



Community Benefit Policy

1. The Purpose

This policy sets out the principles of including Community Benefit Clauses in all suitable procurements, developments and planning applications to ensure the Council is achieving added value from its spend and activities for the benefit of the wider community.

The policy is applicable to Swansea Council employees across all services who:

- Make or authorise purchases;
- Specify goods/services/works;
- Draft or evaluate tenders, quotations and other related documents;
- Draft development agreements, and other related documents
- Work with developers
- Work with planning applications and s.106 requirements

The scope of this policy covers the procurement of all works, goods and services including construction, education, catering and social care activities where applicable; all developments where the Council are selling land to or have leverage with the developers including end user opportunities with businesses who occupy the development; all suitable planning applications where perceived benefits can be achieved.

2. Introduction

Swansea Council is committed to addressing poverty, inactivity and social exclusion within Swansea and recognises that promoting social justice and opportunities for non-employed people and the long term economically inactive is also a key element of the Welsh Government's commitment to sustainable development.

Beyond Bricks & Mortar is the team implementing the Council's community benefit policy set up to help tackle poverty and promote inclusion. It aims to address barriers to entering the labour market and create opportunities for all Swansea's citizens, therefore helping to lift individuals and households out of poverty.

This approach will ensure delivery of policies and commitments that support Swansea's economic regeneration agenda:

Tackling poverty and promoting inclusion – The Council not only seeks to raise prosperity levels in Swansea, but also to spread prosperity across the city and county. It aims to address barriers to entering the labour market and create an economic environment that provides opportunities for all Swansea's citizens, therefore helping to lift individuals and households out of poverty.

In order to address the issues of poverty, inactivity and social exclusion Beyond Bricks and Mortar (BB&M) is championing the use of Community Benefit clauses within developments associated with regeneration projects and all other relevant Council contracts and planning applications to bring added value.

The policy focuses on Targeted Recruitment and Training as a means to provide additional opportunities for training places for new entrant trainees, assistance with recruitment of new staff; supply chain sourcing and other community benefits such as educational engagement, community focused projects; in-kind donations.

3. Objectives

The policy aims to deliver an impact on deprivation and added benefits for the community by requiring suppliers, contractors and developers working with the Council to actively participate in the economic and social regeneration of the locality and it is a requirement that suppliers, contractors and developers will deliver, where appropriate taking into account the particular project or development, some or all of the following community benefits as requested by the Council:

1. Targeted recruitment and training outcomes as set out in paragraph 4.2.1 below
2. Supply chain initiatives and development as set out in paragraph 4.2.2 below
3. Other community benefits such as educational contributions and community projects as set out in paragraph 4.2.3.

4. The Requirement

The Beyond Bricks and Mortar team is part of the Planning and City Regeneration division of the Council and coordinates, facilitates and monitors community benefits achieved on the Council's activities through procurement, planning and development.

Once notified of a project, development or opportunity BB&M will prepare relevant clauses for contracts and tenders, wording for developers' agreements and other

relevant documentation setting out requirements. BB&M will also meet with the organisations involved to ensure added benefits are achieved and collect all monitoring information needed to report on Community Benefit outcomes for the Council.

4.1 What is required from Council Departments?

All departments who are procuring contracts or dealing with developments and planning requests from developers should notify the BB&M team of opportunities to include community benefit clauses into their documentation.

- For procurement of works, goods, services and developments – community benefit clauses will be included as part of the tender documents and scored, including OJEU and Sell2wales notices;
- For planning applications – *where justified* details will be included in S106 documentation and expressed as a requirement of planning consent

4.2 What is required from the External organisations working with the Council?

The principle areas external organisations may be required to contribute to are:

4.2.1 Targeted Recruitment and Training (TR&T)

TR&T within the Council provides a means of securing job and training opportunities, enabling local communities to share the benefits of new developments and public investment.

TR&T involves specifying a target of person weeks of training and recruitment to be delivered by “new entrant” trainees sourced from unemployed and disadvantaged or school leaver not worked in the industry for at least 6 months. Requirements will be appropriate to the proposed project relating to value, duration and type of construction/development envisaged.

Targeted recruitment & training clauses requiring:

- A target number of training weeks to be provided to New Entrant Trainees, apprentices and other trainees – the target will be set in line with the value and nature of the project taking place, these are calculated using a specific formula which approximately equates to 52 person weeks per £1 million of spend;

New Entrant trainee is a school or college leaver, or an adult who is undertaking training towards a construction industry or Employer recognised qualification and requires work based training; and ideally not worked in the construction industry in last 6 months.

- At least 14 days prior notice of all vacancies to be filled on site must be notified to the Beyond Bricks and Mortar team before any external recruitment is considered. BB&M will work with various training organisations and programmes including a dedicated team in Job Centre Plus to identify suitable candidates for you to consider.
- A number of taster weeks to be available for work experience

4.2.2 Supply Chain Activities:

For supply chain activities Swansea Council would request the contractor/supplier/developer or applicant to post onto the Sell2Wales website (www.sell2wales.gov.uk) all suitable supply chain and subcontracting opportunities relating to the performance of the project/development and notify the BB&M team when these opportunities are being posted onto the website.

When requested by the Council, the organization is required to participate in initiatives to identify and nurture additional supply-chain organisations.

4.2.3 Other Community Benefits:

The successful contractor may be expected to secure other value-added positive outcomes that would benefit the community in which they are contracted.

Contributions to Education:

The contractor is expected to engage positively with school age children. Examples of sustainable contributions to education could include:

- Work placements for secondary school children and college students.
- Development of bespoke qualifications with local colleges
- Volunteering at local school events
- Visits to primary schools to engage with younger children
- Landscaping and building services support to regenerate school playgrounds

Community Initiatives:

Additional social benefits can be delivered directly to the community in which the successful contractor will operate.

Examples of sustainable community initiatives could include:

- Volunteering days
- Landscaping and building services support to general communal areas
- Support for local youth groups and other community groups
- Community newsletters advising on impact of the works

4.2.4 Monitoring & Verification Information

The Beyond Bricks and Mortar team monitor all community benefits delivered and will require monitoring documentation to be completed by contractors, to include information on new trainees and persons employed on site with their postcodes, vacancies arising and subcontract opportunities.

BB&M will provide forms to assist in monitoring and reporting requirements.

In addition for verification purposes the following documentation will be required by the Council using pro-forma documentation provided:

- a trainee starter form signed by the trainee;
- a trainee completion or termination notification

National Reporting

Swansea Council are required to complete Community Benefit measurement tools for all contracts over £1million to Welsh Government and will work closely with organisations to complete and submit measurement tools for all relevant projects.

5. Contact

For further information please contact the Beyond Bricks & Mortar team:

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