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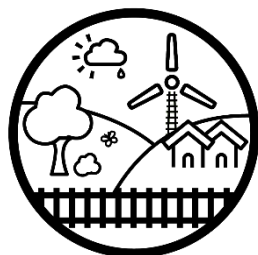


Supporting Britain's Economic Development Guidance Note

NR/GN/ESD22

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Network Rail’s Commitments

- ✓ [Economic Prosperity: Develop people’s skills and support educational attainment, provide opportunities for employment and for training, enhance the resilience and capacity of our supply chain.](#)

Examples of how Network Rail, our contractors and our supply chains can support Britain’s economic development



‘Local’ suppliers are typically those that will serve contract delivery from an operational base up to 25 miles from works or activities. An alternative definition might be provided by a funding partner or planning authority.

Take part in ‘meet the buyer’ events.



Constructionline and other organisations typically organise virtual and face-to-face Meet the Buyer events

Share information with 'local', SME and VCSE potential suppliers on how to bid for contracts, and how to work towards achieving the minimum standards expected of rail supply chains. This could be on-line or provided in partnership with the Supply Chain Sustainability School, a local enterprise partnership (LEP) or local authority.



Network Rail and supply chain colleagues often contribute to training and support organised by the Supply Chain Sustainability School

Utilise procurement processes that enable qualified and experienced suppliers or sub-contractors from these business groups to compete freely and fairly for contracts.

- Small and medium enterprises (SMEs)
- Voluntary, community and social enterprises (VCSEs) and mutuals
- 'Local' businesses

Apply any 'local' procurement requirements required as part of a section 106 or planning agreement

Use procurement and supply management processes to push environmental sustainability and social value requirements through supply chains, and improve sustainability performance through our supply chains.

Use procurement and supply management processes to, throughout supply chains, drive collaboration, innovation and greater use of disruptive technologies, green technologies, efficiency and quality to deliver lower cost and/or higher quality goods and services.

Use scalable and future-proofed new methods to drive greater modernisation of delivery and increase productivity.



Network Rail and ilke Homes are working together on an investment in 40 sustainable modular homes built in a brownfield site next to Beeston railway station in Nottinghamshire.

Target schools engagement activities at schools in areas of relative economic deprivation.

Advertise all job and apprenticeship opportunities through ‘local’ recruitment channels such as Job Centre Plus, any local employment support services, or even just posting them on site hoardings and on social media.

Target employment and skills activities at people from backgrounds who the rail industry has historically found ‘hard to reach’. For example: people who:

- have visible and invisible disabilities
- are female
- are from minority ethnic backgrounds
- are aged 19 or other and not in employment, education or training (NEET)
- have been involved with the criminal justice system
- are former refugees.



Network Rail’s 2019 cohort of Year In Industry students

Please see our [“Inspiring Tomorrow’s Workforce”](#) guidance for information about providing schools engagement and skills development opportunities for young people.

Provide pre-employment training or support to people who aren't currently working.

Provide entry-level, on-the-job training to create an employability pathway for people new to the rail industry. For example: apprenticeship, traineeship, internship, year-in-industry, returner or graduate schemes.

Work with the criminal justice system to provide skills to people who are ex-offenders.

People with visible and invisible disabilities are particularly underrepresented in the workforce. Make adjustments so that skills and employment opportunities are accessible. Seek specialist support to help with this.

Pay all workers at least the Living Wage Foundation Real Living Wage.

Please see our “Creating Engaged Employees” guidance for information about:

- [Being an accredited Living Wage employer](#)
- [Applying good practice principles in your workplace strategy](#)

When determining who will become tenants in stations and other Network rail assets:

- Provide suitably experienced and qualified potential tenants with the opportunity to compete freely and fairly for tenancies, including potential tenants who are ‘local’,
- Consider whole-life benefit offered by tenants (e.g. social value that a not-for-profit tenant might provide) as part of the commercial decision-making.

Enable under-used railway assets to be made available for community use. For example for:

- temporary pop-up shops for social enterprises, local small or start-up businesses
- health and welfare facilities
- tourist information booths
- food banks
- debt advice
- education



A dedicated rail safety education facility opened by Network Rail and Southeastern in Margate railway station, featuring a full-scale railway platform, life-size train front, model railway and interactive games

Use paid volunteer leave to share professional skills (e.g. marketing, budgeting, project management, commercial, environmental management) with any UK registered charity or a community rail group.

What can be measured using the [Rail Social Value Tool](#)

Impact	Sub-impact	Stakeholder Group / Unit of Measurement		
Supply chain capacity	Local supply	Total 'local' supply chain spend (£)^		
	Small and medium enterprises (SMEs)	The value of contract opportunities awarded under the contract in £ - to SMEs		
	Voluntary, Community and Social Enterprises (VCSEs)	The value of contract opportunities awarded under the contract in £ - to VCSEs		
Employment, training & skills	Job creation	Number of FTEs	Number of FTE employment opportunities created, by UK region ("new jobs")	
	Jobs Safeguarded	General	Number of jobs safeguarded (FTEs)	
	Local employment	Total FTEs^		
	Mentoring	Mentee (#)	Number of adults (mentees) participating in a mentoring programme.	
	Mentoring	Mentor (#)	Number of adults (mentors) participating in a mentoring programme.	
	Learning interventions	General (workforce training hours)		Number of workforce training hours completed
		Unemployed - employment training		Number of unemployed people completing employment training at employment or job centre
		Interview Support		Number of adults receiving interview support
Work experience & taster sessions	General - work experience		Number of beneficiaries completing pre-employment work experience	
Workforce equality, diversity & inclusion	Financial inclusion	Living Wage	% of workers paid at least Living Wage Foundation Real Living Wage	

Indicators in green text (above) are monetised in the RSVT, using values that have been calculated in a way that applies OECD and UK Treasury Green Book principles.

Indicators in red text (above) are 'input' values

^ In RSVT, local supply £ used to calculate local multiplier (LM3), and local FTEs used to calculate Gross Value Added

Additional links

[Network Rail SME Action Plan](#)

[Supply Chain Sustainability School](#), particularly materials around [engaging a diverse supply chain](#), [Offsite](#), [sustainable procurement](#).