



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

CABINET

17th DECEMBER 2019

MAXIMISING COMMUNITY BENEFITS TRIAL REPORT

JOINT REPORT OF DIRECTOR PUBLIC HEALTH, PROTECTION AND COMMUNITY SERVICES AND DIRECTOR OF HUMAN RESOURCES IN DISCUSSIONS WITH CLLR. RHYS LEWIS, CABINET MEMBER FOR STRONGER COMMUNITIES, WELL-BEING AND CULTURAL SERVICES

Author: Lowri John, Community Development Officer – 01443 281188

1. PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to provide Members with information about the work that has been undertaken on maximising Community Benefits and present the findings of a 6 month trial.

2. RECOMMENDATIONS

It is recommended that the Cabinet:

- 2.1 Approve the inclusion of Community Benefits Clauses in all relevant corporate contracts. This could either be in the form of direct work to be delivered within the community and/or a financial contribution to a 'legacy fund' (please refer to 2.2 below).
- 2.2 Approve the establishment of a 'Legacy Investment Fund' that will receive the financial contributions generated through Community Benefits to support wider Community Development activities across the County Borough, in line with this Council's corporate priorities.
- 2.3 Commit the resource necessary to continue developments, co-ordinate and mainstream the approach.

3. REASONS FOR RECOMMENDATIONS

- 3.1 During the trial period, March 2019 – September 2019, 41 contracts valued from £75,000 - £1,000,000+ included a new Community Benefits method statement in the Invitation to Tender (ITT) document. The pilot found that there is a willingness by organisations to:

a) Submit a Community Benefits response in contracts valued below Welsh Government's threshold of £1million for the inclusion of Community Benefits and;

b) Opt for the 'Legacy Investment Fund' option to support wider community development across Rhondda Cynon Taf (RCT).

3.2 The introduction of a financial contribution to a Legacy Investment Fund, as a Community Benefit option, provides an opportunity for the Council to manage a fund that would support community development initiatives at a time when resources are under pressure.

4. BACKGROUND

4.1 Community Benefits or Social Clauses are contractual requirements which deliver wider social benefits in addition to the core purpose of a contract. These clauses can be used to build a range of social, economic or environmental conditions into contract delivery.

4.2 Rhondda Cynon Taf County Borough Council's Generating Wealth Board (now stood down) agreed that a resource should be identified to research options and co-ordinate developments that would potentially maximise community benefits derived from procurement contracts. Accordingly, a Graduate Officer post was created in October 2017.

4.3 The Graduate Officer's principal function was to explore options for maximising Community Benefits.

4.4 Following extensive research and consultation with key internal and external stakeholders, crucially including current and potential contract holders, it became apparent that there was further scope and opportunities for RCT CBC to capitalise on, and maximise the impact of Community Benefits Clauses.

4.5 Opportunities explored included, but were not restricted to:

- Introducing a financial contribution (voluntarily or mandatory);
- A range of capital works such as construction, repair maintenance; and
- The provision of goods and services.

4.6 A variety of organisations in Wales utilise financial contributions as part of their community benefits clauses in the following ways:

- Regenerating local playing parks and community spaces;
- Facilitating training and learning opportunities;
- Providing support to Community Groups;
- Engaging communities in community development.

- 4.7 Currently, construction contracts valued over £1million such as the 21st Century Schools developments and Taff Vale re-development project are procured via the South East & Mid Wales Collaborative Construction Framework (SEWSCAP). In order to gain a place on the framework, contractors are required to prepare a detailed Community Benefits plan discussing their commitment and approach to the delivery of Community Benefits. The primary onus for the delivery of these commitments therefore lies with the contractor. The same principle applies to contracts/projects procured via our South East Wales Highways Framework (SEWH). RCT has minimal influence over the delivery/implementation of Community Benefits in framework contracts.
- 4.8 Broadening the scope of contracts to include Community Benefits and committing a resource to lead developments will enable the Council to influence the delivery of Community Benefits outside of frameworks, thus ensuring that local and strategically identified priorities and needs are met.
- 4.9 Last year it was recommended that the Graduate Officer, who has been responsible for leading developments to date, draft an issue report for consideration. Upon analysis and reflection it was identified that there were too many 'unknowns' about the proposed recommendations.
- 4.10 The implementation of a trial was therefore deemed the best course of action to proceed whereby tangible outcomes could be reported, scrutinised and used to inform wider RCT CBC policy developments in respect of Community Benefits. It was designed to test the willingness of tenderers to commit to making a financial contribution to a Legacy Investment Fund and/or to commit to another form of contribution as part of their Community Benefits response.

5. THE COMMUNITY BENEFITS PILOT

- 5.1 This pilot focussed on contracts valued from £75,000 - £1,000,000+. £75,000 was decided as the lowest benchmark figure in line with this Council's Contract Procedure Rules (CPR).
- 5.2 It focussed on RCT only contracts, excluding collaborative frameworks with other Local Authorities.
- 5.3 The percentage of financial contribution applied to individual contracts was implemented on a sliding scale basis (information below), dependent on contract value. Only the percentage that was applicable to a contract was detailed in the ITT documents. The proposed scaling noted below was decided following consultation with the Corporate Procurement Unit (CPU), Newydd Housing Association and Newport City Council (Appendix A&B) who currently have a financial contribution,

as a Community Benefits option embedded in their procurement processes.

<i>Contract Value (up to max)</i>	<i>Percentage %</i>
<i>£75,000 - £500,000</i>	<i>1.00%</i>
<i>£500,000 - £750,000</i>	<i>0.75%</i>
<i>£750,000 – 1,000,,000</i>	<i>0.50%</i>
<i>£1,000,000+</i>	<i>0.25%</i>

5.4 Of the 41 awarded contracts:

- 25 contractors/organisations submitted a Community Benefits Response (61%);
- 16 contractors/organisations opted to contribute towards a voluntary financial contribution – ‘Legacy Investment Fund’ (39%);
- It is anticipated that the sum to be realised will be between approximately £20,000 - £23,000 (based on short term contracts not including the re-occurring payments on longer term contracts);
- 8 contractors/organisations provided an offer for work experience placements (20%);
- 7 contractors/organisations provided an offer to support ‘Other’ methods of Community Benefits (mock interviews, engagement with schools, guest speakers & mentoring) (17%);
- 2 contractors provided in kind donations totalling £450 (Appendix C).

5.5 It should be stressed that tender documentation made it clear that commitment to a Community Benefits contribution was voluntary and would not be considered as part of the assessment of the tender. It is pleasing to note therefore the readiness of tenderers to contribute.

6. ISSUES RAISED

6.1 **Issue** - How and to what extent organisations build in Community Benefits costs into their overall pricing model & how potentially the implementation of a financial contribution would simply be added onto the final contract cost.

6.2 **Outcome** - The trial has not evidenced an increase in contract costs as anticipated. Awarded organisations & contractors (within the trial period) who submitted a community benefits response either submitted the Most

Economically Advantageous Tender (MEAT) or tendered the lowest price. Out of the 41 responses, 16 (39%) opted to contribute towards the 'Legacy Investment Fund'.

- 6.3 **Unexpected Outcome** - In addition to the above, an unforeseen development was that contract holders below the trial boundaries of £75,000, came forward to engage in the financial contribution option (as low as £38,125).
- 6.4 It is recommended that the 'Legacy Investment Fund' be approved and monies be allocated to support wider Community Development activities across the County Borough.
- 6.5 The pilot focus and success was based on contractors understanding that the LIF would contribute towards local Community Development and as such, to do otherwise would undermine the pilot findings and potentially reduce contributions.

7. EQUALITY AND DIVERSITY IMPLICATIONS

- 7.1 Whilst an Equality Impact Assessment (EqIA) has not been required for this report, approval of the recommendations noted would positively impact upon local communities and residents.
- 7.2 Local community developments would be inclusive and communities and residents alike would have access to opportunities that ordinarily may not have been available/possible.

8. CONSULTATION

- 8.1 As indicated in section 4.4, the Graduate Officer undertook consultation with key internal and external stakeholders, crucially including current and potential contract holders and local businesses, the results of which are attached (Appendix D).
- 8.2 This consultation was undertaken early on in the Graduate Officer's post before this trial was undertaken. Lessons learnt from the consultation encouraged the Graduate Officer to change some terminology for the Pilot i.e. 'Financial Levy' to 'Financial Contribution'. This was to emphasise that this Council wants to work collaboratively with organisations on a voluntary and not mandatory basis.

9. FINANCIAL IMPLICATIONS

- 9.1 If the recommendations are approved the necessary capacity to implement this policy will be identified from within existing resources.

10. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED

10.1 There are no legal implications aligned to this report as Community Benefits and the option of contributing to the 'Legacy Investment Fund' remains voluntary.

11. LINKS TO THE CORPORATE AND NATIONAL PRIORITIES AND THE WELL-BEING OF FUTURE GENERATIONS ACT

11.1 The Council's three main priorities currently are Economy, People and Place. The Community Benefits agenda actively supports these priorities by seeking to deliver the widest economic, social and environmental benefits. Introducing the 'Legacy Investment Fund' could enhance the reach of these benefits throughout the County Borough.

11.2 This proposal is consistent with the Sustainable Development Principle promoted by the Well-being of Future Generations (Wales) Act through the five ways of working:

- Long-term – Community Benefits will seek to achieve long term sustainable change and impact positively on communities and for residents throughout the County Borough;
- Prevention – The Community Benefits initiative makes a significant contribution to Welsh Government's ambition for jobs, growth and tackling poverty in Wales;
- Integration – The Community Benefits initiative actively contributes and supports RCT CBC's well-being objectives and strategic priorities derived from the Corporate Plan and Procurement Strategy;
- Collaboration – Intrinsic to the Community Benefits approach is the collaboration between RCT CBC, businesses, suppliers, contractors, communities and residents;
- Involvement – Communities and residents will be involved by utilising the opportunities made available by Community Benefits. Businesses have been involved in developments through consultation.

11.3 This proposal makes a direct contribution to the seven national well-being goals, in particular a prosperous Wales, a resilient Wales, a healthier Wales, a more equal Wales and a globally responsible Wales.

- A Prosperous Wales – Creating opportunities for work experience, volunteering & jobs, developing a skilled and well-educated population;
- A Resilient Wales – Investing in and valuing our Green Spaces;
- A Healthier Wales – Supporting local community development initiatives & community facilities to enable people to stay active and more independent in the community;

- A more Equal Wales – Facilitating employment and digital opportunities to all our residents to improve their skills enabling people to fulfil their potential no matter what their background or circumstance;
- A Globally responsible Wales – Working together to improve the economic, social, environmental and cultural well-being of Rhondda Cynon Taf.

11.4 The Council has statutory commitments with regards to the Welsh Language under the Welsh Language (Wales) Measure 2011, specifically the Welsh Language Standards (No.1) Regulations 2015. These regulations specify standards with regards to promoting and facilitating the Welsh language and ensuring the Welsh Language is treated no less favourably than the English language in all of the Council's service delivery, policy and operational responsibilities. Any Community Benefits integrated into the procurement process must consider the language.

12. CONCLUSION

- 12.1 Time is of the essence. Nationally, the Social Value agenda is growing and gaining momentum rapidly. Concepts of social impact and return are growing in visibility and are becoming more broadly embedded in decision making at various levels. This report evidences that there is scope to further enhance this Council's approach to the implementation and delivery of Community Benefits. Local and strategic needs can be addressed and met through this agenda.
- 12.2 Internally within this Council, arrangements have been put in place within our procurement and contracting processes to enable developments to continue without disruption, subject to further direction and guidance. A continued voluntary approach to Community Benefits is recommended whereby Community Benefits should not be scored, weighted or have any bearing on any decision of the tendering and evaluation processes.
- 12.3 Failure to address & capitalise on these opportunities now will inevitably result in the need to focus our attention on this matter in the very near future.



LOCAL GOVERNMENT ACT 1972

AS AMENDED BY

THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

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Background Papers

- Newydd Housing Association – Financial Contribution Approach
- Newport City Council – Financial Contribution Approach
- Community Benefits Snap Survey Results
- Pictures from Cheque Handover to First Llantrisant Brownies

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Appendix A

Newydd Housing Association – Financial Contribution Approach

- ‘Community Investment Sum’ - “The CIS is a sum of money to be paid by the contractor or supplier to Newydd for the purpose of community development activities. These monies will be held within the Community Regeneration team’s budget and will be invested by Newydd at our absolute discretion.” – This money must be spent in the area where it was generated.
- All procured contracts under £50,000 are expected to submit a community investment sum or deliver 1 or more activities detailed in the i2i Community Benefits Menu of Options.
- CIS percentage is utilised on a sliding scale dependent on contract value. The Community Regeneration Manager has the flexibility to negotiate the CIS using the table below **as a guide**.

Contract Value (up to max)	CIS percentage %	CIS Monetary Value (minimum required)
£50,000	2.00%	£1,000
£100,000	1.50%	£1,500
£250,000	1.00%	£2,500
£500,000	0.75%	£3,750
£1,000,000	0.50%	£5,000
£1,000,000 +	0.25%	£5,000+

Appendix B

Newport City Council - Financial Contribution Approach

- *An option for a contractor to commit to the delivery of community benefit, is to engage with the Legacy Programme; this sees a successful contractor, recharge 0.5% of total contract value into the Work Based Learning Academy (WBLA).*
- *The recharge will then be used to increase the impact of the community benefit, far beyond the timeframe or geography of the contract, and to a much wider demographic of people, seeking employment, training and new skills.*

Delivery

- *A sum of money would be deposited to WBLA cost code by each contractor to spend wholly on community benefits, known as the Legacy programme Recharge.*
- *The sum would be calculated as 0.5% of the contract value and would be deposited in one payment, in the first quarter of the contract start date.*
- *On a £1m scheme this would equate to a Legacy Programme Recharge of £5000.*
- *It is deposited within Community Regenerations finance Department to be used at clients' discretion.*
- *Contractors would be wholly engaged with the PR process to whatever extent they require and would also be fully supported by The WBLA and wider Council PR team ensuring that any publicity is maximised for both parties.*

Appendix C

Photos of Cheque Handover to the First Llantrisant Brownies



Graduate Officer Maximising Community Benefits handover of £200 cheque (Contractor - Cladright Industrial Roofing & Cladding)



Graduate Officer Maximising Community Benefits handover of £200 cheque (Contractor - Cladright Industrial Roofing & Cladding)

DRAFT

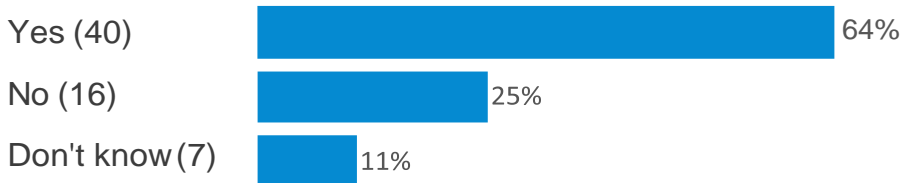
Appendix D

Maximising Community Benefits – Snap Survey

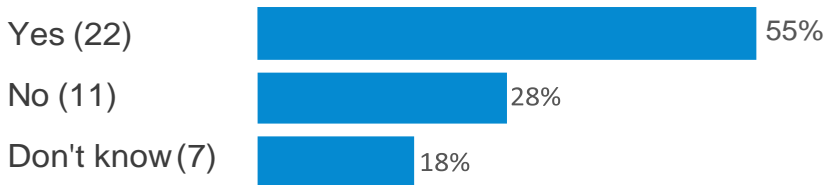
Community Benefits Questionnaire

This report was generated on 09/05/18. Overall 63 respondents completed this questionnaire. The report has been filtered to show the responses for 'All Respondents'.

Q1 Do you currently hold a contract with Rhondda Cynon Taf Council?



Q2 If yes, does your contract have Community Benefits incorporated in to it?



Q3 If no, have you had any other experiences of delivering a contract that included Community Benefits?



If yes, please detail:

Test

As [REDACTED] provides training and employment opportunities for people with [REDACTED] including direct employment within its [REDACTED] unit, then all our contracts and our inclusion with a supply chain as a subcontractor to fulfil a larger contract delivers community benefits. Consequently, any opportunity to be involved in procurement contract supply chains would bring the community benefits of supporting and sustaining the employment of our [REDACTED] workforce. [REDACTED] currently supplies to [REDACTED] which also bring the added environmental community benefit as well as being in the [REDACTED] supply chain

We have carried out volunteering work for communities and provided materials for community groups to use. We have accommodated work experience roles and as a Welsh SME deliver a positive local benefit.

Most [redacted] carry a Community Benefit Clause to help the Community. Our contract with RCT is for

[redacted] is a supplier on the [redacted]. We supply [redacted] equipment, to enable people with [redacted] to live independently [redacted].

We are part of a number of frameworks including a [redacted] which involves the delivery of Community Benefits

I am currently working as a [redacted] with [redacted] delivering our Community Benefits. We are currently partnering with [redacted] to deliver a new [redacted] in

Working together will allow us to maximise the projects potential allowing our communities to benefit with a legacy where we are building [redacted]. Its important for us to make a social impact in communities not just create [redacted]. We want people to be proud of their

communities and grow together.

We are an [redacted] and we generally get invovled with delivering community beenfits via contracts that our constructor partners are on.

[redacted] recruitment of employees from their volunteer scheme. We have recruited 3 people so far

We are a [redacted] that strives to lower the total cost of [redacted] for Public Sector organisations such as Local Authorities through [redacted]. Across the U.K we have a small number of clients where we get involved with Community Benefits.

We have submitted as part of our tender with other local authorities but to date no one has never taken it up, but as a company we all have 15hrs volunteer time per year which enables

any of our staff to be involved in giving something back to the community.

We have undertaken work for [redacted], projects for to name but a few.

Yes, drafted them for the [redacted] and have had many years experience in deploying them on public sector and some private sector construction contracts

We are a [redacted] to RCTCBC and other Welsh Local Authorities as a [redacted], includes Community Benefit initiatives. We also provide similar for numerous of our under

Constriction contracts

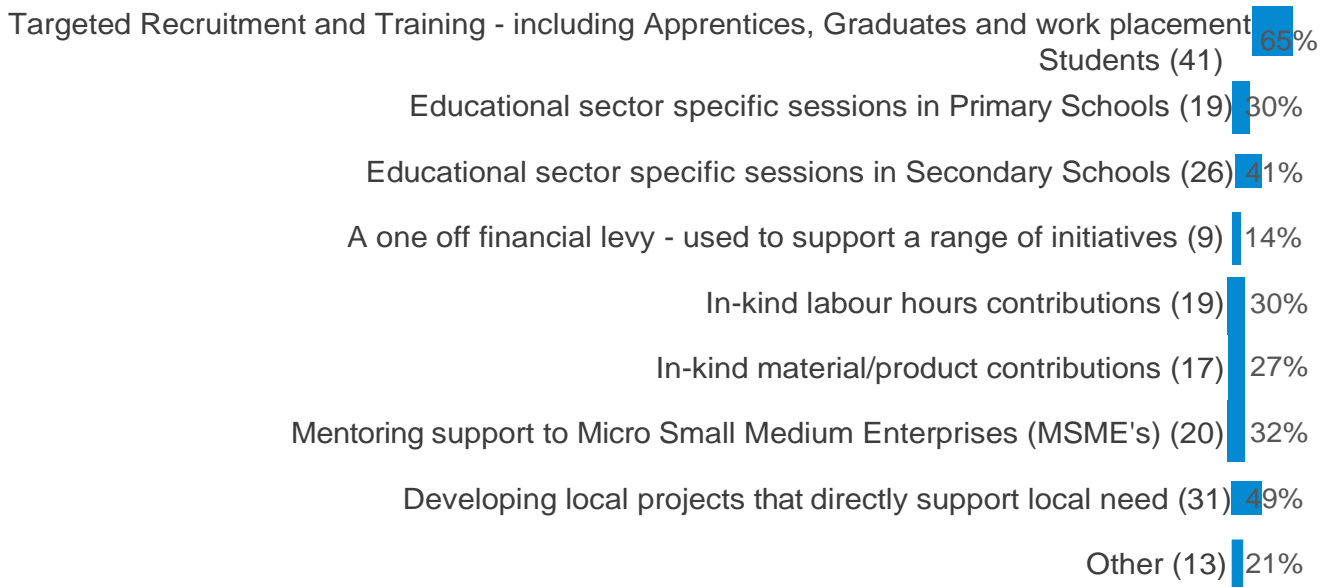
Q4 RCT Council is currently considering changing their approach to Community Benefits, to maximise the benefits for residents. Would you support a more flexible approach to the development / implementation of Community Benefits in RCT?



If no, please tell us why:

Our contract is for the provision of [REDACTED], our community benefits are [REDACTED] based due to the nature of the services provided under this contract we are not able to provide Community Benefits outside of [REDACTED].

Q5 Which Community Benefits would you be more inclined to support? (Please tick all that apply)



Please state 'other'

Any test

The question does not apply to us as we are a

Utilisation of reserved contracts and the specifying supported businesses/SEs in supply chains We deal with construction and try where possible to purchase locally and use local labour Social prescribing

We have offered to provide financial support to 'children in need' on a 'one off' basis. Charity initiatives

We are open to ALL suggestions / consultation in delivering something of value & benefit Educational sessions in Colleges / Higher & Further education

Out of School Childcare

Spending money on seminars/conferences within RCT so that that revenue goes to local businesses. Low cost childcare using [REDACTED] to aid community engagement Representatives [REDACTED], contribution to any RCT Council strategic initiatives

Q6 Are you aware of the support available in RCT Council to develop/implement Community Benefits?



Q7 If yes, if you receive help/are aware, please detail who you would contact for help:

N/A

Procurement

Procurement

[Redacted] (Procurement) [Redacted] >

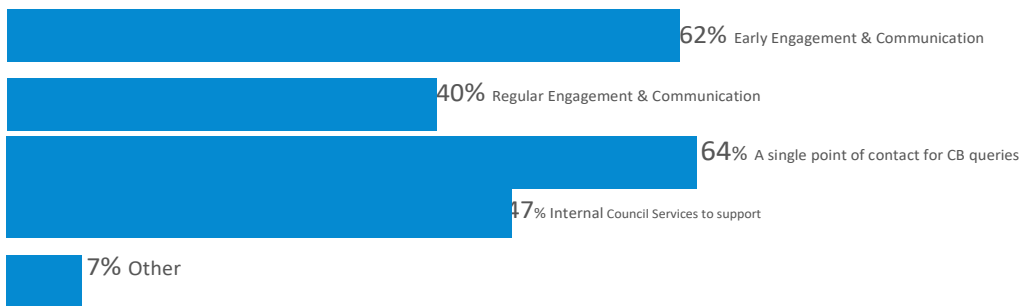
We have worked with the Employment, Education & Training Team and also Inspire to Work initiatives

We were given a link when we started the contract but all they seem to do is to collect stats. We have had no assistance with recruitment through the community benefits only through the

section that our contract is with.

Corporate Estates

Q8 If no, what type of help would you like to receive in relation to the development/implementation? (Please tick all that apply)



Please state 'other'

All test

An opportunity to market abilities to the council to secure contracts and inclusion in supply chains

none

A similar arrangement to the Cardiff Commitment could be utilised.

Q9 If RCT Council provided increased publicity acknowledging your contribution to Community Benefits, would this be of interest to your company/organisation?

Yes (55) [Redacted] 87%

No (8) [Redacted] 13%

If yes, please tell us why;

Test -

We always welcome good publicity and an improved public image and would be pleased for any community benefits we undertake to be advertised by RCTCBC.

Whilst undertaking community Benefit programs is rewarding, ethical and inline with our company polices, to have our involvement recognised by others in the community would also have an impact on the branding of the company and its perception within the local community.

ultimately this may lead to increased enquires to us as a business.

Then we would be truly collaborating as partners, at present all the effort & commitment comes from [REDACTED], with minimal work by RCT officers.

Inclusion of [REDACTED] in supply chains will inherently deliver community community benefits for the council and support the employment of our [REDACTED] workforce, so any publicity that helps

inform potential prime contractors of our services will provide more opprtunity to be included in supply chains.

Recognition

Good publicity can only be good. We already carry out community benefit work but no one would be aware of this.

Positive PR around this is always helpful. We recently completed a scheme in [REDACTED] and 57% of 'work/ went to local contractors; 23% of the materials was purchased locally and 6% was spent on local accommodation - out of a £4.5m project.75 jobs created of which 65% were local people

to help promote our company

It might help us with marketing messages.

It would help us evaluate our impact in terms of social value and outcomes relating to community wellbeing

As a business we get a level of publicity and feedback for our contribution, increasing our business value and visibility within a community.

Raising awareness of the impact our services have will increase local take up, further increasing community benefit.

..

To gain a better understanding and be able to share this information with service users.

Assists in raising awareness of the charity as well as promoting community benefits it is an extra incentive and free marketing for our organisation

The Community would be more aware of our contribution to the community.

Working together in a more joined up approach will make a bigger impact on communities whilst delivering Community Benefits. We currently utilise out contractors, development partners and external stakeholders to deliver projects with the community using employee volunteering hours.

We have a role to play in the community, and should be viewed more positively by the Council. It might also help reduce the stigma around [REDACTED] for young people.

As we operate in a fiercely competitive market (construction) we would need support and recognition to make the time required on community benefit initiatives sustainable where margins are so low.

In order to increase the profile of our organisation and help attract candidates.

We are keen for our business to have a positive effect and contribution on local communities and would see that publicly acknowledging this could be beneficial to us for demonstrating to other authorities what we do when tendering for other work.

Opportunities for co-promotional activities.

Because the council must appreciate that there is a cost to providing this benefit. If that cost can be offset to some degree by advertising and P.R. benefit it will go some way to justifying the expense.

Positive marketing for the company, and validation of our commitment to community benefits

As the umbrella organisation of [REDACTED] across Wales and working under an [REDACTED] RCT, we would welcome promotion of the work we do around community benefits

Ability to showcase what our company is completing within the local community - Show local benefits within the local community - Advertise jobs locally - Recruit locally

To develop awareness of the importance of food and nutrition

More visibility for community which will lead to better buy in from local people

We would like to take every opportunity to link with the communities in RCT so would appreciate any publicity that would encourage this.

It is always good to receive acknowledgement for contributions made towards the local economy. To promote our brand as a stakeholder that adds value to the residents of RCT CBC.

To show the support that RCT would get from local firms to show partnership in giving back to the community

Any community benefit would enhance living and working within RCT

We feel we meet community demand but are often ignored due to misconceptions about the value of not for profit groups. We believe the low cost [REDACTED] would benefit community cohesion about we do not have the capability to engage the community in the way we would

like. In addition, links to suitable funding programmes for new developments would be off advantage

We feel that it is an important part of the process to share these experiences so that other Councils can learn from them, Education facilities can see they are available, the positive response motivates our staff to want to do more and it improves community engagement.

Provides greater awareness and publicity of success stories

It is a useful demonstration of successful implementation of Community Benefit initiatives and the types of involvement we are able to contribute to.

We are working in partnership with Rhondda Cynon Taf Council [REDACTED] Any increased awareness and/or publicity attaching to an individual council - or the group as a

whole - would be mutually beneficial.

Businesses/schools etc. would become aware of what we are able to offer (It would also be good for RCT to be shown to be using Welsh based companies)

If no, please tell us why:

I do not think this questionnaire is relevant to our company we would much prefer it to be low key

We are happy with the current level of publicity. We are more interested in helping the local communities. Some recognition is always nice to receive but full on publicity is not required.

[REDACTED] business dealings are predominantly from Public Sector Tenders, so although there would be a "quality" advantage in citing supported community benefits, there is unlikely to be any increased business directly from positive publicity.

we work with some very sensitive and vulnerable clients groups so any publicity would need to be carefully managed

it is not applicable to our contract with RCT

Q10 Do you have any comments / ideas / suggestions you would like to add?

Test

The council to identify supported businesses and social enterprises that can deliver products and services that it requires, either through direct contracts or within supply chains, which will deliver community benefits. Utilise reserve and low value contracts to proactively procure products and services directly from supported businesses and social enterprises where possible. Also, include community benefits clauses in all procurement contracts and specify supported businesses and social enterprises that could be used and included within the supply chain of main contractor [REDACTED] is currently working with [REDACTED] to promote this activity

and would welcome the opportunity to discuss the council's initiative with its appropriate representatives.

I think most contractors are happy to supply management and instruction (often the owner/managers personal time) but when the market is so competitive it is increasingly difficult to supply free material and labour. Management time would probably deliver greater benefits as it can lead to greater efficiency and an economic supply chain.

I'm not sure what comes under the scope of "community benefits" within RCT and thus what our opportunities would be to contribute to them. Any project to improve wellbeing or provide beneficial services tends to struggle with understanding local needs and aspirations and current service provision. It would be a great start to have a website listing current community benefits

and a pipeline for future opportunities. It would help to have links to relevant strategies and research, e.g. wellbeing assessment, market analysis, service delivery maps or surveys.

I think the community benefits should not be just for RCT but the wider area of Wales and scored taking that into consideration

We have done numerous engagement presentations in schools and colleges to promote career opportunities in the construction industry but they are predominantly driven by ourselves and our partners. I believe it would be a good idea for RCT to organise events for engineering/construction professionals that they have engaged to visit and present in schools and colleges, especially the ones they are working on.

As a contractor, we would be appreciative on any guidance that may be available as to what other forms of community benefit we might contribute towards - usually for us it is in the form of donations to local schools, charities or organisations or the offer of physical works.

Adult education should also be included as an option. We have spent significant funds and lots of time training [redacted] to be better and more efficient in their work for [redacted] but it is not clearly recognised as community benefits.

We are [redacted] on our [redacted] projects. Some flexibility in TR&T would help, particularly on projects, as we directly employ a lot of labour therefore we want to sustain our local workforce.

New entrant targets are sometimes difficult, when we have existing labour. However on our projects we find the TR&T targets more flexible as we have different trades and are able to use resources from Y Prentis shared apprenticeship scheme and other work placements through initiatives such as Inspire to Work.

None that I would say will make a huge difference Thank you for sending us the survey.

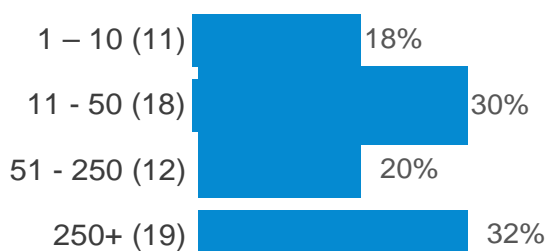
Any way of encouraging communities to take action and become more involved in their communities would be a step in the right direction.

Current CB targets appear relatively straightforward to achieve. Greater flexibility to reflective specific contract needs and local project benefits would be a good way of developing CB further

Q11 Your Company / Organisation's Information

- **Redacted to comply with GDPR**

Q12 What is the size of your business (Number of Employees)



If 250+, please specify how many:

2200

800

500

1737

circa 350

approx 300

820

410

3500

720

90,000

c. 2300

3036

Over 1000

Nationwide, more than

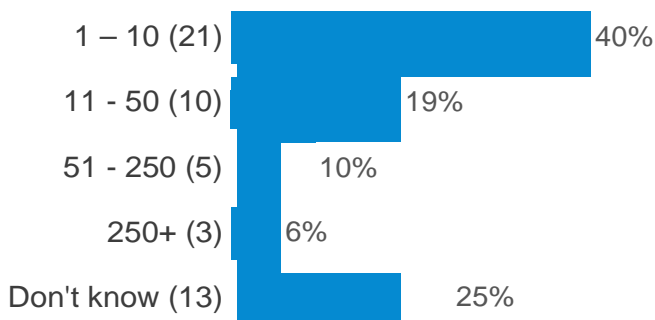
6,000 1100

uk wise 20k

Locally we have an office of 100 employees, globally [REDACTED] has 95,000 employees across 150 countries

c100,000

Q13 How many employees are based in RCT?



If 250+, please specify how many:

0

None

0

None

500

720

None

None of our employees are based in RCT.

Q14 May we have your permission to use your details for:

N.B. Data will only be used for these specific purposes exclusively. (Future correspondence in relation to the development of Community Benefits?)



Q14 May we have your permission to use your details for:

N.B. Data will only be used for these specific purposes exclusively. (To inform you of Business Support the Council may be able to offer in the future?)

Yes ( 92%

No ( 10%

DRAFT