

#### Appendix 4. Social Value Commitments, Care and Support at Home

Social value forms a key part of these services, with the Ethical Care Charter and payment of London Living Wage fundamental to these contracts. It includes the commitment to providing options for guaranteed hour contracts, payment of a minimum amount of travel time and occupational sick pay.

Given the majority of the contracted hourly rate will go towards frontline staff pay, profit margins for these contracts are minimal, and so the social value commitments outlined below are considered to be achievable and proportionate.

The social value commitments in the table below are considered to benefit residents, the borough and in support of the council's strategic priorities (e.g. running community events, encouraging staff to cycle or use public transport for work), including supporting our We Make Camden ambitions. However, several commitments will also support local care provision and the care market; e.g. secondment opportunities, apprenticeships and providing a career development pathway for enablers and care workers.

Social value will be monitored at quarterly monitoring meetings which are led by Adults Commissioning

The following Social Value (SV) Commitments will be included in the tender:

SV Commitment	Minimum Requirement for the service (agreed at SV Panel)	Minimum requirement per provider (to be included in tender)
Job vacancies / apprenticeships to be advertised on We Are Camden and other relevant Camden portals/publication and promoted with Camden Health and Social Care Academy at in addition to any other advertising elsewhere. First refusal for Camden residents and / or Camden Council staff looking to change careers.	100%	
Support the progression of existing provider staff and Camden Council staff to internal and external opportunities within Camden's health and social care system, e.g., via secondments, placements etc. These could be placements or secondments offered to Camden Council social care practitioners or other Camden Council staff. Alternatively, this could be care workers or office staff within your own organisation being supported into secondment or placement	Eight resident opportunities	One apprentice per contract

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arrangements with other health and social care related organisations within Camden.		
Provider to fund apprenticeship opportunities for Camden residents new to work e.g. an apprenticeship in business support or project management, in order to develop their skill base in a challenging recruitment environment.	Sixteen resident opportunities	Two apprentices per contract
Work with local colleges, universities and the Health and Social Care Academy to promote the role of care workers and enablers a career choice for young people (e.g. hosting a stall at a job fair, delivering a talk to pupils/students)	168 engagements with Camden schools/ colleges	Three Camden schools/ colleges per year, per contract
Provide opportunities for staff to undertake paid volunteering in local voluntary and community sector organisations (in Camden or neighbouring boroughs). Volunteering opportunities can either be organised by the provider or offered to care workers to organise themselves in a charitable service of their choosing.	2 days per year per employee interested in taking part	
Support community connectedness and promoting wellbeing by facilitating residents to connect with community organisations of their choice	896 residents	4 residents per quarter newly connected to the community
Support community connectedness and promoting wellbeing by facilitating local events for a group of residents drawing on long term care and support (could also be partnership with local community venue)	70 events in Camden	Two per year per homecare provider
Develop and implement a programme of support to keep residents cool during the summer and warmer during the winter through education and facilitating small changes, e.g., adding plants to windows, fans, draft excluders etc.	100% care coordinators trained 1,120 residents supported	100% of care coordinators trained, 5 residents supported each

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		quarter per provider.
Care workers and enablers should be encouraged to take public transport, walk or cycle to work and between their appointment.	80% of staff use public transport, walk or cycle, to increase with a benchmark set by the end of the negotiation phase	
Organisations should move towards becoming paperless, reducing the amount of paper consumed for staff files and care records where appropriate.	80% of online staff files and care records - set benchmark at the start of negotiation and agree increase	