-to-date versions of each Transparency Report to the Buyer at the frequency referred to in the Annex of this Schedule.

## Annex A: List of Transparency Reports

| Title              | Content                                                                                                                                                                                               | Format                                 | Frequency                                                                        |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------------------------|
| Performance        | Performance against outlined KPIs                                                                                                                                                                     | Microsoft Word / Excel document or PDF | KPIs will be measured against monthly. Transparency report for KPIs: As required |
| Key Subcontractors | Any changes to key contractors must be reported to the buyer at the earliest opportunity, with a document detailing the proposed change. The changes must be approved by the buyer before proceeding. | Microsoft Word document or PDF         | As required                                                                      |

## Schedule 13 (Contract Management)

### 1. DEFINITIONS

In this Schedule, the following words shall have the following meanings and they shall supplement Schedule 1 (Definitions):

**"Operational Board"** the board established in accordance with Paragraph 4 of this Schedule;

**"Project Manager"** the manager appointed in accordance with Paragraph 2.1 of this Schedule;

### 2. PROJECT MANAGEMENT

- 2.1 The Supplier and the Buyer shall each appoint a Project Manager for the purposes of this Contract through whom the provision of the Services and the Deliverables shall be managed day-to-day.

- 2.2 The Parties shall ensure that appropriate resource is made available on a regular basis such that the aims, objectives and specific provisions of this Contract can be fully realised.
- 2.3 Without prejudice to Paragraph 4 below, the Parties agree to operate the boards specified as set out in the Annex to this Schedule.

### **3. ROLE OF THE SUPPLIER PROJECT MANAGER**

- 3.1 The Supplier Project Manager shall be:
  - 3.1.1 the primary point of contact to receive communication from the Buyer and will also be the person primarily responsible for providing information to the Buyer;
  - 3.1.2 able to delegate his position to another person at the Supplier but must inform the Buyer before proceeding with the delegation and it will be delegated person's responsibility to fulfil the Project Manager's responsibilities and obligations;
  - 3.1.3 able to cancel any delegation and recommence the position himself; and
  - 3.1.4 replaced only after the Buyer has received notification of the proposed change.
- 3.2 The Buyer may provide revised instructions to the Supplier's Project Manager in regards to the Contract and it will be the Supplier Project Manager's responsibility to ensure the information is provided to the Supplier and the actions implemented.
- 3.3 Receipt of communication from the Supplier Project Manager by the Buyer does not absolve the Supplier from its responsibilities, obligations or liabilities under the Contract.

### **4. ROLE OF THE OPERATIONAL BOARD – NOT USED**

### **5. CONTRACT RISK MANAGEMENT**

- 5.1 Both Parties shall pro-actively manage risks attributed to them under the terms of this Contract.
- 5.2 The Supplier shall develop, operate, maintain and amend, as agreed with the Buyer, processes for:
  - 5.2.1 the identification and management of risks;
  - 5.2.2 the identification and management of issues; and
  - 5.2.3 monitoring and controlling project plans.
- 5.3 The Supplier allows the Buyer to inspect at any time within working hours the accounts and records which the Supplier is required to keep.
- 5.4 The Supplier will maintain a risk register of the risks relating to the Contract which the Buyer and the Supplier have identified.



## Schedule 16 (Security)

### Part A: Short Form Security Requirements

#### 1. DEFINITIONS

- 1.4 In this Schedule, the following words shall have the following meanings and they shall supplement Schedule 1 (Definitions):

|                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>"Breach of Security"</b>       | the occurrence of: <ul style="list-style-type: none"> <li>a) any unauthorised access to or use of the Deliverables, the Sites and/or any Information and Communication Technology ("ICT"), information or data (including the Confidential Information and the Government Data) used by the Buyer and/or the Supplier in connection with this Contract; and/or</li> <li>b) the loss and/or unauthorised disclosure of any information or data (including the Confidential Information and the Government Data), including any copies of such information or data, used by the Buyer and/or the Supplier in connection with this Contract,</li> </ul> in either case as more particularly set out in the Security Policy where the Buyer has required compliance there with in accordance with Paragraph 2.1; |
| <b>"Security Management Plan"</b> | the Supplier's security management plan prepared pursuant to this Schedule, a draft of which has been provided by the Supplier to the Buyer and as updated from time to time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

#### 2. COMPLYING WITH SECURITY REQUIREMENTS AND UPDATES TO THEM

- 2.1 The Supplier shall comply with the requirements in this Schedule in respect of the Security Management Plan. Where specified by a Buyer it shall also comply with the Security Policy and shall ensure that the Security Management Plan produced by the Supplier fully complies with the Security Policy.
- 2.2 Where the Security Policy applies the Buyer shall notify the Supplier of any changes or proposed changes to the Security Policy.
- 2.3 If the Supplier believes that a change or proposed change to the Security Policy will have a material and unavoidable cost implication to the provision of the Deliverables it may propose a Variation to the Buyer. In doing so, the Supplier must support its request by providing evidence of the cause of any increased costs and the steps that it has taken to mitigate those costs. Any change to the Charges shall be subject to the Variation Procedure.

- 2.4 Until and/or unless a change to the Charges is agreed by the Buyer pursuant to the Variation Procedure the Supplier shall continue to provide the Deliverables in accordance with its existing obligations.

### **3. SECURITY STANDARDS**

- 3.1 The Supplier acknowledges that the Buyer places great emphasis on the reliability of the performance of the Deliverables, confidentiality, integrity and availability of information and consequently on security.
- 3.2 The Supplier shall be responsible for the effective performance of its security obligations and shall at all times provide a level of security which:
- 3.2.1 is in accordance with the Law and this Contract;
  - 3.2.2 as a minimum demonstrates Good Industry Practice;
  - 3.2.3 meets any specific security threats of immediate relevance to the Deliverables and/or the Government Data; and
  - 3.2.4 where specified by the Buyer in accordance with Paragraph 2.1 complies with the Security Policy and the ICT Policy.
- 3.3 The references to standards, guidance and policies contained or set out in Paragraph 3.2 shall be deemed to be references to such items as developed and updated and to any successor to or replacement for such standards, guidance and policies, as notified to the Supplier from time to time.
- 3.4 In the event of any inconsistency in the provisions of the above standards, guidance and policies, the Supplier should notify the Buyer's Representative of such inconsistency immediately upon becoming aware of the same, and the Buyer's Representative shall, as soon as practicable, advise the Supplier which provision the Supplier shall be required to comply with.

### **4. SECURITY MANAGEMENT PLAN**

#### **4.1 Introduction**

- 4.1.1 The Supplier shall develop and maintain a Security Management Plan in accordance with this Schedule. The Supplier shall thereafter comply with its obligations set out in the Security Management Plan.

#### **4.2 Content of the Security Management Plan**

- 4.2.1 The Security Management Plan shall:
- (a) comply with the principles of security set out in Paragraph 3 and any other provisions of this Contract relevant to security;
  - (b) identify the necessary delegated organisational roles for those responsible for ensuring it is complied with by the Supplier;
  - (c) detail the process for managing any security risks from Subcontractors and third parties authorised by the Buyer with access to the Deliverables, processes associated with the provision of the Deliverables, the Buyer Premises, the Sites and any ICT, Information and data (including the Buyer's Confidential Information and the Government Data) and any system that could directly or indirectly have an impact on that Information, data and/or the Deliverables;

- (d) be developed to protect all aspects of the Deliverables and all processes associated with the provision of the Deliverables, including the Buyer Premises, the Sites, and any ICT, Information and data (including the Buyer's Confidential Information and the Government Data) to the extent used by the Buyer or the Supplier in connection with this Contract or in connection with any system that could directly or indirectly have an impact on that Information, data and/or the Deliverables;
- (e) set out the security measures to be implemented and maintained by the Supplier in relation to all aspects of the Deliverables and all processes associated with the provision of the Goods and/or Services and shall at all times comply with and specify security measures and procedures which are sufficient to ensure that the Deliverables comply with the provisions of this Contract;
- (f) set out the plans for transitioning all security arrangements and responsibilities for the Supplier to meet the full obligations of the security requirements set out in this Contract and, where necessary in accordance with the Security Policy as set out in Paragraph 2.1 ; and
- (g) be written in plain English in language which is readily comprehensible to the staff of the Supplier and the Buyer engaged in the provision of the Deliverables and shall only reference documents which are in the possession of the Parties or whose location is otherwise specified in this Schedule.

#### **4.3 Development of the Security Management Plan**

- 4.3.1 Within twenty (20) Working Days after the Start Date and in accordance with Paragraph 4.4, the Supplier shall prepare and deliver to the Buyer for Approval a fully complete and up to date Security Management Plan which will be based on the draft Security Management Plan.
- 4.3.2 If the Security Management Plan submitted to the Buyer in accordance with Paragraph 4.3.1, or any subsequent revision to it in accordance with Paragraph 4.4, is Approved it will be adopted immediately and will replace the previous version of the Security Management Plan and thereafter operated and maintained in accordance with this Schedule. If the Security Management Plan is not Approved, the Supplier shall amend it within ten (10) Working Days of a notice of non-approval from the Buyer and re-submit to the Buyer for Approval. The Parties will use all reasonable endeavours to ensure that the approval process takes as little time as possible and in any event no longer than fifteen (15) Working Days from the date of its first submission to the Buyer. If the Buyer does not approve the Security Management Plan following its resubmission, the matter will be resolved in accordance with the Dispute Resolution Procedure.
- 4.3.3 The Buyer shall not unreasonably withhold or delay its decision to Approve or not the Security Management Plan pursuant to Paragraph 4.3.2. However, a refusal by the Buyer to Approve the

Security Management Plan on the grounds that it does not comply with the requirements set out in Paragraph 4.2 shall be deemed to be reasonable.

- 4.3.4 Approval by the Buyer of the Security Management Plan pursuant to Paragraph 4.3.2 or of any change to the Security Management Plan in accordance with Paragraph 4.4 shall not relieve the Supplier of its obligations under this Schedule.

#### **4.4 Amendment of the Security Management Plan**

- 4.4.1 The Security Management Plan shall be fully reviewed and updated by the Supplier at least annually to reflect:
- (a) emerging changes in Good Industry Practice;
  - (b) any change or proposed change to the Deliverables and/or associated processes;
  - (c) where necessary in accordance with Paragraph 2.2, any change to the Security Policy;
  - (d) any new perceived or changed security threats; and
  - (e) any reasonable change in requirements requested by the Buyer.
- 4.4.2 The Supplier shall provide the Buyer with the results of such reviews as soon as reasonably practicable after their completion and amendment of the Security Management Plan at no additional cost to the Buyer. The results of the review shall include:
- (a) suggested improvements to the effectiveness of the Security Management Plan;
  - (b) updates to the risk assessments; and
  - (c) suggested improvements in measuring the effectiveness of controls.
- 4.4.3 Subject to Paragraph 4.4.4, any change or amendment which the Supplier proposes to make to the Security Management Plan (as a result of a review carried out in accordance with Paragraph 4.4.1, a request by the Buyer or otherwise) shall be subject to the Variation Procedure.
- 4.4.4 The Buyer may, acting reasonably, Approve and require changes or amendments to the Security Management Plan to be implemented on timescales faster than set out in the Variation Procedure but, without prejudice to their effectiveness, all such changes and amendments shall thereafter be subject to the Variation Procedure for the purposes of formalising and documenting the relevant change or amendment.

### **5. SECURITY BREACH**

- 5.1 Either Party shall notify the other in accordance with the agreed security incident management process (as detailed in the Security Management Plan) upon becoming aware of any Breach of Security or any potential or attempted Breach of Security.

- 5.2 Without prejudice to the security incident management process, upon becoming aware of any of the circumstances referred to in Paragraph 5.1, the Supplier shall:
- 5.2.1 immediately use all reasonable endeavours (which shall include any action or changes reasonably required by the Buyer) necessary to:
- (a) minimise the extent of actual or potential harm caused by any Breach of Security;
  - (b) remedy such Breach of Security to the extent possible and protect the integrity of the Buyer and the provision of the Goods and/or Services to the extent within its control against any such Breach of Security or attempted Breach of Security;
  - (c) prevent an equivalent breach in the future exploiting the same cause failure; and
  - (d) as soon as reasonably practicable provide to the Buyer, where the Buyer so requests, full details (using the reporting mechanism defined by the Security Management Plan) of the Breach of Security or attempted Breach of Security, including a cause analysis where required by the Buyer.
- 5.3 In the event that any action is taken in response to a Breach of Security or potential or attempted Breach of Security that demonstrates non-compliance of the Security Management Plan with the Security Policy (where relevant in accordance with Paragraph 2.1 ) or the requirements of this Schedule, then any required change to the Security Management Plan shall be at no cost to the Buyer.

## Schedule 19 (Cyber Essentials Scheme)

### 1. DEFINITIONS

- 1.1 In this Schedule, the following words shall have the following meanings and they shall supplement Schedule 1 (Definitions):

**"Cyber Essentials Scheme"**

the Cyber Essentials Scheme developed by the Government which provides a clear statement of the basic controls all organisations should implement to mitigate the risk from common internet based threats (as may be amended from time to time). Details of the Cyber Essentials Scheme can be found at:  
<https://www.gov.uk/government/publications/cyber-essentials-scheme-overview>

**"Cyber Essentials Basic Certificate"**

the certificate awarded on the basis of self-assessment, verified by an

|                                            |                                                                                                                                                                                                                        |
|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                            | independent certification body, under the Cyber Essentials Scheme and is the basic level of assurance;                                                                                                                 |
| <b>"Cyber Essentials Certificate"</b>      | Cyber Essentials Basic Certificate or the Cyber Essentials Plus Certificate to be provided by the Supplier as set out in the Award Form                                                                                |
| <b>"Cyber Essential Scheme Data"</b>       | sensitive and personal information and other relevant information as referred to in the Cyber Essentials Scheme                                                                                                        |
| <b>"Cyber Essentials Plus Certificate"</b> | the certification awarded on the basis of external testing by an independent certification body of the Supplier's cyber security approach under the Cyber Essentials Scheme and is a more advanced level of assurance. |

## 2. WHAT CERTIFICATION DO YOU NEED

- 2.1 Where the Award Form requires that the Supplier provide a Cyber Essentials Certificate prior to service commencement the Supplier shall provide a valid Cyber Essentials Certificate to the Buyer. Where the Supplier fails to comply with this Paragraph 2.1 it shall be prohibited from commencing the provision of Deliverables under the Contract until such time as the Supplier has evidenced to the Buyer its compliance with this Paragraph 2.1.
- 2.2 Where the Supplier continues to Process Cyber Essentials Scheme Data during the Contract Period of the Contract the Supplier shall deliver to the Buyer evidence of renewal of the Cyber Essentials Certificate on each anniversary of the first applicable certificate obtained by the Supplier under Paragraph 2.1.
- 2.3 Where the Supplier is due to Process Cyber Essentials Scheme Data after the Start date of the Contract but before the end of the Contract Period, the Supplier shall deliver to the Buyer evidence of:
  - 2.3.1 a valid and current Cyber Essentials Certificate before the Supplier Processes any such Cyber Essentials Scheme Data; and
  - 2.3.2 renewal of the valid Cyber Essentials Certificate on each anniversary of the first Cyber Essentials Scheme certificate obtained by the Supplier under Paragraph 2.1.
- 2.4 In the event that the Supplier fails to comply with Paragraphs 2.2 or 2.3 (as applicable), the Buyer reserves the right to terminate this Contract for material Default.
- 2.5 The Supplier shall ensure that all Sub-Contracts with Subcontractors who Process Cyber Essentials Data contain provisions no less onerous on the Subcontractors than those imposed on the Supplier under this Contract in respect of the Cyber Essentials Scheme under Paragraph 2.1 of this Schedule.

2.6 This Schedule shall survive termination or expiry of this Contract.

## Schedule 20 (Processing Data)

### 1. Status of the Controller

1.1 The Parties acknowledge that for the purposes of the Data Protection Legislation, the nature of the activity carried out by each of them in relation to their respective obligations under a Contract dictates the status of each party under the DPA 2018. A Party may act as:

- 1.1.1 “Controller” in respect of the other Party who is “Processor”;
- 1.1.2 “Processor” in respect of the other Party who is “Controller”;
- 1.1.3 “Joint Controller” with the other Party;
- 1.1.4 “Independent Controller” of the Personal Data where the other Party is also “Controller”,

in respect of certain Personal Data under a Contract and shall specify in Annex 1 (*Processing Personal Data*) which scenario they think shall apply in each situation.

### 2. Where one Party is Controller and the other Party its Processor

2.1 Where a Party is a Processor, the only Processing that it is authorised to do is listed in Annex 1 (*Processing Personal Data*) by the Controller.

2.2 The Processor shall notify the Controller immediately if it considers that any of the Controller’s instructions infringe the Data Protection Legislation.

2.3 The Processor shall provide all reasonable assistance to the Controller in the preparation of any Data Protection Impact Assessment prior to commencing any Processing. Such assistance may, at the discretion of the Controller, include:

- 2.3.1 a systematic description of the envisaged Processing and the purpose of the Processing;
- 2.3.2 an assessment of the necessity and proportionality of the Processing in relation to the Services;
- 2.3.3 an assessment of the risks to the rights and freedoms of Data Subjects; and
- 2.3.4 the measures envisaged to address the risks, including safeguards, security measures and mechanisms to ensure the protection of Personal Data.

2.4 The Processor shall, in relation to any Personal Data Processed in connection with its obligations under the Contract:

- 2.4.1 Process that Personal Data only in accordance with Annex 1 (*Processing Personal Data*), unless the Processor is required to do otherwise by Law. If it is so required the Processor shall notify the Controller before Processing the Personal Data unless prohibited by Law;

- 2.4.2 ensure that it has in place Protective Measures, including in the case of the Supplier the measures set out in Clause 18.4 of the Core Terms, which the Controller may reasonably reject (but failure to reject shall not amount to approval by the Controller of the adequacy of the Protective Measures) having taken account of the:
- a) nature of the data to be protected;
  - b) harm that might result from a Personal Data Breach;
  - c) state of technological development; and
  - d) cost of implementing any measures;
- 2.4.3 ensure that:
- a) the Processor Personnel do not Process Personal Data except in accordance with the Contract (and in particular Annex 1 (*Processing Personal Data*));
  - b) it uses all reasonable endeavours to ensure the reliability and integrity of any Processor Personnel who have access to the Personal Data and ensure that they:
    - (i) are aware of and comply with the Processor's duties under this Schedule 20, Clauses 18 (Data protection), 19 (What you must keep confidential) and 20 (When you can share information);
    - (ii) are subject to appropriate confidentiality undertakings with the Processor or any Subprocessor;
    - (iii) are informed of the confidential nature of the Personal Data and do not publish, disclose or divulge any of the Personal Data to any third party unless directed in writing to do so by the Controller or as otherwise permitted by the Contract; and
    - (iv) have undergone adequate training in the use, care, protection and handling of Personal Data;
- 2.4.4 not transfer Personal Data outside of the UK unless the prior written consent of the Controller has been obtained and the following conditions are fulfilled:
- a) the transfer is in accordance with Article 45 of the UK GDPR (or section 73 of DPA 2018); or
  - b) the Controller or the Processor has provided appropriate safeguards in relation to the transfer (whether in accordance with UK GDPR Article 46 or section 75 of the DPA 2018) as determined by the Controller which could include relevant parties entering into the International Data Transfer Agreement (the "**IDTA**"), or International Data Transfer Agreement Addendum to the European Commission's SCCs (the "**Addendum**"), as published by the Information Commissioner's Office from time to time, as well as any additional measures determined by the Controller;

- c) the Data Subject has enforceable rights and effective legal remedies;
- d) the Processor complies with its obligations under the Data Protection Legislation by providing an adequate level of protection to any Personal Data that is transferred (or, if it is not so bound, uses its best endeavours to assist the Controller in meeting its obligations); and
- e) the Processor complies with any reasonable instructions notified to it in advance by the Controller with respect to the Processing of the Personal Data;

2.4.5 where the Personal Data is subject to EU GDPR, not transfer Personal Data outside of the EU unless the prior written consent of the Controller has been obtained and the following conditions are fulfilled:

- a) the transfer is in accordance with Article 45 of the EU GDPR; or
- b) the transferring Party has provided appropriate safeguards in relation to the transfer in accordance with Article 46 of the EU GDPR as determined by the non-transferring Party which could include relevant parties entering into Standard Contractual Clauses in the European Commission's decision 2021/914/EU or such updated version of such Standard Contractual Clauses as are published by the European Commission from time to time as well as any additional measures determined by the non-transferring Party;
- c) the Data Subject has enforceable rights and effective legal remedies;
- d) the transferring Party complies with its obligations under the Data Protection Legislation by providing an adequate level of protection to any Personal Data that is transferred (or, if it is not so bound, uses its best endeavours to assist the non-transferring Party in meeting its obligations); and
- e) the transferring Party complies with any reasonable instructions notified to it in advance by the non-transferring Party with respect to the processing of the Personal Data; and

2.4.6 at the written direction of the Controller, delete or return Personal Data (and any copies of it) to the Controller on termination of the Contract unless the Processor is required by Law to retain the Personal Data.

2.5 Subject to Paragraph 2.6 of this Schedule 20, the Processor shall notify the Controller immediately if in relation to it Processing Personal Data under or in connection with the Contract it:

- 2.5.1 receives a Data Subject Access Request (or purported Data Subject Access Request);
- 2.5.2 receives a request to rectify, block or erase any Personal Data;
- 2.5.3 receives any other request, complaint or communication relating to either Party's obligations under the Data Protection Legislation;

- 2.5.4 receives any communication from the Information Commissioner or any other regulatory authority in connection with Personal Data Processed under the Contract;
- 2.5.5 receives a request from any third Party for disclosure of Personal Data where compliance with such request is required or purported to be required by Law; or
- 2.5.6 becomes aware of a Personal Data Breach.
- 2.6 The Processor's obligation to notify under Paragraph 2.5 of this Schedule 20 shall include the provision of further information to the Controller, as details become available.
- 2.7 Taking into account the nature of the Processing, the Processor shall provide the Controller with assistance in relation to either Party's obligations under Data Protection Legislation and any complaint, communication or request made under Paragraph 2.5 of this Schedule 20 (and insofar as possible within the timescales reasonably required by the Controller) including by immediately providing:
  - 2.7.1 the Controller with full details and copies of the complaint, communication or request;
  - 2.7.2 such assistance as is reasonably requested by the Controller to enable it to comply with a Data Subject Access Request within the relevant timescales set out in the Data Protection Legislation;
  - 2.7.3 the Controller, at its request, with any Personal Data it holds in relation to a Data Subject;
  - 2.7.4 assistance as requested by the Controller following any Personal Data Breach; and/or
  - 2.7.5 assistance as requested by the Controller with respect to any request from the Information Commissioner's Office or any other regulatory authority, or any consultation by the Controller with the Information Commissioner's Office or any other regulatory authority.
- 2.8 The Processor shall maintain complete and accurate records and information to demonstrate its compliance with this Schedule 20. This requirement does not apply where the Processor employs fewer than 250 staff, unless:
  - 2.8.1 the Controller determines that the Processing is not occasional;
  - 2.8.2 the Controller determines the Processing includes special categories of data as referred to in Article 9(1) of the UK GDPR or Personal Data relating to criminal convictions and offences referred to in Article 10 of the UK GDPR; or
  - 2.8.3 the Controller determines that the Processing is likely to result in a risk to the rights and freedoms of Data Subjects.
- 2.9 The Processor shall allow for audits of its Data Processing activity by the Controller or the Controller's designated auditor.
- 2.10 The Parties shall designate a Data Protection Officer if required by the Data Protection Legislation.

- 2.11 Before allowing any Subprocessor to Process any Personal Data related to the Contract, the Processor must:
  - 2.11.1 notify the Controller in writing of the intended Subprocessor and Processing;
  - 2.11.2 obtain the written consent of the Controller;
  - 2.11.3 enter into a written agreement with the Subprocessor which give effect to the terms set out in this Schedule 20 such that they apply to the Subprocessor; and
  - 2.11.4 provide the Controller with such information regarding the Subprocessor as the Controller may reasonably require.
- 2.12 The Processor shall remain fully liable for all acts or omissions of any of its Subprocessors.
- 2.13 The Buyer may, at any time on not less than 30 Working Days' notice, revise this Schedule 20 by replacing it with any applicable controller to processor standard clauses or similar terms forming part of an applicable certification scheme (which shall apply when incorporated by attachment to the Contract).
- 2.14 The Parties agree to take account of any guidance issued by the Information Commissioner's Office. The Buyer may on not less than 30 Working Days' notice to the Supplier amend the Contract to ensure that it complies with any guidance issued by the Information Commissioner's Office.

### **3. Where the Parties are Joint Controllers of Personal Data**

- 3.1 In the event that the Parties are Joint Controllers in respect of Personal Data under the Contract, the Parties shall implement Paragraphs that are necessary to comply with UK GDPR Article 26 based on the terms set out in Annex 2 to this Schedule 20 (*Processing Data*).

#### **Independent Controllers of Personal Data**

- 3.2 With respect to Personal Data provided by one Party to another Party for which each Party acts as Controller but which is not under the Joint Control of the Parties, each Party undertakes to comply with the applicable Data Protection Legislation in respect of their Processing of such Personal Data as Controller.
- 3.3 Each Party shall Process the Personal Data in compliance with its obligations under the Data Protection Legislation and not do anything to cause the other Party to be in breach of it.
- 3.4 Where a Party has provided Personal Data to the other Party in accordance with Paragraph 3.2 of this Schedule 20 above, the recipient of the Personal Data will provide all such relevant documents and information relating to its data protection policies and procedures as the other Party may reasonably require.
- 3.5 The Parties shall be responsible for their own compliance with Articles 13 and 14 UK GDPR in respect of the Processing of Personal Data for the purposes of the Contract.
- 3.6 The Parties shall only provide Personal Data to each other:
  - 3.6.1 to the extent necessary to perform their respective obligations under the Contract;

- 3.6.2 in compliance with the Data Protection Legislation (including by ensuring all required data privacy information has been given to affected Data Subjects to meet the requirements of Articles 13 and 14 of the UK GDPR); and
- 3.6.3 where it has recorded it in Annex 1 (*Processing Personal Data*).
- 3.7 Taking into account the state of the art, the costs of implementation and the nature, scope, context and purposes of Processing as well as the risk of varying likelihood and severity for the rights and freedoms of natural persons, each Party shall, with respect to its Processing of Personal Data as Independent Controller, implement and maintain appropriate technical and organisational measures to ensure a level of security appropriate to that risk, including, as appropriate, the measures referred to in Article 32(1)(a), (b), (c) and (d) of the UK GDPR, and the measures shall, at a minimum, comply with the requirements of the Data Protection Legislation, including Article 32 of the UK GDPR.
- 3.8 A Party Processing Personal Data for the purposes of the Contract shall maintain a record of its Processing activities in accordance with Article 30 UK GDPR and shall make the record available to the other Party upon reasonable request.
- 3.9 Where a Party receives a request by any Data Subject to exercise any of their rights under the Data Protection Legislation in relation to the Personal Data provided to it by the other Party pursuant to the Contract (**“Request Recipient”**):
  - 3.9.1 the other Party shall provide any information and/or assistance as reasonably requested by the Request Recipient to help it respond to the request or correspondence, at the cost of the Request Recipient; or
  - 3.9.2 where the request or correspondence is directed to the other Party and/or relates to that other Party's Processing of the Personal Data, the Request Recipient will:
    - a) promptly, and in any event within five (5) Working Days of receipt of the request or correspondence, inform the other Party that it has received the same and shall forward such request or correspondence to the other Party; and
    - b) provide any information and/or assistance as reasonably requested by the other Party to help it respond to the request or correspondence in the timeframes specified by Data Protection Legislation.
- 3.10 Each Party shall promptly notify the other Party upon it becoming aware of any Personal Data Breach relating to Personal Data provided by the other Party pursuant to the Contract and shall:
  - 3.10.1 do all such things as reasonably necessary to assist the other Party in mitigating the effects of the Personal Data Breach;
  - 3.10.2 implement any measures necessary to restore the security of any compromised Personal Data;
  - 3.10.3 work with the other Party to make any required notifications to the Information Commissioner's Office or any other regulatory authority

and affected Data Subjects in accordance with the Data Protection Legislation (including the timeframes set out therein); and

3.10.4 not do anything which may damage the reputation of the other Party or that Party's relationship with the relevant Data Subjects, save as required by Law.

3.11 Personal Data provided by one Party to the other Party may be used exclusively to exercise rights and obligations under the Contract as specified in Annex 1 (*Processing Personal Data*).

3.12 Personal Data shall not be retained or processed for longer than is necessary to perform each Party's respective obligations under the Contract which is specified in Annex 1 (*Processing Personal Data*).

3.13 Notwithstanding the general application of Paragraphs 2.1 to 2.14 of this Schedule 20 to Personal Data, where the Supplier is required to exercise its regulatory and/or legal obligations in respect of Personal Data, it shall act as an Independent Controller of Personal Data in accordance with Paragraphs 3.2 to 3.12 of this Schedule 20.

Annex 1 - Processing Personal Data

1. This Annex shall be completed by the Controller, who may take account of the view of the Processor, however the final decision as to the content of this Annex shall be with the Buyer at its absolute discretion.

1. The contact details of the Buyer’s Data Protection Officer are:

Emma Wharram  
Address: Department for Education  
(B2.28), 7&8 Wellington Place, Wellington Street,  
Leeds, LS1 4AW  
Email address: dataprotection.office@education.gov.uk

The contact details of the Supplier’s Data Protection Officer are: Alex Miles  
[Alex.miles@wylp.org.uk](mailto:Alex.miles@wylp.org.uk)

- 1.1 The Processor shall comply with any further written instructions with respect to Processing by the Controller.
- 1.2 Any such further instructions shall be incorporated into this Annex.

| Description                                               | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Identity of Controller for each Category of Personal Data | <p><b>The Buyer is Controller and the Supplier is Processor</b></p> <p>The Parties acknowledge that in accordance with Paragraph and for the purposes of the Data Protection Legislation, the Buyer is the Controller and the Supplier is the Processor of the following Personal Data:</p> <p>The processing is needed in order to ensure that the Processor can effectively deliver the contract to provide a service to members of the public, and to meet the objectives of the contract.</p> |
| Duration of the Processing                                | From October 2022 until the end of the contracting period (October 2024) and for a further period of 7 years for the purposes of potential audit and recovery.                                                                                                                                                                                                                                                                                                                                    |
| Nature and purposes of the Processing                     | <p>The nature of the processing means any operation such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction of data (whether or not by automated means).</p> <p>The purpose includes processing any personal information required:</p>                                                  |

|                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                           | <ul style="list-style-type: none"> <li>to meet statutory obligations relating to candidate processing and assessment to support recruitment purposes.</li> </ul> and<br>to support in facilitating the employment of Apprentices and any other human resources required to meet the objectives of the contract.                                                                       |
| Type of Personal Data                                                                                                                     | name, address, date of birth, NI number, telephone number, pay, images, biometric data (where used) any data used for pre-employment /eligibility to work in the UK checks.                                                                                                                                                                                                           |
| Categories of Data Subject                                                                                                                | Staff (including apprentices, volunteers, agents, and temporary workers), Departments/ clients, suppliers, students / pupils, members of the public, users of the organisation's website and online data collection sources.                                                                                                                                                          |
| Plan for return and destruction of the data once the Processing is complete<br>UNLESS requirement under law to preserve that type of data | Data must be retained for the data controller for a period up to 5 <sup>th</sup> October 2030 for potential audit and recovery purposes and must thereafter be disposed of in accordance with the supplier's own responsibilities under the relevant data protection legislation.                                                                                                     |
| Locations at which the Supplier and/or its Sub-contractors process Personal Data under this Contract                                      | Office 26, Bradford Chamber Business Park, New Lane, Bradford, BD4 8BX                                                                                                                                                                                                                                                                                                                |
| Protective Measures that the Supplier and, where applicable, its Sub-contractors have                                                     | <ul style="list-style-type: none"> <li>-Cyber Essentials approved</li> <li>-Data Protection Policy</li> <li>-Secure server</li> <li>-External IT specialist with thorough oversight &amp; management of information -security</li> <li>- CRM &amp; Data management system (PICS)</li> <li>- GDPR compliance processes</li> <li>- Data processing policy for internal staff</li> </ul> |

|                                                                                                                                                                                          |                                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| implemented to protect Personal Data processed under this Contract Agreement against a breach of security (insofar as that breach of security relates to data) or a Personal Data Breach | - Project documentation to clearly demonstrate GDPR rules |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|

## Schedule 21 (Variation Form)

This form is to be used in order to change a contract in accordance with Clause 28 of the Core Terms (Changing the Contract)

| Contract Details                               |                                                                            |
|------------------------------------------------|----------------------------------------------------------------------------|
| This variation is between:                     | [Buyer] ("the Buyer")<br>And<br>[insert name of Supplier] ("the Supplier") |
| Contract name:                                 | [insert name of contract to be changed] ("the Contract")                   |
| Contract reference number:                     | [insert contract reference number]                                         |
| Details of Proposed Variation                  |                                                                            |
| Variation initiated by:                        | [delete as applicable: Buyer/Supplier]                                     |
| Variation number:                              | [insert variation number]                                                  |
| Date variation is raised:                      | [insert date]                                                              |
| Proposed variation                             |                                                                            |
| Reason for the variation:                      | [insert reason]                                                            |
| An Impact Assessment shall be provided within: | [insert number] days                                                       |
| Impact of Variation                            |                                                                            |
| Likely impact of the proposed variation:       | [Supplier to insert assessment of impact]                                  |
| Outcome of Variation                           |                                                                            |

|                      |                                                                                                                                                                                                  |                          |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Contract variation:  | This Contract detailed above is varied as follows: <ul style="list-style-type: none"><li>• <b>[Buyer to insert</b> original Clauses or Paragraphs to be varied and the changed clause]</li></ul> |                          |
| Financial variation: | Original Contract Value:                                                                                                                                                                         | £ <b>[insert amount]</b> |
|                      | Additional cost due to variation:                                                                                                                                                                | £ <b>[insert amount]</b> |
|                      | New Contract value:                                                                                                                                                                              | £ <b>[insert amount]</b> |

1. This Variation must be agreed and signed by both Parties to the Contract and shall only be effective from the date it is signed by the Buyer
2. Words and expressions in this Variation shall have the meanings given to them in the Contract.
3. The Contract, including any previous Variations, shall remain effective and unaltered except as amended by this Variation.

Signed by an authorised signatory for and on behalf of the Buyer

Signature .....

Date .....

Name (in Capitals) .....

Address .....

Signed by an authorised signatory to sign for and on behalf of the Supplier

Signature .....

Date .....

Name (in Capitals) .....

Address .....

## Schedule 22 (Insurance Requirements)

### 1. The insurance you need to have

- 1.1 The Supplier shall take out and maintain, or procure the taking out and maintenance of the insurances as set out in the Annex to this Schedule and any other insurances as may be required by applicable Law (together the “**Insurances**”). The Supplier shall ensure that each of the Insurances is effective no later than  
the Start Date in respect of those Insurances set out in the Annex to this Schedule and those required by applicable Law; and
- 1.2 The Insurances shall be:
  - 1.2.1 maintained in accordance with Good Industry Practice;
  - 1.2.2 (so far as is reasonably practicable) on terms no less favourable than those generally available to a prudent contractor in respect of risks insured in the international insurance market from time to time;
  - 1.2.3 taken out and maintained with insurers of good financial standing and good repute in the international insurance market; and
  - 1.2.4 maintained for at least six (6) years after the End Date.
- 1.3 The Supplier shall ensure that the public and products liability policy contain an indemnity to principals clause under which the Buyer shall be indemnified in respect of claims made against the Buyer in respect of death or bodily injury or third party property damage arising out of or in connection with the Deliverables and for which the Supplier is legally liable.

### 2. How to manage the insurance

- 2.1 Without limiting the other provisions of this Contract, the Supplier shall:
  - 2.1.1 take or procure the taking of all reasonable risk management and risk control measures in relation to Deliverables as it would be reasonable to expect of a prudent contractor acting in accordance with Good Industry Practice, including the investigation and reports of relevant claims to insurers;
  - 2.1.2 promptly notify the insurers in writing of any relevant material fact under any Insurances of which the Supplier is or becomes aware; and
  - 2.1.3 hold all policies in respect of the Insurances and cause any insurance broker effecting the Insurances to hold any insurance slips and other evidence of placing cover representing any of the Insurances to which it is a party.

### 3. What happens if you aren't insured

- 3.1 The Supplier shall not take any action or fail to take any action or (insofar as is reasonably within its power) permit anything to occur in relation to it which would entitle any insurer to refuse to pay any claim under any of the Insurances.

- 3.2 Where the Supplier has failed to purchase or maintain any of the Insurances in full force and effect, the Buyer may elect (but shall not be obliged) following written notice to the Supplier to purchase the relevant Insurances and recover the reasonable premium and other reasonable costs incurred in connection therewith as a debt due from the Supplier.

#### **4. Evidence of insurance you must provide**

- 4.1 The Supplier shall upon the Start Date and within 15 Working Days after the renewal of each of the Insurances, provide evidence, in a form satisfactory to the Buyer, that the Insurances are in force and effect and meet in full the requirements of this Schedule.

#### **5. Making sure you are insured to the required amount**

- 5.1 The Supplier shall ensure that any Insurances which are stated to have a minimum limit "in the aggregate" are maintained at all times for the minimum limit of indemnity specified in this Contract and if any claims are made which do not relate to this Contract then the Supplier shall notify the Buyer and provide details of its proposed solution for maintaining the minimum limit of indemnity.

#### **6. Cancelled Insurance**

- 6.1 The Supplier shall notify the Buyer in writing at least five (5) Working Days prior to the cancellation, suspension, termination or non-renewal of any of the Insurances.
- 6.2 The Supplier shall ensure that nothing is done which would entitle the relevant insurer to cancel, rescind or suspend any insurance or cover, or to treat any insurance, cover or claim as voided in whole or part. The Supplier shall use all reasonable endeavours to notify the Buyer (subject to third party confidentiality obligations) as soon as practicable when it becomes aware of any relevant fact, circumstance or matter which has caused, or is reasonably likely to provide grounds to, the relevant insurer to give notice to cancel, rescind, suspend or void any insurance, or any cover or claim under any insurance in whole or in part.

#### **7. Insurance claims**

- 7.1 The Supplier shall promptly notify to insurers any matter arising from, or in relation to, the Deliverables, or the Contract for which it may be entitled to claim under any of the Insurances. In the event that the Buyer receives a claim relating to or arising out of the Contract or the Deliverables, the Supplier shall co-operate with the Buyer and assist it in dealing with such claims including without limitation providing information and documentation in a timely manner.
- 7.2 Except where the Buyer is the claimant party, the Supplier shall give the Buyer notice within twenty (20) Working Days after any insurance claim in excess of 10% of the sum required to be insured pursuant to Paragraph 5.1 relating to or arising out of the provision of the Deliverables or this Contract on any of the Insurances or which, but for the application of the applicable policy excess, would be made on any of the Insurances and (if required by the Buyer) full details of the incident giving rise to the claim.
- 7.3 Where any Insurance requires payment of a premium, the Supplier shall be liable for and shall promptly pay such premium.

- 7.4 Where any Insurance is subject to an excess or deductible below which the indemnity from insurers is excluded, the Supplier shall be liable for such excess or deductible. The Supplier shall not be entitled to recover from the Buyer any sum paid by way of excess or deductible under the Insurances whether under the terms of this Contract or otherwise.

## ANNEX: REQUIRED INSURANCES

1. The Supplier shall hold the following insurance cover from the Start Date in accordance with this Schedule:
  - 1.1 professional indemnity insurance with cover (for a single event or a series of related events and in the aggregate) of not less than one million pounds (£1,000,000);
  - 1.2 public liability insurance with cover (for a single event or a series of related events and in the aggregate) of not less than ten million pounds (£5,000,000); and
  - 1.3 employers' liability insurance with cover (for a single event or a series of related events and in the aggregate) of not less than five million pounds (£5,000,000).

## Schedule 25 (Rectification Plan)

| Request for [Revised] Rectification Plan                 |                                                                                                             |                  |  |
|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|------------------|--|
| Details of the Notifiable Default:                       | <b>[Guidance: Explain the Notifiable Default, with clear schedule and clause references as appropriate]</b> |                  |  |
| Deadline for receiving the [Revised] Rectification Plan: | [add] date (minimum 10 days from request)                                                                   |                  |  |
| Signed by Buyer:                                         |                                                                                                             | Date:            |  |
| Supplier [Revised] Rectification Plan                    |                                                                                                             |                  |  |
| Cause of the Notifiable Default                          | [add] cause]                                                                                                |                  |  |
| Anticipated impact assessment:                           | [add] impact]                                                                                               |                  |  |
| Actual effect of Notifiable Default:                     | [add] effect]                                                                                               |                  |  |
| Steps to be taken to rectification:                      | <b>Steps</b>                                                                                                | <b>Timescale</b> |  |
|                                                          | 1.                                                                                                          | [date]           |  |

|                                                            |                                                          |                  |  |
|------------------------------------------------------------|----------------------------------------------------------|------------------|--|
|                                                            | 2.                                                       | [date]           |  |
|                                                            | 3.                                                       | [date]           |  |
|                                                            | 4.                                                       | [date]           |  |
|                                                            | [...]                                                    | [date]           |  |
| Timescale for complete Rectification of Notifiable Default | <input checked="" type="checkbox"/> Working Days         |                  |  |
| Steps taken to prevent recurrence of Notifiable Default    | <b>Steps</b>                                             | <b>Timescale</b> |  |
|                                                            | 1.                                                       | [date]           |  |
|                                                            | 2.                                                       | [date]           |  |
|                                                            | 3.                                                       | [date]           |  |
|                                                            | 4.                                                       | [date]           |  |
|                                                            | [...]                                                    | [date]           |  |
| Signed by the Supplier:                                    |                                                          | Date:            |  |
| <b>Review of Rectification Plan Buyer</b>                  |                                                          |                  |  |
| Outcome of review                                          | [Plan Accepted] [Plan Rejected] [Revised Plan Requested] |                  |  |
| Reasons for rejection (if applicable)                      | [add] reasons]                                           |                  |  |
| Signed by Buyer                                            |                                                          | Date:            |  |

## Schedule 26 (Sustainability)

### Definitions

|                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>[“Modern Slavery Assessment Tool”]</b> | means the modern slavery risk identification and management tool which can be found online at: <a href="https://supplierregistration.cabinetoffice.gov.uk/msat">https://supplierregistration.cabinetoffice.gov.uk/msat</a> ]                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>[“Supply Chain Map”]</b>               | means details of (i) the Supplier, (ii) all Subcontractors and (iii) any other entity that the Supplier is aware is in its supply chain that is not a Subcontractor, setting out at least: <ul style="list-style-type: none"> <li data-bbox="526 604 1292 716">(a) the name, registered office and company registration number of each entity in the supply chain;</li> <li data-bbox="526 728 1292 795">(b) the function of each entity in the supply chain; and</li> <li data-bbox="526 806 1292 929">(c) the location of any premises at which an entity in the supply chain carries out a function in the supply chain;]</li> </ul> |
| <b>“Waste Hierarchy”</b>                  | means prioritisation of waste management in the following order of preference as set out in the Waste (England and Wales) Regulation 2011: <ul style="list-style-type: none"> <li data-bbox="526 1075 1292 1108">(a) Prevention;</li> <li data-bbox="526 1120 1292 1153">(b) Preparing for re-use;</li> <li data-bbox="526 1164 1292 1198">(c) Recycling;</li> <li data-bbox="526 1209 1292 1243">(d) Other Recovery; and</li> <li data-bbox="526 1254 1292 1312">(e) Disposal.</li> </ul>                                                                                                                                              |

### Part A

#### 1. Public Sector Equality Duty

1.1. In addition to legal obligations, where the Supplier is providing a Deliverable to which the Public Sector Equality duty applies, the Supplier shall support the Buyer in fulfilling its Public Sector Equality duty under S149 of the Equality Act 2010 by ensuring that it fulfils its obligations under the Contract in a way that seeks to:

1.1.1. eliminate discrimination, harassment or victimisation and any other conduct prohibited by the Equality Act 2010; and

1.1.2. advance:

1.1.2.1. equality of opportunity; and

1.1.2.2. good relations,

between those with a protected characteristic (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) and those who do not share it.

## **2. Employment Law**

2.1. The Supplier must perform its obligations meeting the requirements of all applicable Law regarding employment.

## **3. Modern Slavery**

3.1. The Supplier:

- 3.1.1. shall not use, nor allow its Subcontractors to use forced, bonded or involuntary prison labour;
- 3.1.2. shall not require any Supplier Staff or Subcontractor Staff to lodge deposits or identity papers with the employer and shall be free to leave their employer after reasonable notice;
- 3.1.3. warrants and represents that it has not been convicted of any slavery or human trafficking offences anywhere around the world;
- 3.1.4. warrants that to the best of its knowledge it is not currently under investigation, inquiry or enforcement proceedings in relation to any allegation of slavery or human trafficking offences anywhere around the world;
- 3.1.5. shall make reasonable enquires to ensure that its officers, employees and Subcontractors have not been convicted of slavery or human trafficking offences anywhere around the world;
- 3.1.6. shall have and maintain throughout the Term its own policies and procedures to ensure its compliance with the Modern Slavery Act 2015 and include in its contracts with its Subcontractors anti-slavery and human trafficking provisions;
- 3.1.7. shall implement due diligence procedures to ensure that there is no slavery or human trafficking in any part of its supply chain performing obligations under the Contract;
- 3.1.8. shall prepare and deliver to the Buyer, an annual slavery and human trafficking report setting out the steps it has taken to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its business with its annual certification of compliance with this Paragraph 3;
- 3.1.9. shall not use, nor allow its employees or Subcontractors to use physical abuse or discipline, the threat of physical abuse, sexual or other

harassment and verbal abuse or other forms of intimidation of its employees or Subcontractors;

3.1.10. shall not use or allow child or slave labour to be used by its Subcontractors; and

3.1.11. shall report the discovery or suspicion of any slavery or trafficking by it or its Subcontractors to the Buyer and Modern Slavery Helpline.

#### **4. Environmental Requirements**

4.1. The Supplier must perform its obligations meeting in all material respects the requirements of all applicable Laws regarding the environment.

4.2. In performing its obligations under the Contract, the Supplier shall, where applicable to the Contract, to the reasonable satisfaction of the Buyer:

4.2.1. prioritise waste management in accordance with the Waste Hierarchy as set out in Law;

4.2.2. be responsible for ensuring that any waste generated by the Supplier and sent for recycling, disposal or other recovery as a consequence of this Contract is taken by a licensed waste carrier to an authorised site for treatment or disposal and that the disposal or treatment of waste complies with the Law; and

4.2.3. ensure that it and any third parties used to undertake recycling, disposal or other recovery as a consequence of this Contract do so in a legally compliant way, and can demonstrate that reasonable checks are undertaken to ensure this on a regular basis and provide relevant data and evidence of recycling, recovery and disposal.

4.3. In circumstances that a permit, licence or exemption to carry or send waste generated under this Contract is revoked, the Supplier shall cease to carry or send waste or allow waste to be carried by any Subcontractor until authorisation is obtained from the Environment Agency.

4.4. In performing its obligations under the Contract, the Supplier shall to the reasonable satisfaction of the Buyer (where the anticipated Charges in any Contract Year are above £5 million per annum (excluding VAT)), where related to and proportionate to the contract in accordance with PPN 06/21), publish and maintain a credible Carbon Reduction Plan in accordance with PPN 06/21.

4.5. The Supplier shall meet the applicable Government Buying Standards applicable to Deliverables which can be found online at:

<https://www.gov.uk/government/collections/sustainable-procurement-the-government-buying-standards-gbs>.

## 5. Supplier Code of Conduct

5.1. In February 2019, HM Government published a Supplier Code of Conduct setting out the standards and behaviours expected of suppliers who work with government which can be found online at:

1. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/779660/20190220-Supplier\\_Code\\_of\\_Conduct.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/779660/20190220-Supplier_Code_of_Conduct.pdf)
2. The Buyer expects to meet, and expects its suppliers and subcontractors to meet, the standards set out in that Code.

## 6. Reporting

The Supplier shall comply with reasonable requests by the Buyer for information evidencing compliance with any of the requirements in Paragraphs 1-5 of this Part A above within fourteen (14) days of such request, [provided that such requests are limited to [two] per requirement per Contract Year].

### Part B – NOT USED

### Part C

#### Social Value

1.1 The Supplier shall provide a Social Value Report to the Buyer as outlined in Table A.

**Table A: Social Value Report**

| Required Detail                                                                                                 | Frequency   |
|-----------------------------------------------------------------------------------------------------------------|-------------|
| A high-level summary of the Supplier's performance against the Social Value priorities over the relevant period | [Quarterly] |
| Performance by the Supplier against each of the Social Value KPIs set out below the relevant period             | [Quarterly] |

**Commitment to Social Value KPI:** The supplier will report on promotion and commitment to Social Value in their delivery and way of operating, to improve and tackle Economic Inequalities as set out in their bid at the technical evaluation stage. This KPI shall be reported on quarterly.

## Schedule 27 (Key Subcontractors)

### 1. Restrictions on certain subcontractors

- 1.1 The Supplier is entitled to sub-contract its obligations under the Contract to the Key Subcontractors set out in the Award Form.
- 1.2 Where during the Contract Period the Supplier wishes to enter into a new Key Sub-contract or replace a Key Subcontractor, it must obtain the prior written consent of the Buyer and the Supplier shall, at the time of requesting such consent, provide the Buyer with the information detailed in Paragraph If requested by the Buyer, within ten (10) Working Days of receipt of the information provided by the Supplier pursuant to Paragraph The Supplier shall provide the Buyer with the following information in respect of the proposed Key Subcontractor:, the Supplier shall also provide:. The decision of the Buyer to consent or not will not be unreasonably withheld or delayed. Where the Buyer consents to the appointment of a new Key Subcontractor then they will be added to Key Subcontractor section of the Award Form. The Buyer may reasonably withhold their consent to the appointment of a Key Subcontractor if it considers that:
  - 1.2.1 the appointment of a proposed Key Subcontractor may prejudice the provision of the Deliverables or may be contrary to its interests;
  - 1.2.2 the proposed Key Subcontractor is unreliable and/or has not provided reliable goods and or reasonable services to its other customers; and/or
  - 1.2.3 the proposed Key Subcontractor employs unfit persons.
- 1.3 The Supplier shall provide the Buyer with the following information in respect of the proposed Key Subcontractor:
  - 1.3.1 the proposed Key Subcontractor's name, registered office and company registration number;
  - 1.3.2 the scope/description of any Deliverables to be provided by the proposed Key Subcontractor;
  - 1.3.3 where the proposed Key Subcontractor is an Affiliate of the Supplier, evidence that demonstrates to the reasonable satisfaction of the Buyer that the proposed Key Sub-Contract has been agreed on "arm's-length" terms;
  - 1.3.4 the Key Sub-Contract price expressed as a percentage of the total projected Charges over the Contract Period; and
  - 1.3.5 (where applicable) Credit Rating Threshold (as defined in Schedule 24 (Financial Difficulties)) of the Key Subcontractor.
- 1.4 If requested by the Buyer, within ten (10) Working Days of receipt of the information provided by the Supplier pursuant to Paragraph The Supplier shall provide the Buyer with the following information in respect of the proposed Key Subcontractor:, the Supplier shall also provide:
  - 1.4.1 a copy of the proposed Key Sub-Contract; and

- 1.4.2 any further information reasonably requested by the Buyer.
- 1.5 The Supplier shall ensure that each new or replacement Key Sub-Contract shall include:
  - 1.5.1 provisions which will enable the Supplier to discharge its obligations under the Contract;
  - 1.5.2 a right under CRTPA for the Buyer to enforce any provisions under the Key Sub-Contract which confer a benefit upon the Buyer;
  - 1.5.3 a provision enabling the Buyer to enforce the Key Sub-Contract as if it were the Supplier;
  - 1.5.4 a provision enabling the Supplier to assign, novate or otherwise transfer any of its rights and/or obligations under the Key Sub-Contract to the Buyer;
  - 1.5.5 obligations no less onerous on the Key Subcontractor than those imposed on the Supplier under the Contract in respect of:
    - a) the data protection requirements set out in Clause 18 (Data protection);
    - b) the FOIA and other access request requirements set out in Clause 20 (When you can share information);
    - c) the obligation not to embarrass the Buyer or otherwise bring the Buyer into disrepute;
    - d) the keeping of records in respect of the goods and/or services being provided under the Key Sub-Contract, including the maintenance of Open Book Data; and
    - e) the conduct of audits set out in Clause 6 (Record keeping and reporting);
  - 1.5.6 provisions enabling the Supplier to terminate the Key Sub-Contract on notice on terms no more onerous on the Supplier than those imposed on the Buyer under Clauses 14.4 (When the Buyer can end this contract) and 14.5 (What happens if the contract ends) of this Contract;
  - 1.5.7 a provision restricting the ability of the Key Subcontractor to sub-contract all or any part of the provision of the Deliverables provided to the Supplier under the Key Sub-Contract without first seeking the written consent of the Buyer; and
  - 1.5.8 a provision enabling the Supplier, the Buyer or any other person on behalf of the Buyer to step-in on substantially the same terms as are set out in Clause 13 (Step-in rights).
- 1.6 The Supplier shall not terminate or materially amend the terms of any Key Sub-Contract without the Buyer's prior written consent, which shall not be unreasonably withheld or delayed.

**Schedule 36 (Intellectual Property Rights)**

- 1.1. Each Party keeps ownership of its own Existing IPR. Neither Party has the right to use the other Party's IPR, including any use of the other Party's names, logos or trademarks, except as expressly granted elsewhere under the Contract or otherwise agreed in writing.
- 1.2. Except as expressly granted elsewhere under the Contract, neither Party acquires any right, title or interest in or to the IPR owned by the other Party or any third party.
- 1.3. **Licences granted by the Supplier: Supplier Existing IPR**
  - 1.3.1. Where the Buyer orders Deliverables which contain or rely upon Supplier Existing IPR, the Supplier hereby grants the Buyer a Supplier Existing IPR Licence on the terms set out in Paragraph 1.3.2
  - 1.3.2. The Supplier Existing IPR Licence granted by the Supplier to the Buyer is a non-exclusive, perpetual, royalty-free, irrevocable, transferable, worldwide licence to use, change and sub-license any Supplier Existing IPR which is reasonably required by the Buyer to enable it:
    - 1.3.2.1. or any End User to use and receive the Deliverables; or
    - 1.3.2.2. to use, sub-license or commercially exploit (including by publication under Open Licence) the New IPR and New IPR Items,  
  
for any purpose relating to the exercise of the Buyer's (or, if the Buyer is a Public Sector Body, any other Public Sector Body's) business or function.
- 1.4. **Licences granted by the Buyer and New IPR**
  - 1.4.1. Any New IPR created under the Contract is owned by the Buyer. The Buyer gives the Supplier a licence to use any Buyer Existing IPR and New IPR for the purpose of fulfilling its obligations during the Contract Period.
  - 1.4.2. Where a Party acquires ownership of IPR incorrectly under this Contract it must do everything reasonably necessary to complete a transfer assigning them in writing to the other Party on request and at its own cost.
  - 1.4.3. Unless otherwise agreed in writing, the Supplier and the Buyer will record any New IPR in the table at Annex 1 to this Schedule 36 and keep this updated throughout the Contract Period.

## **1.5. Open Licence Publication**

- 1.5.1. Subject to Paragraph 1.5.4, the Supplier agrees that the Buyer may at its sole discretion publish under Open Licence all or part of the New IPR Items.
- 1.5.2. Subject to Paragraph 1.5.4, the Supplier hereby warrants that the New IPR Items are suitable for release under Open Licence.
- 1.5.3. The Supplier will supply any or all New IPR Items in a format suitable for publication under Open Licence (“the Open Licence Publication Material”) within 30 days of written request from the Buyer (“Buyer Open Licence Request”).
- 1.5.4. The Supplier may within 15 days of a Buyer Open Licence Request under Paragraph 1.5.3 request in writing that the Buyer excludes all or part of:
  - 1.5.4.1. the New IPR; or
  - 1.5.4.2. Supplier Existing IPR or Third Party IPR that would otherwise be included in the Open Licence Publication Material supplied to the Buyer pursuant to Paragraph 1.5.3from Open Licence publication.
- 1.5.5. Any decision to Approve any such request from the Supplier pursuant to Paragraph 1.5.4 shall be at the Buyer’s sole discretion, not to be unreasonably withheld, delayed or conditioned.
- 1.5.6. Subject to Clause 15 of the Core Terms, the Buyer will not be liable in the event that any Supplier Existing IPR or Third Party IPR is included in the Open Licence Publication Material published by the Buyer.

## **1.6. Third Party IPR**

- 1.6.1. The Supplier shall not use in the delivery of the Deliverables any Third Party IPR unless Approval is granted by the Buyer and it has procured that the owner or an authorised licensor of the relevant Third Party IPR has granted a Third Party IPR Licence on the terms set out in Paragraph 1.6.3. If the Supplier cannot obtain for the Buyer a licence on the terms set out in Paragraph 1.6.3 in respect of any Third Party IPR the Supplier shall:
  - 1.6.1.1. notify the Buyer in writing; and
  - 1.6.1.2. use the relevant Third Party IPR only if the Buyer has provided authorisation in writing, with reference to the acts authorised and the specific IPR involved.

- 1.6.2. In spite of any other provisions of the Contract and for the avoidance of doubt, award of this Contract by the Buyer and the ordering of any Deliverable under it does not constitute an authorisation by the Crown under Sections 55 and 56 of the Patents Act 1977 Section 12 of the Registered Designs Act 1949 or Sections 240 – 243 of the Copyright, Designs and Patents Act 1988.
- 1.6.3. The Third Party IPR Licence granted to the Buyer shall be a non-exclusive, perpetual, royalty-free, irrevocable, transferable, worldwide licence to use, change and sub-licence any Third Party IPR which is reasonably required by the Buyer to enable it or any End User to receive and use the Deliverables and make use of the deliverables provided by a Replacement Supplier.

## **1.7. Termination of licences**

- 1.7.1. The Supplier Existing IPR Licence granted pursuant to Paragraph 1.3 and the Third Party IPR Licence granted pursuant to Paragraph 1.6 shall survive the Expiry Date and termination of this Contract.
- 1.7.2. The Supplier shall, if requested by the Buyer in accordance with Schedule 30 (Exit Management) and to the extent reasonably necessary to ensure continuity of service during exit and transition to any Replacement Supplier, grant (or procure the grant) to the Replacement Supplier a licence to use any Supplier Existing IPR or Third Party IPR on terms equivalent to the Supplier Existing IPR Licence or Third Party IPR Licence (as applicable) subject to the Replacement Supplier entering into reasonable confidentiality undertakings with the Supplier.
- 1.7.3. Any licence granted to the Supplier pursuant to Paragraph 1.4 (Licence granted by the Buyer) shall terminate automatically on the Expiry Date and the Supplier shall:
  - 1.7.3.1. immediately cease all use of the Buyer Existing IPR (including the Buyer Data within which the Buyer Existing IPR may subsist);
  - 1.7.3.2. at the discretion of the Buyer, return or destroy documents and other tangible materials that contain any of the Buyer Existing IPR and the Buyer Data, provided that if the Buyer has not made an election within six months of the termination of the licence, the Supplier may destroy the documents and other tangible materials that contain any of the Buyer Existing IPR and the Buyer Data (as the case may be); and
  - 1.7.3.3. ensure, so far as reasonably practicable, that any Buyer Existing IPR and Buyer Data that are held in electronic, digital or other machine-readable form ceases to be readily accessible from any computer, word processor, voicemail system or any other device of the Supplier containing such Buyer Existing IPR or Buyer Data.

2. ANNEX 1: NEW IPR

| Name of New IPR | Details |
|-----------------|---------|
|                 |         |
|                 |         |

**Annex 2: Tender**



## Engaging the SME Apprenticeship Market

### Technical Submission: Service Specific & Social Value Technical Questions

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Technical Section Weighting: 80%</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <p><b>IMPORTANT INFORMATION:</b></p> <p><u>Please provide an answer for each question explicitly</u></p> <p>References to answers in other questions/sections will not be considered.</p> <p>Evaluators will not take into account previous knowledge of your organisation therefore please provide clear evidence and examples of your skills and experience.</p> <p>Please only upload the information requested and where directed to do so. Any additional documentation will not be evaluated.</p> <p>Please note, a separate technical submission is required for each Lot that you bid for. The Lots are as detailed below:</p> <p>ITT_1408: LOT 1 Merseyside &amp; Northwest Lancashire</p> <p>ITT_1409: LOT 2 Greater Manchester &amp; East Lancashire</p> <p>ITT_1410: LOT 3 The North East</p> <p>ITT_1411: LOT 4 Yorkshire</p> <p>ITT_1412: LOT 5 Humber</p> <p>Each question has a locked in character count that you will be unable to exceed, in this instance a character is:</p> <ul style="list-style-type: none"> <li>• A Letter</li> <li>• A Number</li> <li>• A space</li> <li>• A carriage return</li> </ul> |
| <p><b>Please enter the name of the organisation completing this questionnaire in the space below:</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p><b>West Yorkshire Learning Providers Ltd</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

Please enter the Lot number and region that this technical submission applies to in the space below:

ITT\_: LOT 4 Yorkshire

### **Question 1 Delivery plan for the service**

Please provide a detailed plan including provisional milestones of activity to deliver this project.

‘QUALITY OF DELIVERY’ including subsections:

- Information, Advice and Guidance for Learners (IAG)
- Outcomes
- Demonstrable Knowledge.
- Record Keeping

Your response should cover the following criteria and include supporting evidence and rationale to support the response:

#### **IAG**

- How will you market your activity to engage SMEs?
- How do you intend to position apprenticeships as a skills training programme among other skills training offers that are available, including Traineeships?

#### **Outcomes**

- Detail how you will deliver the levels of engagement activity, and proposed number of starts as detailed within your engagement activity price template?
- Detail what on-going planning and support you will offer once you have engaged an SME, from initial engagement to an evidenced start?
- Detail what measures you will have in place to support completion and achievement of apprenticeships.
- How will you measure the quality and success of the onboarding process for a new apprenticeship start to maximise the number of apprentices completing and achieving?
- Clearly detail how funding will be used to specifically target those SMEs who have not had an apprentice within the last 24 months.
- How does your delivery model enable employers to successfully take part when health and economic factors change?

#### **Demonstrable Knowledge**

- Explain how you have previously demonstrated a full understanding of the apprenticeship rules and funding guidance.

- Describe where you have clearly demonstrated your fluency and understanding of the characteristics of a high-quality apprenticeship and how you achieved this in a SME context.

### Record Keeping

- How will you record registration of new SMEs on the Apprenticeship Service?
- Outline how you will provide quantifiable activity impact, such as volume of employers engaged, volume of employers registered and starts.
- What management information systems will be in place to monitor outcomes and manage any shortfalls?

Maximum characters 4,500

Weight 30%

- West Yorkshire Learning Providers (WYLP) is a not-for-profit organisation passionate about & dedicated to the development of post-16 education across Yorkshire. A regional network supporting over 100 training organisations inc colleges, ITPs, universities, employer providers, local authorities & careers services all committed to supporting SME's.
- WYLP will utilise its extensive networks, relationships & representation to market activity to SME's & have agreement from a range of business partners to support activity delivered by us. This includes Chambers of Commerce West Yorkshire (WY), Doncaster (who led the SY LSIP) & Sheffield, FSB, CBI & CITB. All will share the SME activity, provide platforms for engagement, host learning lunches, employer roundtables & additional marketing of opportunities to SME's. WYLP MD sits on the CBI people & skills forum for Y&H, engaging with a wide range of businesses. CBI will provide access to their SME hub & share programme opportunities. YLP MD is a member of the Northern Powerhouse skills taskforce, with access to private LinkedIn community & F2F events to promote & complete SME activities. F2F events will be held across West & South Yorkshire & sector forums held 6 weekly. As proud members of the Armed forces covenant, we will engage & promote the SME offer & apprenticeships to those ex-personnel & their families.
- Our established Health Care forum will support the programme & as members of WY Digital Festival Group & WY Manufacturing Week we will utilise employer base & outreach work from these great local sector initiatives to market the offer. We'll hold sector clinics for employers to drop in & hear about opportunities, myth bust & raise the profile of apprenticeships, & engaging with young people to support future talent pipelines & local economic development. Ensuring delivery profiles are planned & reviewed ongoing but also reactive to sector & employer demand. Business Advisors will have caseload of businesses to support with onboarding & throughout the apprenticeship process.
- We have full oversight & knowledge dedicated to post-16 education opportunities, ensuring we position apprenticeship with T-levels, traineeships & adult education so understood locally, can derive the benefits & demystify the sector. We'll position apprenticeships as the gold standard of future talent skills programmes, providing businesses with dynamic, innovative & creative talent that will drive business & economic benefits now and the future.

- SME activity will include marketing the benefits of apprenticeships and being a critical friend through the sign up & onboarding process, including using digital account, workplace mentor training, developing robust review processes plus keep in touch meetings from engagement to EPA. WYLP MD is a part time Ofsted Inspector providing critical scrutiny to ensure recruitment, onboarding, delivery & achievement is aligned to the education inspection framework. WYLP Quality Manager is a qualified teacher & mentor so will deliver mentoring sessions for SME's & workplace mentors, a key area SME's struggle with.
- We work closely with MCA's & LEPs across Yorkshire, all supporting our submission for SME activity. We're partners of Apprenticeship, Growth & Careers hubs locally & CBI Associate Director of SME's has confirmed support for our work, targeting local sectoral SME's disengaged or haven't engaged previously with information sharing protocols in place to allow for this activity to happen seamlessly.
- Activity will be varied to ensure all businesses can engage & remain engaged when external factors change – inc virtual sessions, video content, supporting Padlet of opportunities & activities and virtual roundtables bringing together sector employers covering a range of themes.

As an ASK delivery provider & an organisation that has managed multiple Government funded programmes over the years inc apprenticeship, AEB, Traineeships, ESF & devolved budgets we are fully skilled & capable, with robust evidence processes, high quality monitoring & management arrangements and a robust CRM system. We will use our knowledge to ensure the SME activity & funding is managed & distributed fairly, inclusive and is high quality. Utilising our existing robust tracking, monitoring & risk analysis tools & employing effective digital tools to track & monitor engagement numbers including Padlet, QR code sign up & digital badges for attending sessions & workshops.

## **Question 2 Engaging Employers**

During this Pathfinder Programme, how will you engage with employers who have either never previously engaged with the apprenticeship program or have not done so in the preceding 24 months, to secure apprenticeship starts.

Your response should cover the following criteria and include supporting evidence and rationale to support the response:

- Describe how you will identify and engage with SMEs who have never been active or not active in the program for 2 years or more.
- Describe any links / relationships you have with local apprenticeship training providers.
- How will you find and secure high-quality employers for apprenticeships in the post-pandemic context?
- Describe how you will ensure Learners gain the skills that you feel local employers need, based on your local skills knowledge, from direct engagement with employers or from what research has told you?
- How will you manage and mitigate any issues and risks to the successful delivery of the Service?

| Maximum characters 3,000                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Weight 20% |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| <ul style="list-style-type: none"> <li>• Through our extensive networks we ensure our engagement focuses on those employers who are least engaged in apprenticeships locally. We'll gather information from a series of avenues –</li> <li>• West Yorkshire Learning Providers (WYLP) Board &amp; Advisory panel to review their employers over the past 5 years to identify those disengaged over 24 months</li> <li>• WYLP network members from the 4 priority sectors reviewing employer engagement to identify those disengaged</li> <li>• WY, Doncaster &amp; Sheffield chambers share SME engagement marketing &amp; opportunities, quarterly economic survey &amp; a breakdown of members disengaged</li> <li>• CBI to share our SME engagement activities with their SME Forum – differentiated support for those never engaged/not engaged for 24 months or more</li> <li>• As a member of Northern Powerhouse Partners &amp; skills taskforce - access to a private community of businesses, which we will target based on engagement</li> <li>• MCA Growth Hubs – collaborative info sharing to raise profile of Apps to key businesses &amp; sectors</li> <li>• CITB, FSB &amp; WYLP sit on many local groups &amp; boards together so will share SME promo &amp; engagement</li> <li>• As the only apprenticeship provider network in Yorkshire, we will utilize our reach &amp; excellent reputation to promote &amp; deliver SME engagement. WYLP are represented on all MCA skills groups &amp; boards with the unique position to raise awareness of the offer. The groups we will take the SME engagement offer to is vast –</li> <li>• Northern Skills Network Board</li> <li>• West Yorkshire (WY) combined authority Employment &amp; Skills Board</li> <li>• WY Green jobs Taskforce</li> <li>• Bradford Careers &amp; technical Education Board</li> <li>• Doncaster Chamber Skills group</li> <li>• Barnsley College Business Partnership</li> <li>• WY Chamber of Commerce Leadership Group</li> <li>• Northern Powerhouse Partners Programme &amp; Skills Taskforce</li> <li>• Careers Enterprise Company Education Leaders Advisory Group</li> <li>• Armed Forces Covenant</li> <li>• YNY Apprenticeship Ambassador Network</li> <li>• CBI People &amp; Skills Group Y&amp;H</li> <li>• South Yorkshire LEP provider network</li> <li>• Robust onboarding for businesses, a critical friend throughout the process &amp; ensuring providers are meeting business needs, working patterns &amp; impactful local skills developments. We were recently commissioned to complete research into apprenticeship skills gaps across Yorkshire which we will utilise for promoting SME engagement activities to meet the 4 priority sectors.</li> <li>• As WYLP are the local representative body, we can ensure employers &amp; providers we match will deliver skills, knowledge &amp; behaviors that meet local need, lead to</li> </ul> |            |

sustained employment & deliver skills for the future. WYLP MD is an Ofsted inspector ensuring provision is aligned to their increased focus on meeting local skills needs & priorities in the curriculum

A thorough risk & threat assessment for the project will be completed to have robust succession & mitigation plans as we do with all our commissioned work. If we need to flex or change interventions to meet need, we have the expertise, staff, knowledge & reputation locally to make sure successful completion.

### **Question 3 Engaging and understanding the regional and sectoral needs and priorities**

How will you identify and respond to the regional and sectoral priorities, demonstrating your ability to deliver to the geographic regional lot(s) that you bid for?

#### **Regions**

- Northwest
  - Lot 1 = Merseyside & Northwest Lancashire
  - Lot 2 = Greater Manchester & East Lancashire
- Northeast
  - Lot 3 = County Durham & Newcastle upon Tyne
- Yorkshire and Humber
  - Lot 4 = South & West Yorkshire
  - Lot 5 = Humber

#### **Sectors**

- Digital – Sector Subject area
- Manufacturing
- Adult Social Care
- Construction and Built Environment

The response should cover the following criteria and provide rationale to demonstrate how you will connect with regional stakeholders and your ability to ensure activity is complementary to other initiatives.

- How will you investigate and document the current regional and sector specific employment market and local skills needs to inform and shape your plan and translate these into apprenticeship engagements & starts?
- Demonstrate your strong history in understanding and working with SMEs. You should detail historical and current SME engagement within the regional lot(s) you are bidding for and what the outcomes were.
- Outline how you will further strengthen your strong links with employers, local partners, and stakeholders, enabling collaboration to provide support, from creating apprenticeship awareness and initial engagement through to the anticipated apprenticeship completions.
- Detail how you propose to record your responses from a variety of demands posed from employers, partners, and stakeholders?

- How will you provide a flexible and responsive service to accommodate any local changes, new priorities, or new opportunities posed?
- Detail how you will promote your service within the regional lot(s) that you are bidding for to successfully engage and recruit priority Learners.

Maximum characters 3,000

Weight 15%

- WYLP is a key voice & representative body across Yorkshire – being a well-respected FE & apprenticeship organisation we have been commissioned on many occasions to complete local apprenticeship & skills research, consultation & development work. We complete apprenticeship mapping for Yorkshire & develop an apprenticeship directory which is issued to over 5000 schools, employers, JCPs, and careers services. We will include the SME engagement offer in future mapping & directories & have the 4 sectors showcased on our website & directory marketing.
- WYLP harness local skills plans & LMI & hold sector forums to establish the needs, gaps & concerns relating to apprenticeship engagement. WYLP MD is a member of WY employment & skills board, Doncaster Chamber skills advisory group and chair of the Northern Skills Network so has access to a wide range of apprenticeship & skills data which will be utilised to shape the offer to SME's. As a member of the Northern Powerhouse Skills Taskforce our MD brings a unique opportunity to access businesses & gain insights into skills needs & how apprenticeships can fill these.
- We have an established social care forum to identify issues & needs for the sector and through working links with CITB, Bradford and Airedale Manufacturing Alliance & partners in the WY Manufacturing Week & WY digital festival we are able to access detailed information regarding the issues faced by SME's. Through established partnerships with South Yorkshire Growth Hub & careers & apprenticeship hubs we collaborate to promote the opportunities which apprenticeships can unlock for businesses & individuals. We work with Made in Yorkshire, an organisation established to Champion Manufacturing & Engineering in Yorkshire. We work with CITU, a property developer, linking them with local construction providers & support for the projects they are running over the Leeds & Sheffield to build sustainable homes & we're passionate about using apprentices to promote greater understanding of reducing carbon emissions from the built environment, which currently constitutes 40% of all carbon emissions across Yorkshire.
- Information will be recorded through our CRM database. Online surveys used to collate responses from employer interventions to enable us to scrutinise & improve activities. For engagement will utilise a planning form, much like we do for our ASK interventions and use our organisational needs analysis. Onboarding will utilise a contact & support log, mentor workshop attendance & KIT meetings to ensure a smooth & quality process for employers. The Employer DAS confirmation will be used for showing starts.

WYLP will offer face to face & online support to ensure we respond to challenges particularly for H&SC where in some cases there remains reduced access. We'll work responsively with Chambers of Commerce, SY Growth Hub and local authorities to respond to emerging changes & new priorities & host regular forums with our business advisors.

### **Question 4 Tackling Economic Inequality**

Please describe the commitment your organisation will make to create and support educational training and employment opportunities relevant to this contract. Particularly for those who face barriers to employment and/or who are in deprived areas.

Your response should cover the following criteria and include supporting evidence and rationale:

- How you will encourage and support employers to recruit people to apprenticeship jobs from the groups outlined within the specification (young people (all young people aged 16-24, and particularly 18/19-year-olds leaving full-time education) and disadvantaged or underrepresented groups. This includes those with learning difficulties and/or disabilities, from minority ethnic backgrounds, young people who have been in care, and people from more deprived areas).
- How you will encourage and support employers to manage apprenticeships in a way that supports completion, achievement, and career progression for different groups.
- Describe what measures you currently take within your organisation, to ensure equality and accessibility, without discrimination, to employment and workforce related opportunities and promote them to be fully accessible.
- Detail how you identify opportunities to grow supplier diversity in the contract supply chain or in the location/community, specifically within the SME landscape.

Maximum characters 2,500

Weight 15%

- We will encourage & support employers for greater inclusion by co-designing their vacancies so they're truly inclusive, using appropriate language to reach a diverse demographic. WYLP is a member of the Inclusive Employers Network to engage more employers to offer opportunities to BAME communities & this includes apprenticeship opportunities. We will utilise the Inclusive Employers Toolkit with all businesses engaged & the sector forums will establish diversity within community practices.
- We champion greater inclusion for LGBTQ & has developed the Pride in FE Charter & shares good recruitment practices with employers.
- We will target local Care Teams to ensure greater access to opportunities with organisations such as Leaving Care Support Yorkshire to ensure support for individuals making the transition from care to an apprenticeship & independent living.
- WYLP members include Cognassist, Barnardos & Mencap so will work with those members to ensure our offer & support is inclusive of those with physical & hidden disabilities & difficulties.

- We run a Data & Tech poverty initiative across Yorkshire, dedicated to supporting apprentices with devices & Wi-Fi access for them to be able to participate in blended learning & working, this also enables those from deprived backgrounds to access equipment needed for study.
- Through our links with FSB, CBI & Chamber of commerce across Yorkshire we will promote greater participation, productivity & good pay.
- WYLP MD is a member of the Forward Ladies Network Yorkshire & will utilise this network & Women in the Workplace Network to showcase apprenticeships & encourage greater inclusion of women across digital, construction & manufacturing.
- WYLP will provide employers with a tailored & supportive approach based on thorough organisational needs analysis. Our business advisors will provide both face to face & virtual support to mentor those who are directly supporting apprentices & will offer SME's new to working with young people or overseeing apprentices with mentoring workshops as we know this is a key barrier to why SME's do not currently engage with apprenticeships.

WYLP MD was one of the contributors to the Social Mobility Commission apprenticeship toolkit & is an expert speaker on social mobility within apprenticeships – the toolkit is a vital resource to demonstrate the importance of apprenticeships supporting ALL communities & businesses & we will promote the toolkit when speaking to all SMEs locally.

### Engagement Activity Pricing Template response:

Table 1

Number of SME Engagements Anticipated

| <b>LOT 4 (ITT_1411) Yorkshire</b><br>Total Value up to per year: £150,000 | Year 1   | Year 2   | Year 3<br>(option to extend) | Total    |
|---------------------------------------------------------------------------|----------|----------|------------------------------|----------|
| West Yorkshire and South Yorkshire                                        | 300      | 300      | 300                          |          |
| Potential Total Contract Value                                            | £150,000 | £150,000 | £150,000                     | £450,000 |

Table 2

|                                                                                                                                                                                                                     | Stage 1                              | Stage 2                         | Stage 3                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|---------------------------------|---------------------------------|
| Price per SME engaged<br>25% of the value of price will be paid upon evidence of a initial engagement, 50% will be paid upon evidence of an onboarding document, 25% will be paid upon evidence of a learner start. | Payment per initial engagement (25%) | Payment per onboarded SME (50%) | Payment per learner start (25%) |
| £500                                                                                                                                                                                                                | £125.00                              | £250.00                         | £125.00                         |

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# Engaging SMEs in the Apprenticeship Market: Lot 4

Final Audit Report

2022-10-07

|                 |                                                         |
|-----------------|---------------------------------------------------------|
| Created:        | 2022-10-06                                              |
| By:             | Sharon Hutchinson (Sharon4.HUTCHINSON@education.gov.uk) |
| Status:         | Signed                                                  |
| Transaction ID: | CBJCHBCAABAAwXnLpLiiAPRweWp_9r9EIi6leX4EWI8M            |

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2022-10-06 - 16:26:32 GMT- IP address: 208.127.46.246

 Document emailed to alex.miles@wylp.org.uk for signature

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2022-10-07 - 10:27:36 GMT- IP address: 46.102.213.198

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2022-10-07 - 11:42:59 GMT- IP address: 104.47.6.254

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2022-10-07 - 11:43:33 GMT- IP address: 208.127.46.251

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