**MOD REQUEST FOR INFORMATION: DEFENCE GENERAL MUNITIONS (DGM), UK STRATEGIC COMMAND (UKSC).**

**Request for Information Scope:** Updated government policy states that all above-threshold procurements subject to Defence and Security Public Contracts (DSPCR) 2011 are required to include Social Value criteria in tender evaluation with a minimum weighting of 10% of the overall score. This is in addition to the technical and financial aspects.

The following questions are intended to interrogate the application of current Social Value practices and initiatives of Potential Suppliers to determine the reasonable application of Social Value for Tender DGM/1924 – Supply of 12.7mm Armour Piercing Incendiary (API) Ammunition. This is to understand the capability of your organisation to deliver the proposed Policy Outcomes and Model Award Criteria (MAC) in the questions below.

The Model Award Criteria proposed have been selected from the three priority Social Value Themes most relevant for Defence: Tackling Economic Inequality; Fighting Climate Change; and Equal Opportunity.

A summary of the proposed scope for Tender DGM/1924 is attached to this Request for Information.

**Disclaimer:** The Social Value policy seeks to deliver benefit through the government’s commercial activity. As such, Social Value is to be explicitly evaluated as part of the tender evaluation criteria, where the requirements are related and proportionate to the subject-matter of the contract. Corporate Social Responsibility (CSR) statements, policies, and/or case studies as proof of how Social Value policy outcomes are to be delivered in a procurement are not contract-specific and will not adequately address the Social Value evaluation criteria.

The questions below are designed to understand commitments that your organisation makes or could make, and to gauge the scope and scale of Social Value initiatives currently utilised in industry.

Any Social Value aspects that form part of future contracts will require Potential Suppliers to describe the commitment your organisation will make to ensure that opportunities under a proposed contract deliver the Policy Outcome and Award Criteria. i.e. creating new opportunities for apprentices within the contract or completing additional volunteering hours compared to previously.

**Preliminary Questions**

Number of employees (please highlight the applicable response): 0-49 50-249 250+

Turnover (please highlight where applicable): <500K 500k-£5m £5m–50m £50m+

**Question 1: Tackling Economic Inequality**

**Policy Outcome: Create New Businesses, New Jobs and New Skills**

**MAC 2.2**: *Create employment and training opportunities particularly for those who face barriers to employment and/or who are located in deprived areas, and for people in industries with known skills shortages or in high growth sectors.*

Please indicate any current commitments that your organisation makes within a contract or organisational policy that align(s) with/ enables the delivery of the Policy Outcome and Award Criteria.

Descriptions for this can include but are not limited to a timed action plan, use of metrics, tools/processes used to gather data, reporting, feedback and improvement and transparency.

Details can be provided as either; a summarising statement, work plans and/or policy documents.

Refer to Annex A - *Sub-Criteria for MAC 2.2: Employment* for illustrative examples (non-exhaustive).

**Question 2: Fighting Climate Change**

**Policy Outcome: Effective Stewardship of the Environment**

**MAC 4.2:** *Influence staff, suppliers, customers and communities through the delivery of the contract to support environmental protection and improvement.*

Please indicate any current commitments that your organisation makes within a contract or organisational policy that align(s) with/ enables the delivery of the Policy Outcome and Award Criteria.

Descriptions for this can include but are not limited to; a timed action plan, use of metrics, tools/processes used to gather data, reporting, feedback and improvement and transparency.

Details can be provided as either; a summarising statement, work plans and/or policy documents.

Refer to Annex B - *Sub-Criteria for MAC 4.2: Influence environmental protection and improvement* for illustrative examples (non-exhaustive).

**Question 3: Equal Opportunity**

**Policy Outcome: Tackle Workforce Inequality**

**MAC 6.2:** *Support in-work progression to help people, including those from disadvantaged or minority groups, to move into higher paid work by developing new skills relevant to the contract.*

Please indicate any current commitments that your organisation makes within a contract or organisational policy that align(s) with/ enables the delivery of the Policy Outcome and Award Criteria

Descriptions for this can include but are not limited to; a timed action plan, use of metrics, tools/processes used to gather data, reporting, feedback and improvement and transparency.

Details can be provided as either; a summarising statement, work plans and/or policy documents.

Refer to Annex C - *Sub-criteria for MAC 6.2: Supporting in-work progression* for illustrative examples (non-exhaustive).

**Question 4: Future Social Value Initiatives**

Please indicate to what degree your organisation **could** implement any of the initiatives as described above within future contracts - or alternative MAC under the Themes of the Social Value Model’[[1]](#footnote-1) – that can generate new and additional Social Value above and beyond the existing commitments identified in Questions 1-3.

Responses could include:

* Whether these potential initiatives are dependent on minimum value procurements, or how the type of initiative would correlate with the value of a procurement e.g. if your organisation would wish to be over a certain threshold of contract value to commit to the MAC specified in questions 1-3.
* Whether these potential initiatives are dependent on specific time bound procurements or contract duration.
* Whether your organisation has a preference for any of the aforementioned MAC within the illustrative examples.

**Question 5: Concluding Questions**

1. Do you feel as if your current Social Value plan meets or exceeds the MAC proposed above? If so, which questions?
2. Do you feel as if the proposed initiatives and/or Social Value in general is relevant to your industry/market?
3. Are there other MAC in the Social Value Model that you believe would be more suitable for your organisation?
4. Do you feel as if the proposed initiatives above would improve your business/local area?

**ANNEX A: SUB-CRITERIA FOR MAC 2.2: EMPLOYMENT**

Activities that demonstrate and describe the Potential Supplier’s existing or planned:

● Understanding of employment and skills issues, and of the skills and employment shortages of high growth sectors relating to the contract. **Illustrative examples**: demographics, skills shortages, new opportunities in high growth sectors, groups under-represented in the workforce (e.g. prison leavers, disabled people), geographic/local community and skills/employment challenges.

● Implementation of recruitment practices and employment conditions, such as the five foundational principles of quality work set out in the [Good Work Plan](https://www.gov.uk/government/publications/good-work-plan) (e.g. fair pay, participation and progression, voice and autonomy), in relation to the contract that will attract good candidates from all backgrounds, minimise turnover of staff and improve productivity.

● Creation of employment opportunities particularly for those who face barriers to employment, such as prison leavers, and/or who are located in deprived areas, and for people in industries with known skills shortages or in high growth sectors.

● Promotion of awareness of careers and recruitment opportunities relating to known skills shortages or in high growth sectors relating to the subject matter of the contract.

● Support for the contract workforce by providing career advice, and providing opportunities for staff working on the contract with in-work progression career development into known skills shortages or high growth areas. **Illustrative examples**: mentoring; mock interviews; CV advice and careers guidance; learning and development; volunteering; influencing staff, suppliers, customers and communities through the delivery of the contract to support employment and skills opportunities in high growth sectors.

● Offer of opportunities for work experience or similar activities under the contract. **Illustrative examples**: work placements, pre-employment courses, paid/unpaid student placements, or paid internships of 6 weeks or more.

● Support for educational attainment relevant to the contract, including training schemes that address skills gaps and result in recognised qualifications.

● Delivery of training schemes and programmes to address any identified skills gaps and under-representation in the workforce for the contract (e.g. prison leavers, disabled people).

● Other activities to support relevant sector related skills growth and sustainability such as delivering the following, in relation to the contract. **Illustrative examples**: careers talks, curriculum support, literacy support and safety talks.

● Delivery of apprenticeships, traineeships and T Level industry placement opportunities (Level 2, 3, and 4+) in relation to the contract.

● Measures to ensure equality and accessibility, without discrimination, to employment and workforce related opportunities on the contract, and promote them so as to be fully accessible.

**ANNEX B: SUB-CRITERIA FOR MAC 4.2: INFLUENCE ENVIRONMENTAL PROTECTION AND IMPROVEMENT**

Activities that demonstrate and describe the Potential Supplier’s existing or planned:

● Understanding of how to influence staff, suppliers, customers, communities and/or any other appropriate stakeholders through the delivery of the contract to support environmental protection and improvement.

● Activities to reconnect people with the environment and increase awareness of ways to protect and enhance it. **Illustrative examples:**

○ Engagement to raise awareness of the benefits of the environmental opportunities identified.

○ Co-design/creation. Working collaboratively to devise and deliver solutions to support environmental objectives.

○ Training and education. Influencing behaviour to reduce waste and use resources more efficiently in the performance of the contract.

○ Partnering/collaborating in engaging with the community in relation to the performance of the contract, to support environmental objectives.

○ Volunteering opportunities for the contract workforce, e.g. undertaking activities that encourage direct positive impact.

**ANNEX C: SUB-CRITERIA FOR MAC 6.2: SUPPORTING IN-WORK PROGRESSION**

Activities that demonstrate and describe the Potential Supplier’s existing or planned:

● Understanding of in-work progression issues affecting the market, industry or sector relevant to the contract, and in the tenderer’s own organisation and those of its key sub-contractors.

● Inclusive and accessible development practices, including those provided in the [Guide for line managers on recruiting, managing and developing people with a disability or health condition](https://www.gov.uk/government/publications/disability-confident-and-cipd-guide-for-line-managers-on-employing-people-with-a-disability-or-health-condition/guide-for-line-managers-recruiting-managing-and-developing-people-with-a-disability-or-health-condition).

● Measures to support in-work progression to help people in the contract workforce, to move into higher paid work by developing new skills relevant to the contract. **Illustrative examples:**

●Inclusive and accessible recruitment practices, and retention-focussed activities.

● Offering a range of quality opportunities with routes of progression if appropriate, e.g. T Level industry placements, students supported into higher level apprenticeships.

● Working conditions which promote an inclusive working environment and promote retention and progression.

● Demonstrating how working conditions promote an inclusive working environment and promote retention and progression.

● A time-bound action plan informed by monitoring to ensure employers have a workforce that proportionately reflects the diversity of the communities in which they operate, at every level.

● Including multiple women, or others with protected characteristics, in shortlists for recruitment and promotions.

● Using skill-based assessment tasks in recruitment.

● Using structured interviews for recruitment and promotions.

● Introducing transparency to promotion, pay and reward processes.

● Positive action schemes in place to address under-representation in certain pay grades.

● Jobs at all levels open to flexible working from day one for all workers.

● Collection and publication of retention rates, e.g. for pregnant women and new mothers, or for others with protected characteristics.

● Regular equal pay audits conducted.

1. Alternative ‘Model Award Criteria’ (MAC) can be found in the ‘Social Value Model’ on the [www.gov.uk](http://www.gov.uk) ‘Procurement Policy Note 06/20 – taking account of social value in the award of central government contracts’. This can be accessed directly through the following URL: <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/940826/Social-Value-Model-Edn-1.1-3-Dec-20.pdf> [Current as of 28/10/2021]. [↑](#footnote-ref-1)