



Home Office

AUTHORITY: The Secretary of State for the Home Department

Contract for the provision of the Refugee Employability Programme

Schedule 38 Social Value

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1. DEFINITIONS

In this Schedule, the following definitions shall apply:

Authority's Sustainability Requirements	means the 'Authority's Sustainable Development Policy Requirements and Standards' set out in this Schedule and Annexes 1 to 3 to this Schedule 36 (Social value).
Contract Revenue	means the monetary value (Excluding VAT) received through a contract between the Supplier and a Central Government Department or its Arms Length Bodies (ALBs).
Plan for Growth	means the Plan for Growth policy paper published by HM Treasury on 20 March 2013 that can be accessed at: Plan for growth (GOV.UK) .
Policy Outcome	means the policy areas identified in the Social Value Model, Social Value Model Policy Outcomes (Government Commercial Function) .
Social Value	means to improve the environmental, social and economic outcomes to maximise benefits to the communities we serve.
Social Value Model	means the policies set out in the Social Value Model (GOV.UK) .
Tier 2	means the tier in the supply chain between the Supplier delivering this contract to the Authority, and the further tiers of its supply chain. These require more than a light touch management regime.
Wider Sustainability Aims	means the wider sustainability aims that the Supplier is encouraged to support where possible as set out in Annex 1 to Schedule 36 (Social Value).

2. INTRODUCTION

- 2.1 This Schedule sets out the Social Value standards and principles that will apply to the Agreement.

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- 2.2 In this Schedule, unless the contrary intention appears, each capitalised term shall have the meaning set out in Schedule 1 (*Definitions*) or paragraph 1 of this Schedule 36 (*Social Value*).
- 2.3 The Public Services (Social Value) Act 2012 ("[the Social Value Act \(legislation.gov.uk\)](http://legislation.gov.uk)") requires the Authority to have regard to economic, social and environmental well-being in connection with public services contracts; and for connected purposes. Where services are contracted out the Authority will place similar obligations on its Suppliers.
- 2.4 The Authority is required to explicitly evaluate and embed Social Value throughout the commissioning lifecycle by adhering to the Social Value Model (GOV.UK) . The Authority must also ensure that value for money is delivered for the taxpayer whilst contributing to the Government's Plan for Growth (GOV.UK).

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3. SUPPLIER OBLIGATIONS FOR DELIVERING SOCIAL VALUE

- 3.1 The Supplier shall deliver the Services to the Authority in accordance with the Social Value Act 2012 (legislation.gov.uk) and in accordance with its Social Value commitments set out within Schedule 4 (Suppliers Solution - Tender). The Supplier shall take account of, and comply with, the Authority's Social Value requirements and the Authority's aims, objectives and targets in relation to the Authority's Social Value Strategy set out in this Schedule and within Annexes 1, 2 and 3 including the framework for the Greening Government Commitments 2021-2025 (GOV.UK) policy and any successor arrangements.
- 3.2 The Supplier shall take account of and comply with any future social value legislation, policies, strategies and codes of practice put in place by the Authority and any relevant Government body (in particular Cabinet Office, Department for Environment, Food and Rural Affairs, Department of Business, Energy and Industrial Strategy, Government Property Unit and the Environment Agency).
- 3.3 The Supplier shall advise the Authority on new technologies and approaches which may be beneficial to the Authority in the delivery of Social Value.
- 3.4 Changes to the Supplier's Solution and the Service Requirements which are necessary to meet changes occurring after the Effective Date to the Authority's Sustainability Requirements and Social Value Aims, Strategy and Model shall be agreed in accordance with Schedule 21 Variation Form.

4. PRINCIPLES OF ENVIRONMENTAL SOCIAL VALUE TO FIGHT CLIMATE CHANGE

- 4.1 In delivering the Services the Supplier shall, support the Authority to deliver the Social Value Model Policy Outcome of Effective Stewardship of the Environment.
- 4.2 The Supplier shall seek to avoid any adverse impact upon the environment by setting targets to support the Authority to fulfil its Greening Government Commitments 2021-2025 (GOV.UK) or any successor arrangements and demonstrate contribution towards the 25 Year Environment Plan (GOV.UK), Sustainable Development Goals (UN), Government Buying Standards (GOV.UK), Greening government: ICT and digital services strategy 2020-2025 (GOV.UK) and 10 Point Plan for a Green Industrial Revolution (GOV.UK) by:
 - recycling waste and reducing the amount of waste generated and going to landfill;
 - reducing the consumption of water and energy and enhancing energy and water efficiency;
 - reducing the use of single use plastics and increasing the use of durable and recyclable materials;

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- taking measures to restore, maintain or enhance biodiversity through increasing the number of green spaces and increasing the number of people-hours spent protecting and improving the environment;
- reducing carbon and other emissions including to achieve zero greenhouse gas emissions by 2050; and
- reducing or removing the use of hazardous materials.

5. PRINCIPLES OF ECONOMIC SOCIAL VALUE TO TACKLE ECONOMIC INEQUALITY

- 5.1 In support of the Policy Outcome “Tackling Economic Inequality” the Authority aims to create new businesses, new jobs and new skills and increase supply chain resilience and capacity. To support this Policy Outcome the Supplier shall:
- 5.1.1 ensure their supply chain is accessible for all including, where appropriate, SMEs and VCSEs and those owned or led by protected characteristics (as described in the [Equality Act \(legislation.gov.uk\)](https://legislation.gov.uk));
 - 5.1.2 where applicable to the contract increase the number of sub-contract opportunities for start-ups, SMEs, VCSEs and mutuals;
 - 5.1.3 where applicable, have initiatives in place to improve the gender pay balance;
 - 5.1.4 embedded prompt payment reporting and practices by complying with all applicable legislation, regulations and other government requirements including the [Prompt Payment Code \(GOV.UK\)](https://gov.uk);
 - 5.1.5 where appropriate to the delivery of these Services, have initiatives in place to improve skills development by increasing the quantity and quality of apprenticeship and full-time equivalent opportunities; and
 - 5.1.6 advertise all sub-contracting opportunities above £25k, that are delivering against this contract, on [Contracts Finder \(GOV.UK\)](https://gov.uk) in accordance with clause 20.2.1 of this Agreement.

6. SOCIAL SUPPLY CHAIN PRINCIPLES TO SUPPORT EQUAL OPPORTUNITY AND WELLBEING

- 6.1 In support of the following Policy Outcomes
- a) Reduce the Disability Employment Gap;
 - b) Tackle Workforce Inequality;
 - c) Improve Health and Wellbeing; and
 - d) Improve Community Integration

and to deliver the Authority’s aim to improve employability and skills including staff mental health and wellbeing through the delivery of its contracts.” the Supplier shall:

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- 6.1.1 ensure equality and accessibility, without discrimination, to employment and other opportunities and promote them to be fully accessible;
- 6.1.2 where appropriate to the delivery of these Services, have initiatives in place which aim to increase full-time employment for people with disabilities, Black, Asian and Minority Ethnic (BAME) and Lesbian, Gay, Bisexual & Transgender (LGBTQI+) people;
- 6.1.3 where appropriate to the delivery of these Services, increase the percentage of disabled, Black, Asian and Minority Ethnic (BAME) and Lesbian, Gay, Bisexual & Transgender (LGBTQI+) people on apprenticeship schemes and other training opportunities.
- 6.1.4 have initiatives in place which aim to support local community integration including volunteering opportunities and other community led schemes; and
- 6.1.5 Commit to the [Good Work Plan - GOV.UK](#), [6 Standards of Mental Health \(Mental Health at Work\)](#) and [Thriving at Work \(GOV.UK\)](#) including the supply chain where applicable.

7. COVID-19 RECOVERY

- 7.1 In support of the policy outcome COVID-19 Recovery the Authority aims to help local communities to manage and recover from the impact of COVID-19. To support this Policy Outcome the Supplier shall where relevant to the service:
- 7.2 Increase the number of full-time equivalent opportunities for those who were made redundant due to COVID-19.
- 7.3 Increase the number of people-hours spent supporting local community integration, such as volunteering and other community-led initiatives related to COVID-19.
- 7.4 Implement the 6 Standards of Mental Health at Work Commitment.

8. SAFE & SECURE SUPPLY CHAIN PRINCIPLES

- 8.1 In delivering the Services the Supplier shall ensure it is compliant with the Modern Slavery Act 2015 ([legislation.gov.uk](#)).
- 8.2 Where the Suppliers turnover is £36m per annum or more, the Supplier shall publish an annual slavery and human trafficking statement setting out what actions have been taken to tackle modern slavery in their business and/or supply chains.
- 8.3 To mitigate the risk of Modern Slavery the Supplier shall:
 - 8.3.1 if requested by the Authority, provide information to demonstrate its approach to modern slavery and human trafficking. This could include completion of the Modern Slavery Assessment Tool (MSAT); if requested by the Authority;

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- 8.3.2 allow unannounced inspections of their premises by the Authority or a 3rd party auditor with the right to speak directly to the Supplier's employees;
- 8.3.3 allow themselves to be called upon by the Authority to collaborate on assessing risks and designing due diligence processes including regular reporting.
- 8.3.4 conduct supply chain mapping to the appropriate tier or to source in order to reduce the risks of modern slavery; and
- 8.3.5 increase the number of people-hours devoted to supporting victims of modern slavery.

9. SUPPLIER'S SOCIAL VALUE POLICY AND SOCIAL VALUE PLAN

- 9.1 The Supplier shall provide to the Authority a copy of its Social Value policy or equivalent and shall develop, maintain and implement a Social Value Plan in line with the Authority's Social Value model at Annex 3, the Authority's Wider Social Value Policy Aims in Annex 1, and the requirements of this Schedule. The Supplier shall ensure that any Key Sub-contractors comply with the Social Value Plan.
- 9.2 The Supplier shall submit its Social Value plan for the Authority's approval within 90 calendar Days of the Effective Date. The Social Value Plan shall ensure that all objectives, targets and aims contained therein are ambitious but achievable.
- 9.3 The Supplier shall ensure that the Social Value Plan complies with the Government Buying Standards (GOV.UK)
- 9.4 The Supplier's Social Value Plan shall include the Supplier's approach to delivering the Services which shall incorporate Social Value and the government's Plan for Growth as set out in paragraph 3.1 and shall set out how it will meet, monitor and measure its Social Value targets set out in Annex 3.
- 9.5 The Social Value Plan should also include the following principles:
 - a) value for money;
 - b) environmental and social benefits;
 - c) more efficient use of resources;
 - d) greater social inclusion;
 - e) support for innovation;
 - f) better risk management; and
 - g) improved supplier relationships.

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- 9.6 In addition to the provision of the Social Value Plan, the Supplier shall set out within its Social Value Plan
- a) whether the Supplier intends to contract with any Start-ups, Small to Medium-sized Enterprises (SMEs) and/or Voluntary, Community and Social Enterprises (VSCEs) to provide any supplies or services required to deliver the Services;
 - b) the Supplier's projected level of spend in detail relating to the delivery of the Services with Start-ups, SMEs and/or VCSEs;
 - c) any plans the Supplier may have to increase the level of spend relating to the delivery of the Services with Start-ups, SMEs and/or VCSEs;
 - d) confirmation that the Supplier has systems in place to include (as a minimum) 30-day payment terms in all of its supply chain contracts and require that such terms are passed down through its supply chain in accordance with Clause 15.15(a) of the Agreement; and
 - e) confirmation that the Supplier has procedures for resolving disputed invoices with those in its supply chain promptly and effectively.

9.7 Carbon Reduction Plan (CRP)

- 9.7.1 The Supplier shall provide the Authority with a Carbon Reduction Plan which shall confirm the Supplier's commitment to achieving Net Zero in the UK by 2050.
- 9.7.2 The Carbon Reduction Plan shall set out the environmental management measures that the Supplier has implemented, and which shall be in effect and utilised during the delivery of the Agreement. These environmental management measures should include but are not limited to the following:
- a) confirming the Supplier's commitment to achieving Net Zero by 2050 for its UK operations;
 - b) providing the Supplier's current emissions for the sources included in Scope 1 and Scope 2 of the Green House Gases Protocol, and a defined subset of Scope 3 emissions;
 - c) providing emissions reporting in CO₂e (Carbon Dioxide Equivalent) for the six greenhouse gases covered by the Kyoto Protocol;
 - d) setting out the environmental management measures in effect, including certification schemes or specific carbon reduction measures adopted and applied that support achieving Net Zero by 2050; and
 - e) publicising the CRP on the supplier's website.
- 9.7.3 The Carbon Reduction Plan shall be completed in accordance with the UK Government's Carbon Reduction Plan Guidance (GOV.UK).

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- 9.7.4 The Carbon Reduction Plan shall be delivered to the Authority within 20 working days of the Effective Date.
- 9.7.5 The Supplier's Carbon Reduction Plan shall be reviewed and updated a minimum of annually to reflect changes in organisational structure and the completion of activity taken to reduce emissions over time.
- 9.7.6 During the life of the Agreement the Supplier shall provide the Authority with an updated Carbon Reduction Plan within 60 working days of the Supplier's financial year end. The Supplier shall detail the rationale and nature of any changes made to the Carbon Reduction Plan to the Authority for the Authority's information.
- 9.7.7 The Supplier shall provide the Authority with quarterly updates regarding its progress against the Carbon Reduction Plan as part of the Social Value Report. These updates must include an update of progress against carbon reduction targets using the table within PPN 0621: Carbon Reduction Plan Guidance (GOV.UK).
- 9.7.8 The Supplier shall publish the Carbon Reduction Plan on its organisation's Website. The Carbon Reduction Plan published on the Supplier's website shall be the most up to date version of the Plan and shall be re-uploaded in the event of any changes to the Plan.

10. MANAGEMENT INFORMATION

- 10.1 In addition to any other management information requirements set out in this Agreement, the Supplier agrees and acknowledges that it shall, provide a quarterly report (the "Social Value Report"). The Social Value Report shall include;
- a) a record of the Supplier's progress against its Social Value Plan including any targets set.
 - b) details of the actions taken in the previous reporting period and actions planned for the next reporting period.
 - c) the total contract revenue received directly from this Agreement;
 - d) the total value of sub-contracted revenues from this Agreement (including revenues for non-SMEs and/or non-VCSEs); and
 - e) the number, type and value of sub-contracted revenues to start-ups, SMEs and VCSEs; and
 - f) an update on the Supplier's progress against its Carbon Reduction Plan

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10.2 The SME Management Information Reports shall be provided in the format required as set out in guidance issued by the Authority from time to time, in accordance with Schedule 6 Transparency Reports.

11. MONITORING AND REVIEW

11.1 The Supplier will demonstrate its commitment to Social Value through annual review of its Social Value policy.

11.2 The Supplier and Authority will discuss the Supplier's Social Value Plan and progress against it during meetings of the Quarterly Contract Review Meetings (QCRM).

11.3 The Authority may annually request the Supplier to complete a Social Value assessment (a "SV Assessment"), which will set out an action plan to improve performance against an agreed baseline. The parties shall review the progress of this action plan at during meetings of the Quarterly Contract Review Meetings (QCRM).

11.4 Following the completion of the Social Value Assessment, the Supplier will report on any agreed actions, in a format to be agreed between the Parties.

11.5 In addition, the Authority shall periodically request the Supplier to complete its Carbon Emissions (CE) Assessment, currently undertaken by CARBON Smart data gathering exercise in an agreed format. This will measure against the previous years' score and the Supplier will be required to set out an action plan to improve performance for the following year. The parties shall review the progress of this action plan during meetings of the Quarterly Contract Review Meetings (QCRM).

11.6 Following the completion of the CE Assessment, the Supplier will report on any agreed actions, in a format to be agreed between the Parties.

11.7 Where the risk of modern slavery is high (as reflected within the Modern Slavery Guidance (GOV.UK)), the Supplier will provide to the Authority assurance on the processes in place to identify and address modern slavery risks in their supply chains including, where relevant, assurance of legal compliance with the Modern Slavery. An action plan would need to be put in place where there were suspected and confirmed instances of modern slavery to detail how these are to be addressed. Additionally, any recommendations generated by MSAT would need to be included within the Action Plan.

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Annex 1

The following sets out the Authority (acting through the Home Office) strategy in relation to Social value which the Supplier must comply with.

Home Office Social Value Strategy - June 2021

Our Goal

The HO strategy is supported by a number of government policies outlined below. This enables us to understand our legal obligations and policy requirements in order to achieve positive, sustainable outcomes, in line with best practice and with the highest overall value from our contracts.

This includes:

- Adhering to the [Social Value Act 2012 \(GOV.UK\)](#);
- Adhering to the [Modern Slavery Act 2015 \(GOV.UK\)](#);
- Compliance with the [Civil Society Strategy \(GOV.UK\)](#);
- Compliance with the [Public Sector Equality Duty \(GOV.UK\)](#);
- Reducing the environmental impact of our contracts through compliance [Greening Government Commitments 2021 to 2025 \(GOV.UK\)](#), [25 Year Environment Plan \(GOV.UK\)](#), [Sustainable Development Goals \(UN\)](#) and [Government Buying Standards \(GOV.UK\)](#);
- Compliance with the [Greening government: ICT and digital services strategy 2020-2025 \(GOV.UK\)](#);
- Supporting the [Plan for Growth \(GOV.UK\)](#);

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- Supporting the UK ambition to be net zero by 2050.
- Compliance with the Home Office Health and Wellbeing Strategy Apr 2018 to Mar 2021;
- Supporting the [10 Point Plan for a Green Industrial Revolution \(GOV.UK\)](#);
- Adherence to the law generally, all relevant Government Guidance and Procurement Policy Notes.

We provide reports to Ministry of Justice (MOJ) (Sustainable Cluster Lead for the Home Office), Cabinet Office and Stonewall.

The Social Value Act

The Public Services (Social Value) Act 2012 came into force on 31st January 2013. It requires the Home Office “to have regard to economic, social and environmental well-being in connection with public services contracts; and for connected purposes”, see [Procurement policy note 10/12: The Public Services \(Social Value\) Act 2012 \(GOV.UK\)](#). This means that we must consider where added benefit, in relation to social value aspects, can be delivered to the department, where relevant and proportionate, above those already delivered as part of the requirements of the specification. To learn how to apply the principles of this Act through a new delivery model please read: [PPN 0620 Taking Account of Social Value in the Award of Central Government Contracts \(GOV.UK\)](#).

The Modern Slavery Act

The Modern Slavery Act 2015 (“The Act”) categorises offences of Slavery, Servitude and Forced or Compulsory Labour and Human Trafficking. These are all included in the term ‘modern slavery’. The Act requires businesses with a total turnover of £36m or above who carry out all or some of their business in the UK to publish an annual slavery and human trafficking statement. Businesses should set out what action they have taken to tackle modern slavery in their business or supply chains. This will allow consumers, investors and campaigners to hold them to account and call for them to do more.

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Civil Society Strategy

This strategy has committed the Government to use its buying power to drive social change. Central Government will take account of social benefits in the award of its contracts. This will have the effect of levelling the playing field for all types of businesses including small businesses, voluntary and community sector organisations and social enterprises, encouraging employment opportunities, developing skills and improving environmental sustainability.

Public Sector Equality Duty

This duty came into force in April 2011. It requires the HO to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The PSED should help to ensure that public goods and services are accessible to and meet the diverse needs of all users to ensure that no one group is disadvantaged in accessing public goods and services. Further information can be found within [Procurement policy note 01/13: public sector equality duty \(GOV.UK\)](#) and on the [PSED page on Horizon](#).

Greening Government Commitments (GGC)

The [Greening Government Commitments 2016 to 2020 \(GOV.UK\)](#) set out the actions UK government departments and their agencies will take to reduce their impacts on the environment in the period 2016 to 2020. They set out targets to reduce their greenhouse gas emissions, send less waste to landfill and reduce the overall amount of waste they produce and reduce water

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consumption. They also set out commitments for departments to improve sustainable procurement and report transparently on key sustainability issues. The Home Office is reporting a 42% reduction in carbon emissions, based on 2009-10 levels. Full details of our plans to further reduce emissions will follow.

25 Year Environment Plan

The [25-year environment plan \(GOV.UK\)](#) sets out our goals for improving the environment, within a generation, and leaving it in a better state than we found it. It details how we in government will work with communities and businesses to do this and sets out what we will be doing over the next 25 years. Single-Use Plastics: Chapter 4 of the 25 Year Environment Plan discusses “Increasing resource efficiency and reducing pollution and waste”. Reduction in the use of Single-Use Plastics in the department’s activities and services it provides is an important part of this. There are an increasing number of multi-use plastics or plastic-free alternatives that we can use and encourage our suppliers to use in their supply chains. By reducing our use of Single-Use Plastics and asking our suppliers to reduce or eliminate their use of these in our supply chains, we can help to achieve the goals of the 25 Year Plan.

Sustainable Development Goals (SDGs)

SDGs were adopted by all United Nations Member States in 2015 providing a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are 17 SDGs, which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

Government Buying Standards (GBS)

All government departments and their related organisations must make sure that they meet the minimum mandatory GBS standards when buying goods and services and to specify the minimum mandatory standards within tenders. This forms part of sustainable procurement - the process

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whereby organisations meet their needs for goods, services, works and utilities in a way that benefits not only the organisation, but also society and the economy, while minimising damage to the environment.

Greening government: ICT and digital services strategy 2020-2025

This strategy sets out how the government will work in partnership with industry and other sectors to provide ICT and digital services to help achieve the United Nation's Sustainable Development Goals, implement Defra's 25 Year Environment Plan and meet the government's net zero commitments. The objectives of this strategy is to deliver the following outcomes:

- Reduced carbon and cost.
- Increased resilience.
- Increased responsibility (doing the right thing).
- Increased transparency and collaboration.
- Increased accountability.

Plan for Growth

Government announced a programme of structural reforms to remove barriers to growth for businesses and equip the UK to compete in the global race. These reforms span a range of policies including improving UK infrastructure, cutting red tape, root and branch reform of the planning system and boosting trade and inward investment, to achieve the government's 4 ambitions for growth:

- creating the most competitive tax system in the G20.
- encouraging investment and exports as a route to a more balanced economy.
- making the UK the best place in Europe to start, finance and grow a business.

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- creating a more educated workforce that is the most flexible in Europe.

Net Zero by 2050

As part of assessing a supplier's technical and professional ability, from 30th September 2021, there will be a requirement for bidding suppliers to provide a Carbon Reduction Plan confirming their commitment to achieving Net Zero by 2050 in the UK and setting out the environmental management measures that they have in place and which will be in effect and utilised during the performance of the contract. This will apply to contracts valued above £5m per annum. Please refer to [Procurement Policy Note 06/21: Taking account of Carbon Reduction Plans in the procurement of major government contracts \(GOV.UK\)](#) for further information.

Health and Wellbeing Strategy Apr 2018 to Mar 2021

The Home Office aspires to be a great place to work where staff will benefit from a positive environment, and physical and emotional health and wellbeing. The [Health and Wellbeing Strategy \(on Horizon\)](#) aligns with the 5 Civil Service strategic priorities. It aims to improve:

- leadership capability by providing leaders with advice and training.
- the tools, policies, guidance and processes you and your leaders use.
- work culture, practices, environment and staff behaviours.

10 Point Plan for a Green Industrial Revolution

The Ten Point Plan sets firm foundations to potentially deliver up to an estimated £42 billion of private investment by 2030 across energy, buildings, transport, innovation and the natural environment. The Plan will start by supporting 90,000 jobs across the UK within this Parliament, and up to 250,000 by 2030 and will seek to put the UK at the forefront of global markets for clean technology. It will generate new clean power with offshore wind farms, nuclear plants and will invest up to half a billion pounds in new hydrogen technologies. Finally, it will harness nature's ability to absorb carbon by establishing new National Parks and Areas of Outstanding Natural

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Beauty, making them havens of biodiversity, with the aim of protecting 30% of England's countryside by 2030. The cumulative effect of this plan will be to reduce UK emissions by 180 million tonnes of carbon dioxide equivalent (Mt CO₂ e) between 2023 and 2032, equal to taking all of today's cars off the road for around two years, all will help to meet our net zero by 2050 target.

The SME Agenda

In 2015 Government achieved the 25% aspiration for spend with Small and Medium-sized Enterprises (SMEs). The Government's previous ambition was to spend 33% by March 2022 with SMEs. However, since the last manifesto this target has been relaxed and the HO approach now is to proactively engage with our SMEs to support the Industrial Strategy aim 'to improve living standards and economic growth by increasing productivity and driving growth across the UK'.

Diversity and Inclusion including LGBTQi+ Equality

[The Civil Service Diversity and Inclusion Strategy 2017-2020 \(GOV.UK\)](#) launched in September 2018, prioritises greater representation and inclusion, which are essential to achieving our ambition to become the most inclusive employer in the UK by 2020.

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Annex 2 – Home Office Social Value Objectives

The [Social Value Model \(GOV.UK\)](#) details the Authority's objectives for Social Value, articulating it in terms of high-level themes and strategic policy priorities.

The Supplier shall incorporate the Social Value Model as described within this Schedule 36, where relevant and proportionate to the Services and its Social Value solution as described within Schedule 4 (Suppliers Solution), within the Suppliers Social Value Plan and Social Value Report,.

The Supplier shall set their own benchmarks and targets within their Social Value Plan, for improvements or activities that support the delivery of the Authority's aims as set out within this Schedule.

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Annex 3: Carbon Reduction Targets reporting

In accordance with paragraph 9.7.7 of this Schedule 36 (Social Value) the Supplier shall deliver to the Authority an update regarding the Supplier's progress against its carbon reduction targets as part of the quarterly Social Value Report.

In the Social Value Report the Supplier shall use [Carbon Reduction Plan Template \(GOV.UK\)](#) to provide the update regarding the Supplier's progress against its carbon reduction targets.

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