

Contract Requirements Environment & Social (CRES)

8.3.1 Creating engaged employees (Design)

Network Rail employs over 36,000 people and spends £7.5bn per year across a diverse supply chain. Creating engaged employees is an essential part of our commitment to being a great employer and improving safety, performance and value across the industry.

It is essential that Network Rail and its contractors continues to dedicate resources to ensuring they are an employer of choice in this increasingly competitive marketplace to retain and gain the right workforce. The supplier shall refer to Network Rail's code of conduct and our commitment to Investors in People.

To support Network Rail's objective of creating engaged employees the supplier shall;

- i) Conduct a community impact assessment using the Network Rail tool provided
- ii) Contribute to the diversity impact assessment as requested by the project team
- iii) Create a social performance management plan, then monitor and report on activities against this plan for the duration of the contract.

The social performance plan shall address the needs identified in the two impact assessments, and shall clearly respond to any Key Reporting Areas previously identified by the project team.

Suppliers can find further information on this theme on [Network Rail's Safety Central](#) website. The site also provides recommended activities and examples of good practice, as well as tools and templates to support suppliers' delivery of work.

Alignment with Project Plan of Work

To manage social performance through design the following activities shall be applied to the project plan of work phases.

Project Phase	GRIP Stage	Requirement
Output definition	1	No specific requirements.
Feasibility	2	<ul style="list-style-type: none">• Network Rail to use the Community Impact Assessment as part of the sustainability assessment criteria.
Option selection	3	<ul style="list-style-type: none">• Confirm the named person responsible for creating and delivering the social performance management plan.• Review the previously completed Community Impact Assessment and repeat the process if the assessment was not completed in the last six months.• Contribute to the Diversity Impact Assessment.
Single option development	4	<ul style="list-style-type: none">• Create and submit the Social Performance Management Plan, either using the Network Rail template or an approved version.
Detailed design	5	<ul style="list-style-type: none">• Deliver the activities listed in the Social Performance Management Plan, and measure and evaluate the social impact of your work.• Prepare a case study in accordance with Network Rail guidance to communicate good practice and lessons learned.

Contract Requirements Environment & Social (CRES)

8.3.1 Creating engaged employees (Construction and Works Delivery)

Network Rail employs over 36,000 people and spends £7.5bn per year across a diverse supply chain. Creating engaged employees is an essential part of our commitment to being a great employer and improving safety, performance and value across the industry.

It is essential that Network Rail and its contractors continues to dedicate resources to ensuring they are an employer of choice in this increasingly competitive marketplace to retain and gain the right workforce. The supplier shall refer to Network Rail's code of conduct and our commitment to Investors in People.

To support Network Rail's objective of creating engaged employees the supplier shall;

- i) Conduct a community impact assessment using the Network Rail tool provided
- ii) Create a social performance management plan, then monitor and report on activities against this plan for the duration of the contract.

The social performance plan shall address the needs identified in the impact assessment, and shall clearly respond to any Key Reporting Areas previously identified by the project team.

Suppliers can find further information on this theme on [Network Rail's Safety Central](#) website. The site also provides recommended activities and examples of good practice, as well as tools and templates to support suppliers' delivery of work.

Alignment with Project Plan of Work

To manage social performance during construction the following activities shall be applied to the project plan of work phases.

Project Phase	Equivalent GRIP Stage	Requirement
Construction, test and commission	6	<ul style="list-style-type: none">• Confirm the named person responsible for creating and delivering the social performance management plan.• Review the previously completed Community Impact Assessment and repeat the process if the assessment was not completed in the last six months.• Create and submit the Social Performance Management Plan, either using the Network Rail template or an approved version.• Deliver the activities listed in the Social Performance Management Plan.
Scheme handback	7	<ul style="list-style-type: none">• Measure and evaluate the social impact of your work.• Prepare a case study in accordance with Network Rail guidance to communicate good practice and lessons learned.
Project closeout	8	No specific requirements.