









Bristol Waste Company
Social Value Strategy 2026-2029







Nurture our people and uplift our communities

Social Value Strategy 2026-2029

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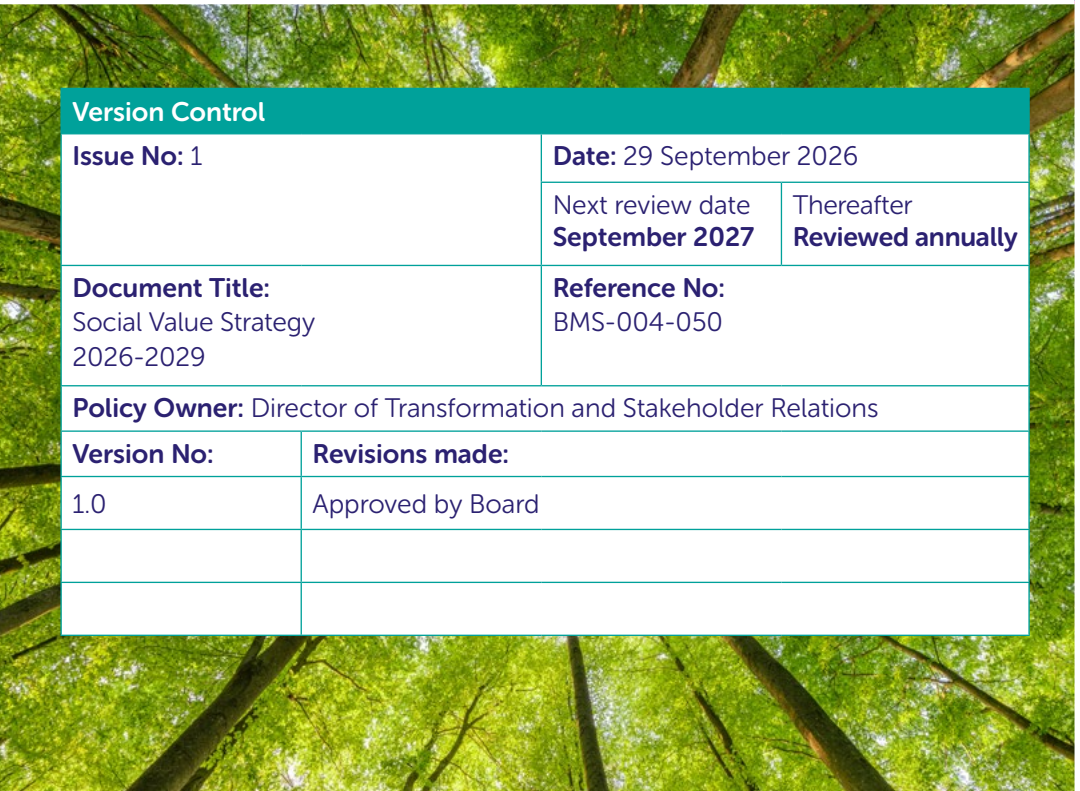
Bristol Waste is a Bristol City Council Company

BRISTOL waste









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Welcome to our Social Value Strategy 2026-2029

Contents

Introduction and context 03

Responding to Bristol's priorities 04

About us 05

Our social value approach 06

Where we made the greatest difference in 2025-26 07

Our social value plan on a page 10

Our social value missions 11

Mission 1 – Pathways to employment 12

Mission 2 – Procurement as the engine of impact 13

Mission 3 – A workplace where people can thrive 14

Mission 4 – Supporting Bristol as Corporate Parent 15

Mission 5 – Supporting Bristol communities 16

Mission 6 – A Just Transition to a circular Bristol 17

Leadership, culture and everyday practice 18

Transparent measurement and reporting 19

Working with us 20

Appendices 21

Introduction and context

Our Social Value Vision:

Use social value to nurture our people and uplift our communities.

This strategy sets out how Bristol Waste Company will deliver social value.

We will:

- align to our **Sustainability Strategy & Framework**, EDI and People strategies
- align to the One City Plan and Bristol City Council's **Corporate Strategy**
- align to our owner's, Bristol City Council, **Social Value Policy** and Framework
- deliver against UN Sustainable Development Goals as part of the Bristol SDG Alliance
- support a **Just Transition to a greener economy**
- embed social value into everyday decision making, linking economic and social growth with maximising the value obtained from the money we spend – social value is not a standalone activity, it is part of how we operate



Just Transition Declaration

SUSTAINABLE DEVELOPMENT GOALS ACTION CAMPAIGN

BRISTOL ONE CITY

Responding to Bristol's Priorities



Bristol is a thriving city, but inequality between communities remains significant, with unequal access to employment, skills, health and environmental quality.

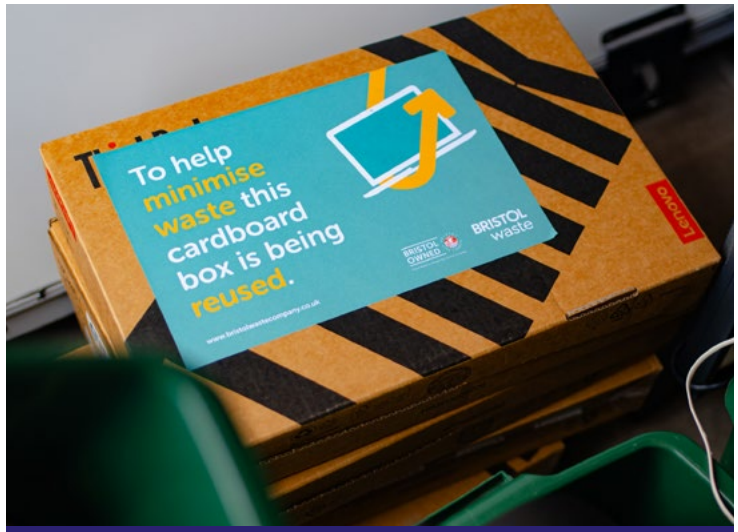
Bristol City Council has set clear priorities to:

- reduce poverty and inequality
- improve environmental sustainability and resilience
- enhance community economic and social wellbeing

As a council-owned company, Bristol Waste Company has a direct responsibility to support delivery of these priorities.

Through our services, employment, supply chain and community presence, we play a key role in delivering social value for the city.

Our approach is aligned to the Council's new (2025) Social Value Framework and Bristol Measures, ensuring our activity is focused where it will have the greatest impact.



Bristol's new social value measures (2025)

Bristol City Council's new Bristol Measures focus social value on targeted local impact across employment, community and environmental outcomes.

They strengthen expectations on local supply chains, community investment and sustainability, while embedding a clearer focus on inclusion—particularly support for care leavers and NEETs.

See Appendix A for the 17 Bristol Measures (2025).

About us

Bristol Waste Company (BWC) is owned by Bristol City Council and delivers essential services to every resident in the City.

We:

- collect waste and recycling
- keep streets clean
- maintain civic buildings
- provide winter maintenance services

In addition, we provide our services to over 700 local businesses.

Our work has a direct impact on Bristol's environment, economy and communities. We are a significant local employer and a key partner in delivering the city's sustainability ambition.

In 2025 we:

- reported **£22m in social value**
- spent over **£2.6m** with local companies
- recycled or composted over **64,000 tonnes** of waste
- diverted more than **150,000 items from disposal** through our reuse shops

Our commitment to social value is rooted in the belief that it is core to our vision and purpose:

Our Vision

Together we make tomorrow safer, cleaner, and more sustainable.

Our Purpose

Our purpose is to **deliver exceptional environmental and facilities management services.**

Working in partnership with the Council, residents, and businesses, **we make a positive impact** for the people of Bristol and beyond.

Through our commitment to upholding **the highest standards of safety and environmental stewardship**, and focusing on **sustainable practices and innovation**, we seek to improve health and wellbeing outcomes for our customers and colleagues.

Our Social Value Approach

We will:

- treat social value as a core business priority
- focus on local priorities for Bristol
- as a Council owned business deliver against its Social Value Policy
- have measurable impact
- reported transparently
- build credible partnerships that scale impact



Our social value approach is built on five key priorities:

- **Social mobility** – building on our foundations as a provider of good quality and accessible green jobs.
- **Responsible business practices** – prioritising local spend and working with our supply chain to maximise social value benefits.
- **Community need** – delivering social value activities that serve the needs of our community as outlined by our owner Bristol City Council.
- **Improving wellbeing** – enhancing the physical environment and providing opportunities for Bristol residents and colleagues to engage in mental health focused initiatives.
- **Minimising environmental impact** – encouraging waste-free practices and promoting the circular economy alongside managing environmental impacts.

Where we made the greatest difference in 2025-26

Benchmarking by Social Value Portal puts us in the top 25%* for social value. In 2025 we reported over £22m of social value. Our impact is driven by local jobs, local spend and inclusive opportunities for people in Bristol.

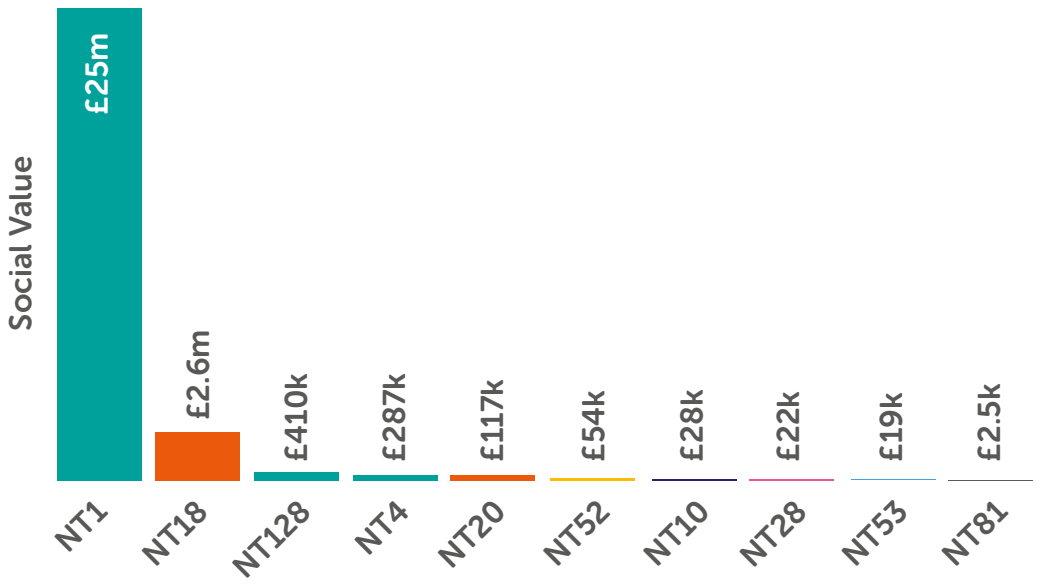
Our "Top TOMs" were:

- NT1 No. of direct local employees (FTE) hired or retained on the contract
- NT18 Total amount (£) spent in local supply chain through the contract
- NT128 Local people with disabilities employed or retained
- NT4 No. of employees (FTE) hired on the contract who are NEETs
- NT20 No. employees provided access to multidimensional wellbeing programmes

After the above big five, further contributions centred around community and environment.

*of private companies with 501-1000 employees for social value added

Top 10 by social value delivered



Source: Social Value Portal validated data 01 Jan 25 - 31 Dec 25

See Appendix B for social value delivered in 2025 by Theme and Outcome.

Pathways to employment 2025

Recruiting and retaining a skilled workforce is essential to delivering citywide services.

In 2025, Bristol Waste worked with One City Partners to widen access to jobs for people facing barriers to work. Partnerships with HMP Bristol, Weston College and Ashley Community Housing (ACH) created routes into employment for people leaving custody, students, and former refugees.

Participants gained training, workplace experience and support. Teams welcomed colleagues who brought commitment, resilience and new perspectives.

These partnerships strengthened the workforce while supporting equality, diversity and inclusion.

Stable employment helped individuals build confidence and security, while Bristol Waste benefited from a broader talent pool.



Mental Heath First Aiders

If colleagues are going through any kind of mental health issue or emotional distress, they can find guidance from our team of trained Mental Health First Aiders.

The team can provide a listening ear, top-level wellbeing advice or, they can be the first step in sign-posting appropriate, professional advice.

The team of Mental Health First Aiders represent a cross-section of roles from across the business, covering multiple sites. This means that colleagues in need of this service can choose from people they know, and who know them, or can speak to someone they've not met previously.

Conversations are available in person, on the phone or even via text or Teams. Mental Health First Aiders are selected for their ability to show compassion, respect and empathy, without judgement and with the utmost discretion.

As well as providing a channel for colleagues who are reaching out for assistance, the Mental Health First Aiders can also provide early-intervention for colleagues at risk of crisis. The team often provide advice and support before a struggling colleague becomes unwell.

Terberg social value 2026

Procurement is a key lever for delivering social value at scale.

In 2026, Bristol Waste used the procurement of its new recycling fleet to secure meaningful social value commitments from its supplier, Terberg.

Social value was embedded into the tender process and formed part of the overall evaluation, ensuring it was considered alongside cost and quality.

As a result, the contract includes a range of deliverable commitments that benefit Bristol's communities and environment.

These include supporting a Bristol Waste apprentice, contributing to community engagement and education through initiatives such as the "Dennis the Dustcart" mobile classroom, and working in partnership on local litter-picking activities.

Environmental impact was also a key consideration, with a focus on reducing emissions, supporting local manufacturing and ensuring vehicles are designed for end-of-life recyclability.

This approach demonstrates how we can extend Bristol Waste's impact through its supply chain.

Opening up green careers with Hartcliffe and Withywood Ventures

Attracting the next generation into waste and recycling means showing young people that skilled, green careers exist on their doorstep.

In 2026, Bristol Waste worked with Hartcliffe and Withywood Ventures, a community anchor organisation in South Bristol, to bring a group of local pupils on site. Our HR team hosted a careers session and a tour of the transfer station, so students could see how the city's waste and recycling actually works and meet the people who do the jobs.

Students explored the breadth of roles on offer, from drivers to operational and support teams, and learned what skills and experience each route requires. Colleagues valued the chance to talk about their own paths into the industry.



> The visit made an impression, and we have been asked to repeat it for next year's pupils, and students have since asked about work experience and job opportunities.

What began as a single tour is becoming a sustained relationship and an emerging talent pipeline from the community we serve.

Confidential, on-site pastoral support

Bristol Waste Company offers colleagues confidential, independent support through our workplace chaplaincy. It can reach people who avoid formal wellbeing channels.

Some colleagues do not want a manager conversation or a referral. They prefer an unhurried talk with someone outside line management.

Our chaplain visits Albert Road Depot every Tuesday, from 10am to 12pm. He is available to any colleague, of any faith or none.

Conversations range from bereavement and family pressures to financial worry, isolation and stress at work.

The chaplain listens and offers pastoral support. Where it helps, he signposts colleagues to our Mental Health First Aiders, our Employee Assistance Programme or external services.

The offer is deliberately inclusive. Our workforce spans a wide range of faiths, beliefs and ages. An independent, non-judgemental presence outside of formal wellbeing support provides an alternative option.

The chaplaincy complements our clinical and HR routes rather than replacing them. Together they give colleagues a genuine choice in how they seek and receive support.

Our Social Value "Plan on a Page"

Our social value vision...	builds on our TOMs strengths...	...is delivered by six missions connected to our purpose	...and supported by 3 enabling workstreams to unlock and focus actions
Use social value to nurture our people and uplift our communities	Work: Provide local and equal employment opportunities	Pathways to employment	Partnership working - work alongside Bristol City Council, suppliers, communities and city partners to deliver outcomes that matter to Bristol.
	Economy: Build diverse & sustainable supply chains	Procurement as the engine for impact	
	Economy: Promote wellbeing & diversity at work	A workplace where people can thrive	Integrated governance – embedding social value into decision making, business planning, performance management and reporting to ensure delivery against our commitments.
	Community: Support community wellbeing	Supporting Bristol as Corporate Parent	
	Community: Build resilient communities	Supporting Bristol communities	Coordinated interventions – connecting existing activity and developing new initiatives that maximise social value across Bristol Waste.
	Planet: Safeguarding the planet	A just transition to a circular Bristol	

Our Social Value Missions

Nurture our people and uplift our communities

Social Value Strategy 2026-2029

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Bristol Waste is a Bristol City Council Company

BRISTOL waste

Mission 1: Pathways to employment

Our Priorities		
Reduce work poverty and inequality	Help for groups who traditionally struggle to enter the workforce	Good quality, accessible jobs for local people
Actions BWC will take		
• Ensure fair pay through our Real Living Wage commitment • Provide skills development, inc. English and Maths (L2 qualifications), 'Skills Bootcamps' and apprenticeships for colleagues	• Continue to build our targeted pathways with HMP Bristol, Weston College and Ashley Community Housing (ACH) • Develop programmes with Bristol WORKS and City Partners for care leavers and young people not in education, employment or training (NEETs) • Run our digital inclusion programme to give people the tools to enter the jobs market • Attract and retain more women in waste, recycling and street cleansing via targeted campaigns	• Values based recruitment with low skills entry levels to encourage applications targeted at local people • Create apprenticeships and entry-level opportunities for local people • Attend targeted job fayres & recruitment for local people and priority groups
Bristol Measures		
BT6	BT11 / BT12	BT4 / BT5 / BT10
Universal TOM key metrics		
NT81	NT4 / NT5 / NT92 / NT93/ NT128	NT1 / NT10 / NT91
Metric owners		**See Appendix C for Mission 1 Measures set**
People Team/ Reuse (digital inclusion)		

What

We will create clear pathways into employment for local people, and support those who face barriers to work.

We focus our support on NEETs & care leavers, women, ex-offenders, marginalised priority communities, and disabled people, as identified in our EDI strategy and the Bristol Measures.

Why

We believe that we best serve our community when our workforce reflects its diversity. We offer accessible, good quality green jobs with clear progression routes, supporting social mobility in Bristol.

How we have designed this priority into BWC

- Embedded in our People Strategy and EDI Strategy
- Key principle of our Just Transition commitment
- Real Living Wage employer
- Supported through One City partnerships

Impact

- Increased access to employment for underrepresented groups
- A more diverse and inclusive workforce
- Reduced inequality and improved social mobility in Bristol

Mission 2: Procurement as the engine for impact

Our Priorities

Local spend in and for Bristol	Ethical and sustainable supply chains	Support a circular economy

Actions BWC will take

• Aim to design tenders which are local businesses, SME and VCSE friendly • Nurture supplier partnerships to create a reliable and resilient supply chain which reinvests in sustainable growth	• Embed key tender criteria around Sustainability and Social Value which align with BWC and BCC priorities • Drive additional Sustainability, Social Value and innovation via strategic supplier partnerships • Encourage suppliers to make a positive difference for Bristol • Embed Sustainability and Social Value as contractual KPI's	• Expect the same high standards of our suppliers as we do of ourselves • Explore the mapping of key end-to-end Supply Chains to understand opportunities for waste minimisation and reuse • Collaborate with key suppliers to reduce the environmental impact across our supply chain

Bristol Measures

-

Universal TOM key metrics

NT18 / NT22 / NT35

Metric owners

Procurement Team

See Appendix D for Mission 2 TOM set

What

We use procurement to design a Supply Chain which is resilient, sustainable and cares about Bristol.

Why

Our supply chain significantly expands our impact.

By selecting the right supply partners, we can strengthen the local economy, reduce inequality, and support a more sustainable and circular Bristol.

How we have designed this priority into BWC

- Sustainability Strategy and Framework
- Procurement SV policy; aligned to BCC (to do)
- Standard Supplier Policy which aligns to our Ethical and Environmental Policy, Human Trafficking Policy and Anti-Bribery and Corruption Policy
- Supplier engagement to increase resilience, add value via improvement and encourage innovation
- Tender and contracts which include criteria and commitments for Sustainability and Social Value

Impact

- More money stays in Bristol through local spend
- Local businesses and VSEs gain greater access to our supply chain
- Our key suppliers deliver measurable Social Value for Bristol communities
- Contracts which prioritise social equality, circular economies and a lower carbon footprint

Mission 3: A workplace where people can thrive

Our Priorities

Provide proactive mental health and physical health support for every colleague	Every colleague feels safe to be themselves at work	Clear routes to grow, upskill and stay

Actions BWC will take

• Maintain and grow our network of trained Mental Health First Aiders (MHFA) • Sustain our workplace chaplaincy offer • Provide access to multi dimensional wellbeing programmes covering mental, physical, financial and social health, including our successful Back in Action physiotherapy offering • Run mental health awareness campaigns and programmes across the year	• Build understanding through EDI training for all colleagues • Establish employee resource groups • Listen actively through the annual engagement survey and act visibly on what we hear • Celebrate difference through an annual diversity communications calendar • Pay fairly and continue ethnicity and gender pay gap analysis • Embed EDI into service delivery through Equality Impact Assessments (EIA)	• Upskill colleagues through apprenticeships, Skills Bootcamps and Level 2 English and Maths (see Mission 1) • Deliver our in-house externally accredited Leadership Development Programme "Elevate" • Introduce clear progression pathways and roles such as our "Loader to Driver" positions • Ensure all colleagues have access to development opportunities including external technical competencies qualifications and Driver Bootcamps

Bristol Measures

BT8	BT7	BT6

Universal TOM key metrics

NT20 / NT39	NT105 / NT92 / NT93	NT81

Metric owners

People Team

See Appendix E for Mission 3 Measures set

What

We will be a workplace where our colleagues feel safe, valued and able to thrive – prioritising psychological and physical safety, inclusion and lifelong skills, so that good green jobs also become good careers.

Why

We believe our people are our greatest asset, and that the quality of their working lives matters as much as the services they deliver. By prioritising wellbeing, belonging and the chance to grow, we help every colleague thrive – and a workforce that thrives delivers better for Bristol.

How we have designed this priority into BWC

- Embedded in our People Strategy and EDI Strategy
- Anchored in our values
- MHFA and chaplaincy embedded in operational practice
- Equality Act 2010, Public Sector Equality Duty and Gender Pay Gap reporting compliance
- Colleague engagement survey each October
- Company benefits and initiatives focus on supporting and promoting physical, mental and financial wellbeing

Impact

- Colleagues report better mental health and feel supported at work
- A more diverse, inclusive workforce that reflects Bristol
- Reduced sickness absence and improved retention and engagement
- Colleagues with the skills and confidence to progress

Mission 4: Supporting Bristol as 'Corporate Parent'

Our Priorities		
Empower care leavers to thrive in our workforce	Support young people as they prepare to leave care	Promote foster caring to our 800+ strong workforce
Actions BWC will take		
• Sign the Care Leavers Covenant and publish our offer • Become a Care Leaver Friendly Employer • Develop a care leavers strategy that meets the Inclusive Employer Toolkit & Employment Guidance from the Care Leaver Covenant • Provide volunteer opportunities in our reuse shops • Provide a free bike to support travel to work • Work with Council Care team to deliver 'sector awareness days'	• Introduce a voucher scheme or similar to provide items to care leavers as they move out of care into their own home • Provide a Bristol young person with an EPIC £500 experience-based grant to support skill-building	• Promote foster caring to our 800+ strong workforce • Become a Foster Friendly employer
Bristol Measures		
BT11 / BT12	BT1	BT9
Universal TOM key metrics		
NT4a / NT30	NT30	NT30
Metric owners		**See Appendix F for Mission 4 Measures set**
People Team/ Reuse/ MarComms		

What

As part of Bristol's corporate parenting system, we play our role in supporting care-experienced young people to feel valued and safe, build independence and access real opportunities.

Why

Corporate parenting is a collective responsibility to be a good parent and ensure the best outcomes for children in and leaving the care of Bristol City Council. 100k young people leave the care system every year in the UK. We can offer opportunities in work, wellbeing and their home in line with the Care Leaver Covenant.

How we have designed this priority into BWC

- Embedded in our People Strategy
- Embedded via Shareholder Group/ Strategic Client
- Partnership approach with Corporate Parenting Team and Care Team at BCC
- Care Leavers Covenant signatory (to do)
- Care Leaver Friendly Employer signatory (to do)
- Foster Friendly employer signatory (to do)

Impact

- Increased access to employment and independence for care-experienced young people
- Care leavers feel valued, supported and able to thrive
- Greater awareness (and hopeful participation in) fostering across our workforce

Mission 5: Supporting Bristol Communities

Our Priorities	Community-led action	Strengthening VCSE and community infrastructure	Cleaner and safer neighbourhoods
Actions BWC will take	• Support community-led litter picking through equipment loans and waste collection • Support environmental community action projects in priority communities identified with Bristol City Council • Deliver city-wide environmental action days, including Bristol Spring Clean and Autumn Litter Blitz • Promote volunteering and reuse opportunities through Can Do Bristol and community networks • Increase participation in waste reduction, reuse and recycling through community engagement and education	• Donate reusable equipment, materials and resources to VCSEs • Donate 25% of reuse shop profit to charities chosen by our colleagues • Donate to the Bristol Impact Fund (BIF) – 2% of contract profit • Provide employee volunteering and expert support aligned to community need • Provide technical expertise to support the growth of Bristol City Council's "Can Do Bristol" platform	• Use our resources to participate in community safety and neighbourhood improvement initiatives where BWC can add practical value (such as A&S Police safety walk actions and community payback support) • Support Bristol City Council's Area Committee workshops and community action plans in relation to waste • Support community payback activity in the city
Bristol Measures	BT1 / BT2	BT1	BT2
Universal TOM key metrics	NT69 / NT53 / NT99 / NT117	NT26 / NT28 / NT69	NT53
Metric owners	Sustainability & Engagement Team / Reuse Team		**See Appendix G for Mission 5 Measures set**

What

We will do our bit to strengthen community resilience by using our resources, relationships and expertise to support local organisations, connect people and tackle shared challenges together.

Why

Our impact extends beyond the services we deliver. By investing our time, expertise and resources in communities, we can strengthen local capacity, support community-led action and help create a more connected and resilient Bristol.

How we have designed this priority into BWC

- Embedded in our engagement strategy and work plans
- Part of Reuse Growth Strategy
- Supported through One City partnerships
- Waste minimisation, reuse and recycling campaigns

Impact

- Increased community participation and volunteering
- Cleaner, safer and more resilient neighbourhoods
- Stronger VCSE and community partner capacity

Mission 6: A just transition to a circular Bristol

Our Priorities

Driving a fair and circular transition	Grow reuse and resourcefulness	Minimising our environmental impact

What

Supporting the resilience of communities through a fair and inclusive transition to a circular economy.

Actions BWC will take

• Embed Just Transition principles across our services, communications and decision-making • Promote sustainable procurement and circular supply chains • Support city-wide environmental partnerships, inc. with continued membership on the One City Environment Board • Share best practice to help partners and communities reduce waste, maximise resource value	• Expand offer of reuse shops and increase awareness/ use • Deliver IT reuse and donation schemes that help address digital exclusion • Develop reuse and repair partnerships that extend product life, reduce waste and increase social benefit • Promote waste-free practices through communications, campaigns and customer engagement activities • Use service design to make reuse and recycling the default choice	• Measure and disclose our scope 1,2 and selected 3 emissions • Offset our Scope 1 & 2 emissions • Set and verify our net zero targets and carbon reduction plan • Deliver carbon reduction and environmental improvement initiatives • Support the Council to set a waste minimisation plan • Deliver our green travel plan

Why

Bristol has set ambitious environmental goals, but the benefits of the transition to a greener economy must be shared fairly across the city. Communities experience environmental challenges differently and often have unequal access to opportunities. We have a unique role in helping the city with practical environmental action.

How we have designed this priority into BWC

- Embedded in our Sustainability Strategy & Framework
- Collaboration through city-wide environmental partnerships and networks
- Reuse Growth Strategy
- IT reuse and donation schemes
- Waste minimisation, reuse and recycling campaigns

Bristol Measures

-	-	BT15 / BT17

Universal TOM key metrics

NT52 / NT35 / NT54	NT88 / NT53	NT142 / NT146 / NT83 / NT32

Metric owners

Sustainability & Engagement Team and Reuse Team

See Appendix G for Mission 5 Measures set

Impact

- Empowered communities taking action for a cleaner Bristol
- More reuse, less waste and greater resource efficiency
- A fair and inclusive transition to a circular economy

Leadership, culture and everyday practice

Social value is not a standalone strategy. It is part of how we think, decide and operate.

We will:

- embed social value into business planning, decision making and governance
- build accountability by assigning clear ownership for delivery and reporting
- equip colleagues to understand how their role contributes to social value outcomes
- maintain close alignment with Bristol City Council, One City partners and community stakeholders to ensure our social value activity responds to local need as part of our commitment to delivering outcomes that people can feel in their lives
- continue to strengthen our data, evidence and impact reporting
- review progress regularly and adapt our approach based on what works









Transparent measurement and reporting

Reporting against the Bristol Measures

For our Bristol City Council contracts – Municipal Services and Integrated Workplace and Facilities Management (IWFM) – from April 27 we report against Bristol City Council's Bristol Measures (2025). This ensures our reporting reflects Bristol's own priorities and the outcomes the Council is seeking. Each mission in this strategy identifies the Bristol Measures it contributes to, with named metric owners responsible for data quality. We encourage our supply chain to consider the Bristol Measures when contracting with us.

Our partnership with Social Value Portal

BWC also measures and reports its social value through Social Value Portal (SVP), using the National TOMs framework aligned to the UN Sustainable Development Goals. The partnership allows us to capture social value delivered across all our contracts in one place and to report an independently validated annual social value contribution for the business.

It:

- provides a platform to measure the additional social value we generate outside of the Bristol Measures
- provides a nationally recognised, independently validated measurement standard that gives our customers confidence in the numbers we report
- benchmarks our performance against peers – evidence we can use directly in commercial tenders
- will support contract-level reporting on commercial contracts, so we can evidence commitments made at bid stage and demonstrate delivery against them throughout the contract term



Targets, validation and transparency

We will set targets for each metric for 2027 - 28, with the expectation that we match or exceed our 2026 - 27 performance. Social Value Portal validates our data quarterly, and we publish a wider end of year impact report incorporating our social value performance – **see the latest Bristol Waste Impact Report.**

Working with us

We welcome social value proposals from suppliers that make a meaningful and measurable difference for Bristol. The strongest submissions are locally focused, respond to identified community need, and align with Bristol City Council's social value measures.

We encourage suppliers to think beyond financial contributions and consider how their people, expertise, facilities, networks and resources can create lasting social value for Bristol and help us to deliver our six missions.

Suppliers' proposals could include:

- creating employment, apprenticeship, work experience or mentoring opportunities for Bristol residents, care leavers and other priority groups
- paying the Real Living Wage
- supporting Bristol's voluntary, community and social enterprise (VCSE) sector through funding, donations, skill sharing or professional expertise. We especially encourage contributing to the Bristol Impact Fund (BIF) to help strengthen community organisations and neighbourhoods across the city and/or EPIC charity that helps care leavers build confidence, skills and independence
- donating reuseable equipment, IT, material or other assets through our Digital
- inclusion scheme to deliver social benefit
- sign the Care Leavers Covenant, become a Foster Friendly employer or signing up to Bristol's Just Transition
- promoting fostering to your Bristol based employees
- creating opportunities for local suppliers within your supply chain



Appendices

Appendix A: Bristol Measures (2025)

Theme	Outcome	Reference	Measure: LOCAL is defined as BS1-16 post codes
Social	Community support	BT1	Donation (£) to a LOCAL community project or Voluntary, Community or Social Enterprise Organisation via:- - The EPIC charity who provide access to hobbies and opportunities for Bristol's care-experienced children and young people, OR - The Bristol Impact Fund (BIF), which funds community organisations benefitting people living in Bristol (BS1-16), OR - Value of resources donated via Can Do Bristol (CDB)"
		BT2	Hours of expert support to a LOCAL Voluntary, Community or Social Enterprise (VCSE) organisation.
Economic	Local supply chain	BT3	Commitment to a defined amount (£) of the work associated with this contract being delivered by a LOCAL MSME organisation(s). This can include the value of work delivered directly by your own organisation if your organisation is itself a LOCAL MSME.
	Local employment	BT4	Time in weeks that LOCAL people directly employed by your organisation would spend on delivering this contract.
		BT5	Number of apprenticeship vacancies targeted at LOCAL people living in priority postcode areas of the city.
Work	Training and support for local employees	BT6	Signpost LOCAL employees towards Level 2 qualifications in English, Maths and English for Speakers of Other Languages (ESOL) via Skills Connect. OR towards Skills Bootcamps in areas such as digital, construction, management and sustainability.
		BT7	Provide annual equality, diversity and inclusion (EDI) training to each LOCAL person working on the contract (direct and supply chain).
		BT8	Deliver health and wellbeing signposting, awareness and training in the four key areas to LOCAL people working on the contract.
		BT9	Promote and support LOCAL employees to consider foster caring.
	Targeted local recruitment	BT10	Number of new job vacancies for which you commit to target recruitment activity at LOCAL people with one or more of the following characteristics: - marginalised priority communities - ex-offenders - disabled people - people unemployed for 1 year+ or aged 16-24 and not in education or training

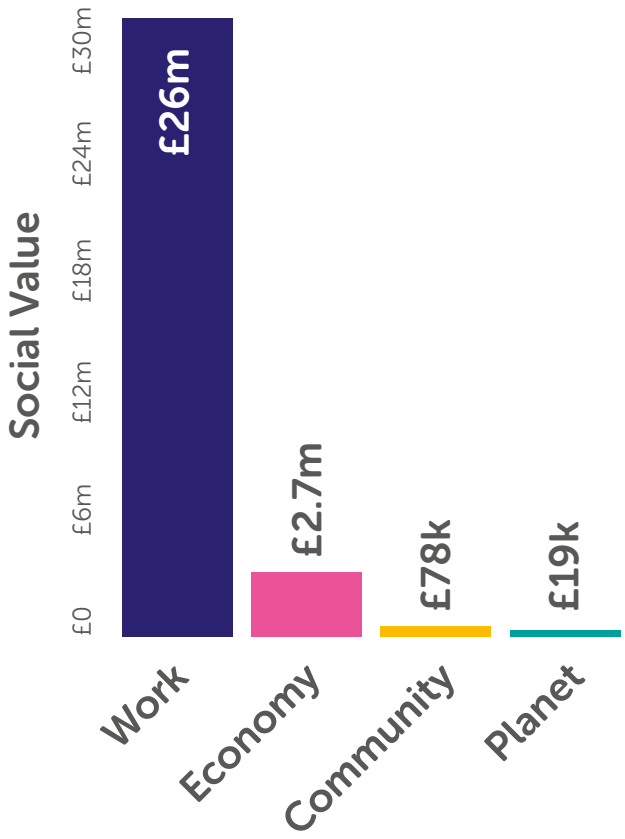
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Appendix A: Bristol Measures (2025) continued

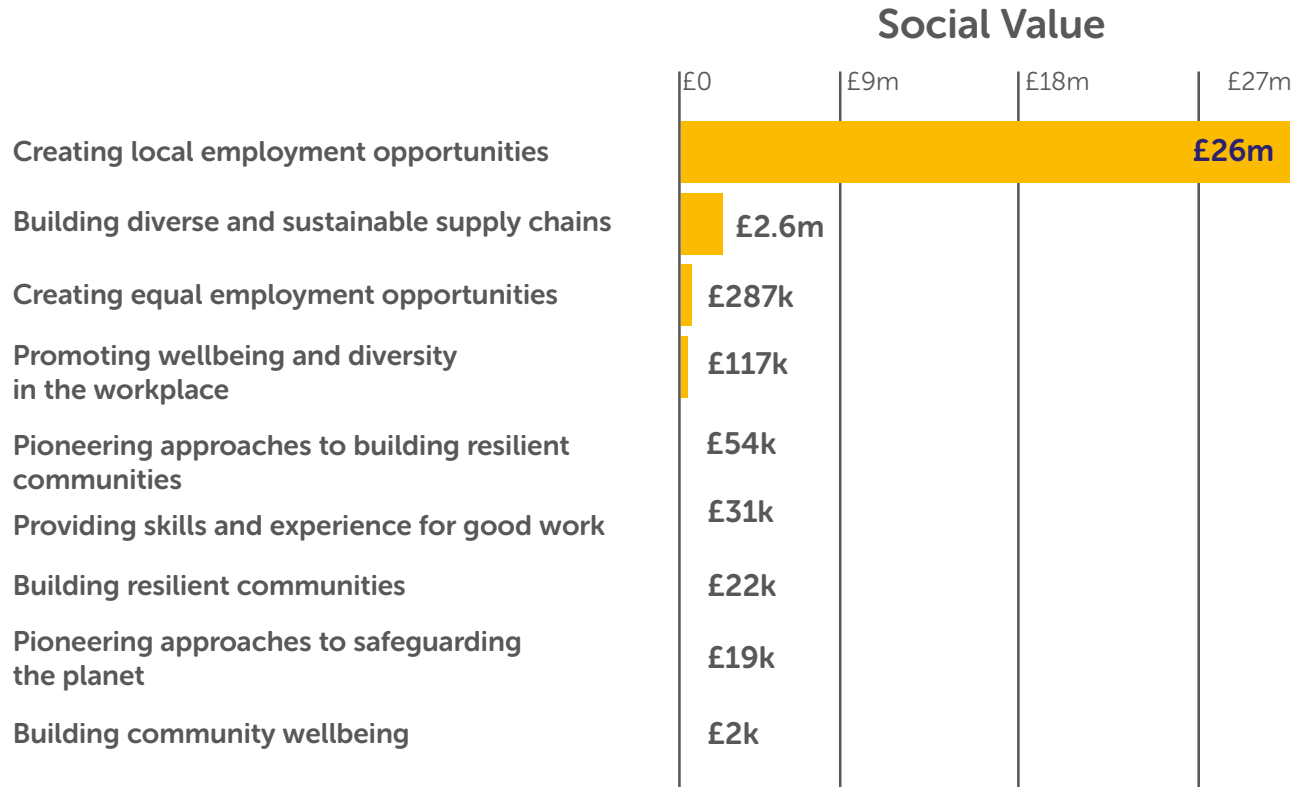
Theme	Outcome	Reference	Measure: LOCAL is defined as BS1-16 post codes
Work	Experiences of work	BT11	Weeks of meaningful work placements or skills development provided for LOCAL young people, engaging with Bristol Care Leavers first.
		BT12	Time that your staff spend on preparation and delivery of careers engagement with young people: EITHER with schools or colleges via the Bristol WORKS scheme OR delivery of Bristol Care Experienced/ Care Leavers "Sector Awareness days" via the Council's Care team OR via Action Tutoring, an education charity that offers free maths and English tutoring to pupils facing disadvantage to help level the education playing field.
Economic	Local employment	BT13	Commitment to own or lease an office or working space in a BS1-16 postcode.
		BT14	Commitment to hold an annual Local Supplier Engagement Session with live sub-contractor opportunities. If your organisation has a premises within the BS1-16 area and you do not plan to sub-contract any work as a result of being awarded this contract then you score the full marks for this measure.
Sustainability	Carbon	BT15	Commitment to produce a carbon reduction plan applicable to the provision of the Works/ Goods/ Services under this contract/ framework, within the first month of the contract? AND to provide annual carbon data applicable to the provision of the Works/ Goods/ Services under this contract/framework, to the Contract Manager from the start of the contract and annually thereafter, using the BCC Carbon Reporting Form.
	Waste	BT16	Commitment to produce a waste minimisation plan applicable to the provision of the Works/ Goods/Services under this contract/framework, within the first month of the contract.
	Transport	BT17	Commitment to produce a green travel plan applicable to the provision of the Works/ Goods/ Services under this contract/ framework, which details how vehicle mileage and emissions will be reduced, within the first six months of the contract.

Appendix B: 2025 Social Value by Theme and Outcome

Social value by theme



Social value by outcome



Source: Social Value Portal validated data 01 Jan 25 – 31 Dec 25

Appendix C: Mission 1 Measures – Pathways to Employment

Bristol Measures 2025

- **BT4** Time in weeks that local people directly employed by your organisation would spend on delivering this contract
- **BT5** No of apprenticeship vacancies targeted at local people living in priority postcode areas of the city
- **BT6** Signpost local employees towards Leve 2 qualifications in maths and English for speaks of other languages (ESOL) via Skills connect
- **BT10** No of new job vacancies for which you commit to target recruitment at LOCAL people with one or more of the following characteristics:
- Marginalised priority communities
- Ex-offenders
- Disabled people
- People unemployed for 1 year + or aged 16-24 and not in education or training
- **BT12** Time that your staff spend on preparation and delivery of careers engagement with young people: EITHER with schools and colleges via the Bristol WORKS scheme OR delivery of Bristo Care Experienced/ Care Leavers "Sector Awareness Days" via the Council's Care Team OR via Action Tutoring, an education charity that offers free maths and English tutoring to pupils facing disadvantage to help level the education playing field.

National TOMs

- **NT1** Local people employed or retained
- **NT4** Employees recruited who are Not in Education Employment or Training (16-24 y.o.)
- **NT5** Unemployed ex-offenders aged 18 and over recruited
- **NT10** Employment of new apprentices
- **NT81** Upskilling of existing employees through apprenticeships
- **NT91** Employers fairs which encourage local employment
- **NT92** Proportion of employees who are women
- **NT93** Proportion of employees who are from ethnic minority groups
- **NT128** Local people with disabilities employed or retained

Appendix D: Mission 2 Measures – Procurement as the engine of impact

National TOMs

- **NT18** Spend with local companies in the supply chain
- **NT22** contracts with social value commitments
- **NT35** Procurement contracts that include sustainable procurement commitments

Appendix E: Mission 3 Measures – A workplace where people can thrive

Bristol Measures 2025

- **BT6** Signpost LOCAL employees towards Level 2 qualifications in English, Maths and English for Speakers of Other Languages (ESOL) via Skills Connect, OR towards Skills Bootcamps such as digital, construction, management and sustainability
- **BT7** Provide annual equality, diversity and inclusion (EDI) training to each LOCAL person working on the contract (direct and supply chain)
- **BT8** Deliver health and wellbeing signposting, awareness and training in the four key areas to LOCAL people working on the contract

National TOMs

- **NT20** Multidimensional wellbeing programme access for staff
- **NT39** Support for mental health awareness campaigns for staff
- **NT81** Upskilling of existing employees through apprenticeships
- **NT92** Proportion of employees who are women
- **NT93** Proportion of employees who are from ethnic minority groups
- **NT105** Expert Equality, Diversity & Inclusion training

Appendix F: Mission 4 Measures – Supporting Bristol as Corporate Parent

Bristol Measures 2025

- **BT1** Donation (£) to a LOCAL community project or Voluntary, Community or Social Enterprise via: -
  - The EPIC charity who provide access to hobbies and opportunities for Bristol's care-experienced children and young people, OR
  - The Bristol Impact Fund (BIF), which funds community organisations benefitting people living in Bristol (BS1-16), OR
  - Value of resources donated via Can Do Bristol (CDB)
- **BT12** Time that your staff spend on preparation and delivery of careers engagement with young people: EITHER with schools or colleages via the Bristol WORKs Scheme OR delivery of Bristol Care Experienced/Care Leavers "Sector Awareness days" via the Council's Care team OR via Action Tutoring, an education charity that offers free maths and English tutoring to pupils dacing disadvantage to help level the education playing field
- **BT9** Promote and support LOCAL employees to consider foster caring
- **BT11** Weeks of meaningful work placements or skills development provided for LOCAL young people, engaging with Bristol Care Leavers first

National TOMs

- **NT4a** Unemployed 16-25 year old care leavers recruited
- **NT30** Support for local community charters/ stakeholder plans

Appendix G: Mission 5 Measures – Supporting Bristol Communities

Bristol Measures 2025

- **BT1** Donation (£) to a LOCAL community project or Voluntary, Community or Social Enterprise via: -
  - The EPIC charity who provide access to hobbies and opportunities for Bristol's care-experienced children and young people, OR
  - The Bristol Impact Fund (BIF), which funds community organisations benefitting people living in Bristol (BS1-16), OR
  - Value of resources donated via Can Do Bristol (CDB)
- **BT2** Hours of expert support to a LOCAL Voluntary, Community or Social Enterprise (VCSE) organisation.

National TOMs

- **NT26** Support for community heath or wellbeing interventions
- **NT28** Support for local community projects through donations
- **NT69** Expert support to VCSEs and SMEs for the adoption of circular economy solutions
- **NT52** Initiatives to promote more resilient communities
- **NT53** Initiatives to safeguard the environment
- **NT117** Support for environmental & biodiversity conservation
- **NT99** Support for enabling visits of school children or local residents

Appendix H: Mission 6 Measures – A Just Transition to a Circular Economy

Bristol Measures 2025

- **BT15** Commitment to produce a carbon reduction plan applicable to the provision of the Works/Goods/Services under this contract/ framework, within the first month of this contract AND to provide annual carbon data applicable to the provision of the Works/ Goods/Services under this contract/ framework, to the Contract Manager from the start of the contract and annually thereafter, using the BCC Carbon Reporting Form
- **BT17** Commitment to produce a green travel plan applicable to the provision of the Works/ Goods/Services under this contract/ framework, which details how vehicle mileage and emissions will be reduced, within the first six months of the contract.

NB: Strategic client see BT16 waste minimisation plan as Council initiative with BWC input.

National TOMs

- **NT52** Initiatives to promote more resilient communities
- **NT83** Commitment to measure and disclose scope 1,2 and selected scope 3 emissions
- **NT54** Retraining workers for a just transition to a net zero economy
- **NT53** Initiatives to safeguard the environment
- **NT146** Miles saved by switching to zero emission vehicles
- **NT142** Bike scheme provided to employees
- **NT32** Reductions in car miles from a green transport programme
- **NT35** Procurement contracts that include sustainable procurement commitments
- **NT88** Reduce waste through reuse of products and materials

Appendix I: Definitions

- **Asylum Seeker** - A person seeking asylum is someone who has been forcibly displaced from the country they were living in and is seeking protection from persecution and serious human rights violations, but who hasn't been legally recognised as a refugee yet.
- **Bristol Measures** – Bristol City Council's social value measures used to define and monitor locally important social, economic and environmental outcomes.
- **Care Leaver** – defined as young people aged 16-25 who have previously spent time in care.
- **Corporate Parent** – the collective responsibility of local authorities and their partners to act in the best interests of children in care and care leavers, promoting their wellbeing, aspirations, safety, stability and successful transition to adulthood, as set out in the Children and Social Work Act 2017.
- **Circular Economy** – an economic system designed to keep products and materials in use for as long as possible through reuse, repair, refurbishment and recycling, reducing waste and maximising resource value.
- **Digital inclusion** – ensuring people have access to the devices, connectivity, skills and confidence needed to participate fully in modern society.
- **Digital Inclusion Scheme** – this programme, run by Bristol Waste, donates computers, laptops and mobile phones to schools, charities and marginalised communities. Find out more here.
- **Green jobs** - employment in an activity that directly contributes to - or indirectly supports - the achievement of the UK's net zero emissions target and other environmental goals, such as nature restoration and mitigation against climate risks. (UK Government, Green Jobs Taskforce).
- **Just Transition** – A fair and inclusive transition to a low-carbon and more sustainable economy that seeks to ensure the benefit and opportunities are shared across society and that no community is left behind.
- **MSME** – Micro, small or medium sized enterprise.
- **NEETs** – a young person aged 16 to 24 'Not in Education, Employment or Training'. This includes young people who are unemployed and looking for work, economically inactive, not studying or not participating in any recognised training.
- **Refugee** - A person who has been granted legal protection because they have been forced to leave their home country due to war, conflict, persecution or serious human rights abuses.
- **SME** – Small or Medium-sized Enterprise.
- **Social impact** – Social Enterprise UK defines Social Impact as 'the effect of an activity on the social fabric of the community and wellbeing of the individuals and families'. Social value is what is created.
- **Social value** – the wider social, economic and environmental benefits generated through a company's activities, investments, procurement and services. Social value focuses on the additional value created for communities beyond the core service being delivered.
- **TOMs** – stands for 'Themes, Outcomes and Measures' as part of the UK's National Social Value Measurement Framework used to quantify and report social value.
- **UN Sustainable Development Goals (SDGs)** – a set of 17 global goals designed under the United Nations to achieve a better and more sustainable future for all.
- **VCSE** – Voluntary, Community and Social Enterprise organisation. This includes charities, community groups, community interest companies, social enterprises and similar not-for-profit organisations.

Helping Bristol Waste Nothing

Nurture our people and uplift our communities

Social Value Strategy 2026-2029

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