

1 Purpose

This document provides recommendations on how to contribute to socio-economic growth through railway works and support Britain's economic development. By following this guidance, Network Rail can support local businesses, provide local jobs and leave a lasting social legacy in communities across Great Britain.

Specific advice on early engagement, work experience and apprenticeships (the most common form of social value) can be found in the *Inspiring Tomorrow's Workforce Guidance Note NR/GN/ESD17*.

2 Understanding social value

"Social value" is the term used to describe additional benefits to society created as a result of project or piece of work. For example, a construction company funded to build a new station may create employment and training opportunities for local residents, or offer mentoring opportunities to students at a nearby school.

The Public Services (Social Value) Act 2012 encourages public sector organisations to award contracts based on additional social value that can be created, as opposed to just the lowest cost. It is Network Rail's social value objective that for every £1 of taxpayers' money invested in Britain's railways we create £1 of social value for the local community.

This guidance note shows how to go above minimum requirements and deliver social value across the rail network, particularly in areas local to railway works. The diagram below shows common social value activities which, if addressed early, can heavily contribute to local socio-economic growth.



3 Opportunities to add social value

Small changes in work actions and activities can make big differences to local businesses and the surrounding community. During design:

- Read the *'Being a caring neighbour' Guidance Note NR/GN/ESD/13* for support with identifying and understanding local stakeholders;
- Read the practical guide for designers '{ HYPERLINK "https://www.supplychainschool.co.uk/documents/social%20value%20and%20design%20of%20the%20built%20environment%20v%20202%20oct%202017.pdf" }' from the Supply Chain Sustainability School to see how social value can be built in to design plans;
- Consider opportunities to use stations as community hubs, which could include:
 - allowing space for social enterprises alongside a new station design
 - offering reduced rent to local start-ups for the first six months of their tenancy
 - reserving a percentage of station space for local businesses
 - using station space to provide services to the community such as job-shops, debt advice centres, post offices, health and wellbeing support, etc.

- Volunteer for local businesses and community groups to share professional skills such as marketing, budgeting, project management or employee engagement;
- Work with your procurement team to purchase through local SMEs – 33% of SMEs within your first tier supply chain is industry good practice;
- Advertise all job opportunities through local recruitment channels such as Job Centre Plus and employment support services;
- Create entry-level employment programmes targeted at apprentices, trainees, graduates, year in industry students;
- Provide entry-level on-the-job training to create an employability pathway for those new to the industry;
- Pay all employees and contractors National Living Wage (or London Living Wage)
- Target all training and employment opportunities to NEETS (people aged 19 or over and not in education, employment or training) and other under-represented groups including females in male-dominated roles, people with disabilities and learning difficulties, and people from black, Asian and minority ethnic (BAME) communities;
- Partner a local school or business and create a long-term strategic support plan – this could include mentoring, careers talks, business breakfasts, skills development, curriculum support etc.;
- Contact your Local Enterprise Partnerships (LEPs) to look for opportunities to support local businesses and communities;
- Work with Community Rail Partnerships and Adopt-a-Station groups to provide structured support to promote Britain's railways and provide industry expertise and assistance to volunteers.

4 Example activities and volunteering

Volunteering in your local community is another way to be a caring neighbour, and some suggested opportunities are listed below. Case studies providing real examples of these activities are available on the [{ HYPERLINK "https://safety.networkrail.co.uk/home-2/environment-and-sustainable-development/social-performance/supporting-britains-development/" }](https://safety.networkrail.co.uk/home-2/environment-and-sustainable-development/social-performance/supporting-britains-development/).

Deliver STEM (Science, Technology, Engineering and Maths) careers events and local schools

Provide mentoring and skills development training to schools, businesses and community groups

Host CV skills workshops to those in further education to develop job prospects

Work with Community Rail Partnerships and Adopt-a-Station groups

Volunteer at your local station to improve the aesthetics or the use of station land, or hold bucket collections to raise funds for local charities

Work with rail heritage groups to promote local rail history and rail heritage

Network Rail employees:

You are entitled to up to 5 days of volunteer leave. This can be taken to support any UK registered charity, or it can be used to support any of the following community engagement activities:

(i) Community Safety (ii) Early Engagement or (iii) Community Rail

For more details, visit { HYPERLINK "http://connect/volunteering" }.

To view all environment and social KPIs and how they are to be reported, please refer to the *KPI Guidance Note NR/GN/ESD22*.