

RE:FIT Social Values

Required Social Value Investment

1.0 EMPLOYMENT

Apprenticeships and/or 'improver' route employment

This is direct employment with the successful RE:FIT contractor or their supply-chain partners on any given works package.

Residents would be sourced using the iWork recruitment service, - contact Pascal.coyne@islington.gov.uk.

The trainee is paid at the London Living Wage (LLW) and will participate in a scheduled and prescribed qualification pathway pertaining to the trade specific retrofit measure/s.

For example-solar panel fitting (PV)-this would be scheduled across the 3 years of stage 1 of the contract, with the job hours identified from the plan of works. The 'units' involved will be clearly identified, timed and committed to be delivered.

The qualification in this context is the **BPEC Level 3 Award in the Installation and Maintenance of Solar Thermal Hot Water Systems** (Qualification Number 600/6608/8) though this is the priority.

As mentioned a 'bolt-on' qualifications for existing, roofers or level 2 electricians, may be more appropriate in particular & given circumstance.

What would not change is the requirement to provide the employment & training opportunity.

The same principle would apply to all other relevant/related works measures being installed in Schools, Libraries and Offices, such as (non-exhaustive)

- General Building fabric upgrades
- Boiler Insulation
- Fenestration (double glazing/window replacements)
- Heat pumps (Ground/Air source)
- Combined/Shared Heat source

The above Apprenticeship or Improver job role requirement is calculated at 1 full term per every £2million of contract value.

2.0 TRAINING

Invest Grade Proposals (IGP's)

Running concurrently and threaded within the IGP assessment, the social value proposal is to give candidates an in-depth experience of working along-side an industry expert to learn & understand the main component parts of the IGP's.

This curriculum & experience tasks could be co-authored by the provider and relevant council department.

Residents would be sourced using the iWork recruitment service- first point of contact would be pascal.coyne@islington.gov.uk

The purpose of this is to offer an opportunity that otherwise would not happen and for the resident/s to gain confidence, knowledge, and inspiration to go into a career in the carbon reduction/net zero industry, Typical progression is into in areas such as, Retro-Fit advice/Assessing and/or coordinating.

The Department of Energy and Climate Change report 2015 "Guide to Energy Performance Contracting Best Practices" indicate that:

“The IGP process involves a thorough survey of your buildings and normally takes around 40-60 working days, although this could be higher for large portfolios” which, lends the proposed process a favourable timeframe.

Exact hours and engagement details may be calculated according to the specific portfolio and the trainee would be paid minimum wage, by the contractor, to support their travel and subsistence during the learning & career development experience.

The onsite and desk-based learning experience to include for example:

- Detailed key information including the Energy Conservation Measures (ECMs) to be installed.
- The guaranteed energy savings formula/s.
- Tonnes of CO₂ to be saved each year (and how this is calculated)
- Capital costs (and what this mean/they are).
- Maximum payback period (what this is and why it is important).
- Measurement and verification (M&V) plan.
- How and when the ESCO proposes to install the identified ECMs

3.0 LEARNING LABS

We firmly believe that education is a crucial tool in promoting sustainable practices, and this is particularly true when it comes to retrofitting. As such, we propose using identified schools as full-fledged learning labs to showcase the benefits of retrofitting and promote interest in green-related jobs among pupils.

Through our learning labs, we expect to create a hands-on and engaging educational experience that highlights the positive impacts of retrofitting. By demonstrating how retrofitting can improve building performance, reduce CO₂ emissions, and promote human health and well-being, we hope to inspire and educate the next generation of environmental leaders.

We believe that creating opportunities for pupils to engage with retrofitting and other sustainable practices at an early age is crucial for fostering long-term behaviour change. By increasing interest in green-related jobs, we hope to contribute to a more sustainable and equitable society while also supporting the growth of the green economy. These work would be coordinated via the councils World of Work programme.

Our commitment to educating the younger generation aligns with our broader commitment to creating positive, long-lasting impacts in the communities we serve.

To achieve this we suggest:

- The contractor required to conduct retrofitting demonstrations in identified schools to showcase the benefits of retrofitting. These demonstrations can include practical examples such as installing energy-efficient lighting or insulation, and allowing pupils to see the impact of retrofitting on energy consumption and cost savings.
- The contractor required to engage pupils in retrofitting projects, such as conducting energy audits of school buildings or participating in energy-saving initiatives. These projects will provide pupils with hands-on experience in retrofitting and help them develop critical thinking and problem-solving skills.
- The contractor required to provide career guidance to pupils by highlighting the various green-related job opportunities available in the retrofitting industry. This can

include information about the required qualifications and skills needed for different roles, and advice on career paths and opportunities for career progression.

- In order to ensure that the identified schools can serve as effective learning labs, we believe that it is essential for the contractor to collaborate closely with school administrators and teachers. To this end, we require that the contractor provide comprehensive training and resources to teachers, equipping them with the knowledge and skills necessary to explain the benefits of retrofitting and building performance to pupils in a clear and engaging way. This could include providing teachers with access to educational materials, training sessions, and ongoing support from retrofitting experts. By working closely with school administrators and teachers in this way, we can ensure that our learning labs are effective and impactful, and that pupils have the best possible chance of developing a deep understanding of the importance of sustainable practices in building design and construction.

4.0 NET ZERO CARBON AND CIRCULAR ECONOMY

To achieve the council's Vision 2030, there are mandatory requirements that the contractor must deliver to support delivery of a Net Zero borough by 2030. Resultingly, we require the following:

- A commitment to measure and disclose accurate data on Scope 1, 2 and 3 carbon emissions on a bi-annual basis
- A commitment to carbon emissions savings to help the council achieve net zero by or before 2030
- A demonstration of a year-on-year plan that is aligned to climate science, evidencing how carbon emissions will be reduced to help us deliver Vision 2030
- A demonstration of Scope 1, 2 and 3 carbon emissions savings within the contract, which is achieved through decarbonisation against a specific benchmark, for example reducing carbon intensive processes and operations, and specifying how these will be achieved
- All motor vehicles deployed in the performance of this contract are compliant with Euro 6 (or later) and fulfil the emissions requirements of ULEZ and shall provide evidence of compliance on request
- A demonstration of a plan to reduce transport emissions
- A commitment to adopting circular business practices and shall provide evidence on how this will be achieved (measured in tonnes of waste and the percentage sent for reuse, recycling, composting and residual disposal) Including, but not limited to:
 - Reducing waste through reuse of products and materials
 - Reduction in single use plastic specifically
 - Utilising recycled or existing materials
 - Repurposing items and materials for reuse
 - 'Upcycling' building materials
 - Use construction and demolition waste as alternative aggregates
 - Reusing/recycling excess materials
 - Where materials cannot be reused, evidencing how these stay within the supply chain, for example, passing on to another business or use
 - Composting materials

- Only use sustainably sourced materials and shall provide evidence of use. For example, but not limited to:
 - 100% recycling paper
 - Sustainably certified cleaning products
 - FSC-certified timber
 - Recycled plastic

Additional Social Value contribution (above and beyond contract value)

5.0 YOUTH & SCHOOLS

- We would expect to see at least 4 green sector career talks per year via the World of Work programme with LBI -providing guidance on which schools would most benefit from the opportunity and the sector more widely. This will be via the council's, 'World of Work' Project.
- We would expect to have provided at least 2 green sector career activities per year for young people aged 16-25 that are not in employment, education or training. These would be coordinated by the youth progression service and delivered from the youth employment hubs in Caledonian and Finsbury Park wards.
- We would expect to see at least 2 green sector work experience placements offered per year to Y10 students – or NEET young people should the opportunities not be suitable for school aged pupils. The council's youth team will make the appropriate introductions to take all this forward.

6.0 EMPLOYMENT (GENERAL)

We recognise that the contract is often quite specialist in terms of the measures involved however we are still keen to see hands-on work experience and some local labour being delivered as part of this contract. The contractor will be required to work closely with the council's iWork construction employment team to identify and recruit residents to any labouring or even light technical roles that may arise as a result of this contract. Similarly, we expect to work with the contractor to carve out hands-on work experience -either short term unpaid -or longer-term paid.

All employment on this contact is subject to the minimum of the London Living Wage for any given financial year. All entry level or training opportunities to be recruited using the iWork service and all other vacancies to be advertised on the council's employment portal in partnership with the Islington Working portal (iWork) for business team.

We are committed to ensuring that the benefits of this contract extend beyond the immediate scope of the project and positively impact our community, local businesses, and residents in the long term. We believe that creating pathways for them to participate in future retrofit works for non-council building stock is crucial to achieving this goal. To facilitate this, we are requesting that the contractor provide us with a detailed plan to increase the number of organisations or individuals with MCS certificates. We also ask that the contractor prioritise offering job opportunities to recently graduated individuals from MCS certified courses. By doing so, we can create a talent pipeline that is not only well-equipped to handle the challenges of retrofitting but also has a vested interest in the success of our community and

its sustainable future. In addition to providing job opportunities and training to our local workforce, it will help to saturate the market, reducing prices and waiting lists for retrofitting services. By making sustainable building practices more accessible and affordable, we can ensure that all members of our community can participate in creating a greener, healthier future. Overall, we see this as an opportunity to not only complete the immediate retrofitting project but also create lasting change in our community.

In addition to the above, we would like to see a comprehensive upskilling plan for our Council staff that will equip them with retrofit experience and enhance their existing skills in areas such as plumbing, electrical, roofing, HVAC, engineering, energy auditing, insulation installation, building surveying, fenestration installation, flooring, plastering, and other related works. The plan will be phased and involve partial participation of Council staff as part of their learning and education exercise within the retrofitting projects.

Our goal is to ensure that Council staff are competent in retrofitting practices, equipped with the latest knowledge and techniques, and able to provide quality services to our community. The upskilling program will be designed to meet the needs of individual staff members, with a focus on building their capacity in areas where they require improvement. The program will include both theoretical and practical training, with opportunities for hands-on experience in retrofitting projects.

7.0 SUPPLY CHAIN / BUSINESS SUPPORT

The council has a local procurement initiative with a dedicated officer, and a recently revived local construction directory of goods and suppliers, that is underpinned by a Progressive Procurement strategy of robust ambition which states:

“The council is a major economic player in the borough. About half of our spending is on commissioned goods and services. We want to make sure that we use this spending power to achieve the best impact for local people, especially the most disadvantaged. We also want to encourage other key partners in the borough – anchor institutions and providers who share our values - to do the same so that we can use our collective buying power to influence supply chains and maximize benefits for Islington residents, communities and local businesses. This means taking proactive measures to ensure that as much as possible is spent within Islington, and that the Council’s purchasing decisions, and those of like-minded partners, support Islington people through creating employment, skills training and other opportunities. We also want to support and enable Islington businesses, particularly small businesses and Voluntary, Community and Social Enterprises (VCSEs), to successfully tender for council contracts.”

This directory has been developed to serve as a user-friendly portal for contractors to find relevant suppliers to help meet local procurement and other social value commitments, so we would wish to see the successful contractor to engage with our local procurement officer who acts as the ‘gatekeeper’ for the local directory, and reflect the aspirations of our progressive procurement by working towards a target of 10% of goods and services to be procured locally.

We would also warmly encourage expertise and mentoring support for local businesses, including relevant early-stage companies that are being supported by the council to build a

net positive future, and those seeking PAS2035 and similar accreditations. We would also like the contractor to attend our occasional 'meet the buyer' events and provide any other professional support that the contractor may be able to offer not listed here.

Furthermore, we would like the contractor to commit to using local catering from cafes and restaurants/caterers rather than onsite catering brought in from outside of the borough. We would like the contractor to promote and encourage their workforce to support the local economy through shop local and loyalty schemes.

8.0 TRAINING (GENERAL)

The council have a classroom venue based on the redevelopment site of the former Holloway Women's prison site in N7 of the borough. We would encourage the contractor and their supply-chain to commit hours to attend the site and give green industry specific talks to our students and residents on the method and functionality of PV heat pumps etc. This will be informal however the intention is to inspire the next generation of workers and to encourage those thinking about entering the Net Zero contraction sector to begin their career path. These career path and inspiration sessions will be coordinated by the internal LBI iWork construction team in partnership with the provider/s. The frequency of such offers is reflected in the overall 20% assessment towards the contract under the social value heading as will detailed narrative around the potential content of the sessions (the class accommodates 12 participants at a time).

9.0 NET ZERO CARBON AND CIRCULAR ECONOMY

In addition to our mandatory requirements, we have several additional social value activities that contractors can deliver. Whilst these are not mandatory, we highly encourage our contractors to engage in these activities to further support us in delivering Vision 2030.

- 1) Provide internal support to MSMEs and VCSEs within the supply chain to adopt Circular Economy solutions - business case and leadership for circular economy
- 2) Hard to recycle waste diverted from landfill or incineration through specific recycling partnerships or activities
- 3) Fleet emissions monitoring programme on the contract, including data collection (miles, type of vehicle, engine type, emission standard)
- 4) Join the Islington Sustainability Network for local businesses and active contribution to the network
- 5) Contribution to Library of Things pilot in the Cally area - equipping with some tools/machinery or assisting with revenue costs of this sharing economy initiative