

SCHEDULE 17 – SOCIAL VALUE

1. SOCIAL VALUE POLICY

- 1.1. The Council's Social Value Policy sets out the key principles and actions to ensure the Council embeds practical and effective commissioning for social value in every aspect of its procurement and grants, commencing (as the Public Services (Social Value) Act 2012 requires) at the pre-procurement stage.
- 1.2. The Birmingham Business Charter for Social Responsibility (BBC4SR) and the Living Wage Policy are the mechanisms for implementing the social value described in the Social Value Policy.
- 1.3. All Providers delivering the Services under this Flexible Contracting Arrangement and/or Framework Agreement must comply with the Council Social Value Policy as published (and updated from time to time) here: [Social Value Policy | Birmingham City Council](#)

2. LIVING WAGE POLICY

- 2.1. The Council's Living Wage Policy was approved by Cabinet in April 2013, along with the inter-linked Birmingham Business Charter for Social Responsibility (BBC4SR) and Social Value Policy.
- 2.2. The Council's Living Wage Policy as published (and updated from time to time) can be found here: [Birmingham City Council's Living Wage Policy | Birmingham City Council](#)
- 2.3. As a Living Wage Foundation Employer, the Council pays all its staff the Real Living Wage. There is plenty of evidence that paying the Real Living Wage, as set out by the Living Wage Foundation, boosts flexibility and performance, reduces sickness and aids staff retention.
- 2.4. It is recognised the care sector is a challenging area for the Real Living Wage and whilst Providers are encouraged to voluntarily pay the Real Living Wage to all employees.
- 2.5. However under the terms of this Agreement, clause 42 of the Terms and Conditions of Contract shall apply whereby:
 - 2.5.1. All Providers (except Out of City Providers) shall pay its employees who are undertaking the Services, the Birmingham Care Wage.
 - 2.5.2. The Birmingham Care Wage is currently determined by the National Living Wage over 23 pay rate.

3. BIRMINGHAM BUSINESS CHARTER FOR SOCIAL RESPONSIBILITY

- 3.1. The Birmingham Business Charter for Social Responsibility aims to boost the local economy through support to the local supply chain, creation of job opportunities and ensuring employees are paid a fair wage.
- 3.2. The Birmingham Business Charter for Social Responsibility is a set of guiding themes.
- 3.3. All Providers under this Flexible Contracting Arrangement/Framework Agreement are required to adopt and implement the Birmingham Business Charter for Social Responsibility throughout the duration of this Agreement in accordance with Clause 43 of the Terms and Conditions of Contract.
- 3.4. In fulfilling its obligations under the Charter, the Provider shall develop and implement, a Social Value action plan, approved by the Council. The Provider's action plan shall include sufficient detail as to how the principles of the Charter shall be implemented during the duration of this Agreement.
- 3.5. The Provider shall provide to the Council an annual statement confirming how the principles of the Charter have been implemented or are yet to be implemented.