**What do I need to do to select the right Social Value Themes and Indicators?**

You need to identify the risks and opportunities of what is being procured and plan how the social value requirements selected for inclusion in the contract can help to address these risks and opportunities. The stakeholder feedback collected through your pre-procurement engagement (see Thinking Social: the pre-procurement stage) can help you identify the most appropriate Social Value Theme(s) and Indicators.

You should examine the subject matter of the contract, considering amongst other things:

1. People - the labour profile of a typical supplier’s workforce
2. Production – the type of manufacturing/construction processes and labour involved in the delivery of the contract
3. Sectors – the type of organisations that are represented (SME/micro/entrepreneurs/VCSE/large suppliers)
4. Supply Chain – are there opportunities for SEs/SMEs in the supply chain, are there human rights or modern slavery risks?)
5. Policies – your organisation’s strategic priorities

The table below sets out an example of the risks and opportunities that exist across the subject matter of a contract and suggests the social value themes and indicators that may be included in a contract in response to such risks and opportunities.

|  | **Risk** | **Relevant Social Value Theme(s)** | **Relevant Indicators** | **Opportunity** | **Relevant Social Value Theme(s)** | **Relevant Indicators** |
| --- | --- | --- | --- | --- | --- | --- |
| **People** | Workers tend to be unskilled and earn low wages. | Increasing secure employment and skills | In-work progression and skills development | Workers are in high demand due to skill shortages in the industry. | Increasing secure employment and skills | Work experience |
| **Production** | The labour involved in the contract requires lone working and /or shift work. | Promoting Wellbeing | Health and Wellbeing Strategy /  Fair Work Strategy | The labour involved in the contract is highly skilled. | Increasing secure employment and skills | Skills development and educational attainment |
| **Sector** | There are a limited number of suppliers in the market. | Building ethical and resilient supply chains | Business development and knowledge sharing | The market includes new businesses, micro enterprises, VCSEs and/or mutuals. | Building ethical and resilient supply chains | Inclusion of new businesses, micro enterprises, VCSEs and/or mutual in the supply chain |
| **Supply Chain** | The supply chain is multi-tiered and includes countries that have a high risk of human rights abuses. | Building ethical and resilient supply chains | Ethical Supply Chain Strategy | There are a high number of suppliers based in Northern Ireland. | Increasing secure employment and skills | Employment / Work experience |
| **Policies** | The Contracting Authority has a strategic responsibility to protect the environment. | Delivering Zero Carbon | Climate change adaption / Waste and Efficient Resource Consumption | The Contracting Authority has a strategic responsibility to promote equality of opportunity. | Increasing secure employment and skills  Promoting Wellbeing | Employment for people with disabilities  Equality, Diversity and Inclusion Strategy |

**More detailed guidance related to each individual indicator and the circumstances in which it may be suitable to include can be found on the Social Value Unit website.**