

Other National TOMS which have not been prioritised but may be offered by bidders

Theme	Outcome	Measure
Sustainability	Sustainability at the heart of everything we do	Programme to achieve net zero carbon by 2030
Sustainability	Sustainability at the heart of everything we do	Supporting a just transition
Sustainability	Sustainability at the heart of everything we do	Low Carbon Apprenticeship opportunities
Sustainability	Sustainability at the heart of everything we do	Opportunities for MSMEs to tender for decarbonisation work
Sustainability	Sustainability at the heart of everything we do	Carbon emissions are reduced
Sustainability	Sustainability at the heart of everything we do	Contribution to own carbon offset fund by 2030
Sustainability	Sustainability at the heart of everything we do	Carbon certification
Sustainability	Sustainability at the heart of everything we do	Carbon reduction from energy efficiency — building operations
Sustainability	Sustainability at the heart of everything we do	Carbon reduction from Increased renewable energy – building operations
Sustainability	Sustainability at the heart of everything we do	Buildings meeting energy efficiency target
Sustainability	Sustainability at the heart of everything we do	Carbon reduction from reduced energy use and energy efficiency measures
Sustainability	Sustainability at the heart of everything we do	Carbon reduction from increased renewable energy – on site
Sustainability	Sustainability at the heart of everything we do	Savings in contract-related carbon
Sustainability	Sustainability at the heart of everything we do	Carbon offset fund payments
Sustainability	Sustainability at the heart of everything we do	Car miles saved
Sustainability	Sustainability at the heart of everything we do	(Low emission) car miles driven
Sustainability	Sustainability at the heart of everything we do	Corporate travel schemes
Sustainability	Sustainability at the heart of everything we do	% Fleet at least Euro 6 or LEV
Sustainability	Sustainability at the heart of everything we do	Fleet emissions programme
Sustainability	Sustainability at the heart of everything we do	Air quality regulations
Sustainability	Sustainability at the heart of everything we do	Investments in environmental initiatives
Sustainability	Sustainability at the heart of everything we do	Investments in sustainable reforestation
Sustainability	Sustainability at the heart of everything we do	Offsets or mitigation initiatives on biodiversity
Sustainability	Sustainability at the heart of everything we do	Environmental conservation volunteering
Sustainability	Sustainability at the heart of everything we do	Support to MSMEs and VCSEs on circular economy solutions
Sustainability	Sustainability at the heart of everything we do	Single use plastics eliminated
Sustainability	Sustainability at the heart of everything we do	Diverting hard to recycle waste
Sustainability	Sustainability at the heart of everything we do	Waste management verification
Sustainability	Sustainability at the heart of everything we do	Water use benchmark
Sustainability	Sustainability at the heart of everything we do	Water efficiency policy
Sustainability	Sustainability at the heart of everything we do	Water saved benchmark
Sustainability	Sustainability at the heart of everything we do	Waste good practice benchmark

Theme	Outcome	Measure
Sustainability	Sustainability at the heart of everything we do	% waste diverted
Sustainability	Sustainability at the heart of everything we do	Tonnes waste diverted
Sustainability	Sustainability at the heart of everything we do	Biocomposites and equivalent
Sustainability	Sustainability at the heart of everything we do	Donation of food waste
Sustainability	Sustainability at the heart of everything we do	Refurbished furniture
Sustainability	Sustainability at the heart of everything we do	Redesign to minimise food waste
Sustainability	Sustainability at the heart of everything we do	Sustainable procurement commitments
Sustainability	Sustainability at the heart of everything we do	Supply chain carbon certification
Sustainability	Sustainability at the heart of everything we do	Climate change training
Sustainability	Sustainability at the heart of everything we do	New buildings achieving BREEAM rating
Sustainability	Sustainability at the heart of everything we do	Assets undergoing climate risk assessment
Sustainability	Sustainability at the heart of everything we do	Assets with reduced sustainability risk
Sustainability	Sustainability at the heart of everything we do	Buildings achieving BREEAM IN-USE
Enabling Our Communities	Healthy workplaces	Workplace screening
Enabling Our Communities	Healthy workplaces	Mental health campaigns for staff
Enabling Our Communities	Healthy workplaces	Implementation of mental health core standards for staff
Enabling Our Communities	Healthy workplaces	Pro bono responsible budgeting support
Enabling Our Communities	Healthy workplaces	Workplace screening in construction
Enabling Our Communities	Supporting the VCSE to support our communities	Expert advice to VCSEs and MSMEs
Enabling Our Communities	Supporting the VCSE to support our communities	Voluntary hours donated to VCSEs
Enabling our communities	We will ensure all voices in the community are heard	Recruitment to achieve gender balance in workforce
Enabling our communities	We will ensure all voices in the community are heard	Recruitment to achieve ethnic diversity in workforce
Enabling Our Communities	We will ensure all voices in the community are heard	Equality and diversity training
Enabling Our Communities	We will ensure all voices in the community are heard	Gender pay gap
Enabling Our Communities	We will ensure all voices in the community are heard	Initiatives to reduce the gender pay gap
Economic growth	More local people in employment	Local direct employment
Economic growth	More local people in employment	Local direct (own) employment – TUPE transfers
Economic growth	More local people in employment	Local direct (own) and supply chain employment in targeted areas
Economic growth	More local people in employment	Local indirect employment – supply chain only
Economic growth	More local people in employment	Employers' fairs
Economic growth	More local people in employment	Union Recognition Agreements or Equivalent
Economic growth	More local people in employment	Good Work / Fair Work
Economic growth	More local people in employment	Jobs for long-term unemployed people

Theme	Outcome	Measure
Economic growth	More local people in employment	Jobs for mothers returning to work
Economic growth	More local people in employment	Jobs for survivors of modern slavery
Economic growth	More local people in employment	Jobs for care leavers
Economic growth	More local people in employment	Jobs for ex-offenders aged 18+
Economic growth	More local people in employment	Jobs for ex-offenders aged 18—24
Economic growth	More local people in employment	Jobs for people with disabilities
Economic growth	More local people in employment	Jobs for armed forces veterans with disabilities
Economic growth	More local people in employment	Employability support for people over 24
Economic growth	More local people in employment	Staff paid the Living Wage
Economic growth	More local people in employment	Supply chain partners paying the Living Wage
Economic growth	More local people in employment	Number of Employees paid the Real Living Wage
Economic growth	More local people in employment	Contracts with commitments to ethical procurement
Economic growth	More local people in employment	Initiatives to identify and manage Modern Slavery
Economic growth	More local people in employment	Modern Slavery – supply chain audits
Economic growth	More local people in employment	Managing Modern Slavery – people employed in the supply chain
Economic growth	Skills building for the future	School and College Visits
Economic growth	Skills building for the future	Site Visits
Economic growth	Skills building for the future	Continuous Professional Development
Economic growth	Skills building for the future	Training opportunities
Economic growth	Skills building for the future	Training opportunities for people facing barriers to employment
Economic growth	Skills building for the future	Apprenticeship opportunities for people facing barriers to employment
Economic growth	Skills building for the future	Employability support for young people
Economic growth	Skills building for the future	Employment taster days
Economic growth	Skills building for the future	Work placements (unpaid)
Economic growth	Skills building for the future	Work placements (paid)
Economic growth	Skills building for the future	Work placements (paying Real Living Wage)
Economic growth	Spending more in the local economy	Meet the buyer events
Economic growth	Spending more in the local economy	Local supply chain spend in targeted areas
Economic growth	Spending more in the local economy	Local supply chain spend with MSMEs
Economic growth	Spending more in the local economy	Local supply chain spend with Micro and Small enterprises