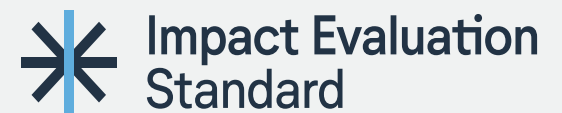


Framework Overview 2025.2

With Proxies



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Terms & Conditions

This document contains a complete list of Impact Evaluation Standard (IES) metrics, and a full description of how to apply them.

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Impact Area

Employment Opportunities

Metric Group: Creating Jobs (FTE)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM18	Number of NON-LOCAL full-time equivalent (FTE) employment opportunities created	FTE Jobs	Proxy	£31,466.17
IM19	Number of LOCAL full time equivalent (FTE) employment opportunities created	FTE Jobs	Proxy	£44,052.64

Metric Group: Creating Jobs (Headcount)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM145	NEW 2025.2 – Number of NON-LOCAL employment opportunities (Headcount) created	Jobs	Output Only	N/A
IM146	NEW 2025.2 – Number of LOCAL employment opportunities (Headcount) created	Jobs	Output Only	N/A

Metric Group: Recruiting Inclusively (FTE)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM21	Number of full time equivalent (FTE) hires of those who were PREVIOUSLY UNEMPLOYED	FTE Jobs	Proxy	£23,169.35
IM115	Number of full time equivalent (FTE) hires of those who are DISABLED	FTE Jobs	Proxy	£25,526.15
IM116	Number of full time equivalent (FTE) hires of those who were NEETs	FTE Jobs	Proxy	£26,951.05
IM117	Number of full time equivalent (FTE) hires of those who were VETERANS	FTE Jobs	Proxy	£22,332.46
IM118	Number of full-time equivalent (FTE) hires of those who were PRISON LEAVERS	FTE Jobs	Proxy	£25,502.28
IM119	Number of full time equivalent (FTE) hires of those who were CARE LEAVERS	FTE Jobs	Proxy	£61,420.77
IM147	NEW 2025.2 – Number of full-time equivalent (FTE) hires of those who were KINSHIP CARERS	FTE Jobs	Proxy	£28,302.75
IM24	Number of full time equivalent (FTE) hires from OTHER groups who face barriers to employment	FTE Jobs	Proxy	£23,169.35

Metric Group: Recruiting Inclusively (Headcount)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM148	NEW 2025.2 – Number of hires of those who were PREVIOUSLY UNEMPLOYED (Headcount)	Jobs	Output Only	N/A
IM149	NEW 2025.2 – Number of hires of those who are DISABLED (Headcount)	Jobs	Output Only	N/A
IM150	NEW 2025.2 – Number of hires of those who were NEETs (Headcount)	Jobs	Output Only	N/A
IM151	NEW 2025.2 – Number of hires of those who were VETERANS (Headcount)	Jobs	Output Only	N/A
IM152	NEW 2025.2 – Number of hires of those who were PRISON LEAVERS (Headcount)	Jobs	Output Only	N/A
IM153	NEW 2025.2 – Number of hires of those who were CARE LEAVERS (Headcount)	Jobs	Output Only	N/A
IM154	NEW 2025.2 – Number of hires of those who were KINSHIP CARERS (Headcount)	Jobs	Output Only	N/A
IM155	NEW 2025.2 – Number of hires from OTHER groups who face barriers to employment (HEADCOUNT)	Jobs	Output Only	N/A

Impact Area

Formal Training

Metric Group: Creating Training Opportunities

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM26	Number of apprenticeship opportunities (Level 2, 3, and 4+) created	Opportunities	Output Only	N/A
IM142	Number of T-Level opportunities created	Opportunities	Output Only	N/A
IM29	Number of training opportunities (Level 2, 3, and 4+) created	Opportunities	Output Only	N/A

Metric Group: Retaining Training Opportunities

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM156	NEW 2025.2 – Number of apprenticeship opportunities (Level 2, 3, and 4+) retained	Opportunities	Output Only	N/A
IM157	NEW 2025.2 – Number of T-Level opportunities retained	Opportunities	Output Only	N/A
IM158	NEW 2025.2 – Number of training opportunities (Level 2, 3, and 4+) retained	Opportunities	Output Only	N/A

Metric Group: Training Completions

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM27	Number of apprenticeship opportunities (Level 2, 3, and 4+) completed	Completions	Output Only	N/A
IM143	Number of T-Level opportunities completed	Completions	Output Only	N/A
IM30	Number of training opportunities (Level 2, 3, and 4+) completed	Completions	Output Only	N/A

Metric Group: Training Weeks Completed

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM28	Number of apprenticeship weeks completed	Weeks	Proxy	£724.16
IM144	Number of T-Level weeks completed	Weeks	Proxy	£248.85
IM31	Number of training weeks (Level 2, 3, and 4+) completed	Weeks	Proxy	£248.85
IM32	Number of work experience (WEX) placement weeks completed	Weeks	Proxy	£541.11

Metric Group: Providing Equitable Training

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM82	Number of disabled people enrolled on other training schemes (Level 2, 3, and 4+) within the contract workforce	Individuals	Output Only	N/A
IM89	Number of disabled people enrolled on other training schemes (Level 2, 3, and 4+) within the contract workforce	Individuals	Output Only	N/A
IM80	Number of disabled people on apprenticeship schemes (Level 2, 3, and 4+)	Individuals	Output Only	N/A
IM87	Number of people from under-represented groups in the workforce enrolled on apprenticeship schemes (Level 2, 3, and 4+)	Individuals	Output Only	N/A

Impact Area

Informal Training

Metric Group: Supporting Staff Learning

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM34	Number of mentoring hours received by employees or in-work mentees	Hours	Proxy	£39.83
IM37A	Number of in-work upskilling hours received through CPD programmes	Hours	Proxy	£39.83
IM38	Number of informal health, safety, and wellbeing training hours received by beneficiaries	Hours	Proxy	£39.83
IM159	NEW 2025.2 – Number of hours of mock interviews, CV writing support, and career advice received by in-work beneficiaries	Hours	Proxy	£39.83
IM39	Number of hours of informal learning interventions received not listed elsewhere	Hours	Output Only	N/A

Metric Group: Supporting Prison Leavers

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM160	NEW 2025.2 – Number of employed prison leavers who receive learning, upskilling and reskilling in their first 6 months of employment	Individuals	Output Only	N/A

Impact Area

Pre-Employment & Educational Engagement

Metric Group: Delivering Educational Engagement

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM161	NEW 2025.2 – Number of outreach activities delivered	Activities	Output Only	N/A
IM132	Number of people benefitting from educational outreach	Individuals	Output Only	N/A
IM106A	Number of hours spent on Educational Engagement activities	Hours	Proxy	£35.48

Metric Group: Delivering Employability Support

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM35	Number of hours of mock interviews, CV writing support, and career advice received by students or pre-employment beneficiaries	Hours	Proxy	£39.83
IM36A	Number of hours of skills-development support received by beneficiaries in skills-shortage or high-growth areas	Hours	Proxy	£39.83
IM162	NEW 2025.2 – Number of mentoring hours received by students or pre-employment mentees	Hours	Proxy	£39.83

Impact Area

Supply Chain Resilience

Metric Group: No. of Contract Awards (Local/Non-Local)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM122	Number of contract opportunities awarded to NON-LOCAL businesses	Contracts	Output Only	N/A
IM40	Number of contract opportunities awarded to LOCAL businesses	Contracts	Output Only	N/A

Metric Group: £ of Contract Spend (Local/Non-Local)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM121	Total value of contract opportunities awarded in £ spent to NON LOCAL suppliers	£	Proxy	£1.40
IM45	The value of contract opportunities awarded in £ spent to LOCAL suppliers	£	Proxy	£1.40

Metric Group: Diversifying Contract Awards (No.)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM41	The number of contract opportunities awarded to Start-Ups	Contracts	Output Only	N/A
IM42	The number of contract opportunities awarded to Small & Medium Enterprises (MSMEs)	Contracts	Output Only	N/A
IM43	The number of contract opportunities awarded to Charities, Social Enterprises & Voluntary Organisations (VCSEs)	Contracts	Output Only	N/A
IM44	The number of contract opportunities awarded to Mutuals	Contracts	Output Only	N/A

Diversifying Contract Spend (£)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM47	The value of contract opportunities awarded in £ spent to Start-Ups	£	Proxy	£0.23
IM48	The value of contract opportunities awarded in £ spent to Small & Medium Enterprises (MSMEs)	£	Proxy	£0.23
IM49	The value of contract opportunities awarded in £ spent to Charities, Social Enterprises & Voluntary Organisations (VCSEs)	£	Proxy	£0.60
IM50	The value of contract opportunities awarded in £ spent to Mutuals	£	Output Only	N/A

Metric Group: Diversifying Spend Distribution (% of total spend)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM51	Total spend with local businesses, expressed as a percentage of total spend	%	%	N/A
IM52	Total spend with Start-Ups, expressed as a percentage of total spend	%	%	N/A
IM53	Total spend with Small & Medium Enterprises (MSMEs), expressed as a percentage of total spend	%	%	N/A
IM54	Total spend with Charities, Social Enterprises & Voluntary Organisations (VCSEs), expressed as a percentage of total spend	%	%	N/A
IM55	Total spend with Mutuals, expressed as a percentage of total spend	%	%	N/A

Metric Group: Building Capacity in the Supply Chain

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM111	Hours spent supporting capacity-building initiatives with supply chain partners	Hours	Output Only	N/A

Impact Area

Community Investment

Metric Group: Donating to Communities

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM113	Donations (£) – Cash & Products	£	Proxy	£2.00
IM114	Donations (£) – Fundraising	£	Proxy	£2.00
IM123	Donations (£) – Professional Services	£	Proxy	£2.00

Metric Group: Volunteering

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM109A	Number of hours of volunteering spent by employees through corporately organised schemes	Hours	Proxy	£35.48
IM108	Number of hours of volunteering spent supporting community-led initiatives	Hours	Proxy	£35.48
IM65	Number of hours of volunteering spent supporting environmental initiatives	Hours	Proxy	£35.48
IM163	NEW 2025.2 – Number of hours of volunteering spent supporting domestic abuse prevention efforts	Hours	Proxy	£35.48
IM124	Number of hours of volunteering spent by employees providing professional services	Hours	Output Only	N/A
IM112	Number of hours of volunteering spent on community integration activities not listed elsewhere	Hours	Output Only	N/A

Impact Area

Safe and Resilient Communities

Metric Group: Delivering Domestic Abuse Learning Interventions

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM164	NEW 2025.2 – Number of professional hours of learning interventions delivered to raise awareness on the risks of domestic abuse (delivered by individuals with formal training or accreditation)	Hours	Proxy	£200.00
IM165	NEW 2025.2 – Number of general hours of learning interventions delivered to raise awareness on the risks of domestic abuse (delivered by individuals without formal training or accreditation)	Hours	Proxy	£46.38
IM166	NEW 2025.2 – Number of hours spent putting in place policies and practices to identify, manage and mitigate the risks of domestic abuse	Hours	Output Only	N/A
IM167	NEW 2025.2 – Number of hours of partnership work with charities and community organisations to address domestic abuse	Hours	Output Only	N/A

Impact Area

Placemaking

Metric Group: Delivering Community Placemaking

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM110A	Number of hours spent engaging with the community, community representatives and/or anchor institutions	Hours	Proxy	£35.48
IM168	NEW 2025.2 – Number of engagement activities with the community, community representatives and/or anchor institutions	Activities	Output Only	N/A
IM131	Number of people benefiting from community outreach	Individuals	Output Only	N/A

Impact Area

Environmental Stewardship

Metric Group: Protecting the Environment

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM63	Number of hours spent on activities to raise environmental awareness	Hours	Proxy	£46.38
IM64	Number of hours spent on environmental training and education	Hours	Proxy	£46.38
IM66A	Number of hours spent on activities supporting net zero greenhouse gas emissions	Hours	Proxy	£35.48
IM169	NEW 2025.2 – Number of hours spent on co-design to improve environmental outcomes	Hours	Proxy	£46.38
IM67A	Number of hours spent on other activities to protect and improve the environment not listed elsewhere	Hours	Proxy	£35.48

Metric Group: Enhancing Green Space & Biodiversity

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM68	Number of green spaces created under the contract	Spaces	Output Only	N/A
IM170	NEW 2025.2 – M2 of green space created under the contract	m2	Output Only	N/A
IM134	The creation of new publicly accessible green space, measured in square meters	m2	Proxy	£16.74
IM133	The improvements made to an area to increase Biodiversity, measured in square meters	m2	Proxy	£0.02

Metric Group: Reducing Carbon & Resource Use

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM69A	Total annual reduction in greenhouse gas emissions (MtCO ₂ e), measured against a baseline	MtCO ₂ e	Proxy	£302.63
IM135	Greenhouse gas emissions per employee (MtCO ₂ e)	MtCO ₂ e	Output Only	N/A
IM74	Reduction in construction waste produced	Metric Tonnes	Output Only	N/A
IM75	Annual reduction in waste to landfill arising, measured in metric tonnes	Metric Tonnes	Proxy	£126.15
IM73	Annual reduction in water use	Litres	Output Only	N/A

Impact Area

Fair Work

Metric Group: Improving Wage Standards

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM137	The percentage of organisation's direct employees paid National Living Wage	%	%	N/A
IM138	The percentage of an organisation's direct employees paid Real Living Wage	%	%	N/A
IM171	NEW 2025.2 – Number of people (18–20 years) working on the contract who are paid above the National Minimum Wage	Individuals	Output Only	N/A
IM172	NEW 2025.2 – Number of people (above 20 years) working on the contract who are paid above the National Living Wage	Individuals	Output Only	N/A

Metric Group: Promoting Pay Equity

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM136	Mean (average) gender pay gap in hourly pay, expressed as a percentage difference between men and women	%	%	N/A
IM173	NEW 2025.2 – Mean (average) ethnicity pay gap in hourly pay, expressed as a percentage difference	%	%	N/A
IM130	Percentage of invoices paid within 30 days (%)	%	%	N/A

Metric Group: Securing Fair & Flexible Work

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM174	NEW 2025.2 – Number of people in the workforce employed with flexible working arrangements in place	Individuals	Output Only	N/A
IM175	NEW 2025.2 – Number of people working on the contract (aged 16 and above) who have a permanent contract	Individuals	Output Only	N/A

Metric Group: Accrediting Suppliers

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM98	Number of suppliers to have achieved the Living Wage Accreditation	Suppliers	Output Only	N/A
IM83	Number of suppliers with the Disability Confident accreditation	Suppliers	Output Only	N/A

Impact Area

Inclusive Workplaces

Metric Group: Increasing Workforce Representation (Headcount)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM78	Number of disabled people employed in the workforce	Individuals	Output Only	N/A
IM125	Number of females employed in the workforce	Individuals	Output Only	N/A
IM126	Number of people from an ethnic minority background employed in the workforce	Individuals	Output Only	N/A
IM127	Number of people from a low socio-economic background employed in the workforce	Individuals	Output Only	N/A
IM85	Number of people from OTHER under-represented groups employed in the workforce, not listed elsewhere	Individuals	Output Only	N/A

Metric Group: Increasing Workforce Representation (%)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM84	Percentage of people from under-represented groups employed in the workforce, as a proportion of the total contract workforce	%	%	N/A
IM77	Percentage of disabled people employed, as a proportion of the total contract workforce	%	%	N/A
IM79	Percentage of disabled people on apprenticeship schemes, as a proportion of all people on apprenticeship schemes within the workforce (Level 2, 3, 4+)	%	%	N/A
IM81	Percentage of disabled people on apprenticeship schemes, as a proportion of all people on apprenticeship schemes within the workforce (Level 2, 3, 4+)	%	%	N/A
IM86	Percentage of people from under-represented groups on apprenticeship schemes, as a proportion of all people on apprenticeship schemes within the workforce (Level 2, 3, and 4+)	%	%	N/A
IM88	Percentage of people from under-represented groups on other training schemes, as a proportion of all people on other training schemes within the workforce (Level 2, 3, and 4+)	%	%	N/A

Metric Group: Increasing Workforce Representation (Benchmark)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM139	The percentage, above or below the benchmark for your industry, of Full-Time Equivalent (FTE) direct employees identifying as females in your workforce	%	%	N/A
IM140	The percentage, above or below the benchmark for your industry, of Full-Time Equivalent (FTE) direct employees self-declared as ethnic minorities in your workforce	%	%	N/A
IM141	The percentage, above or below the benchmark for your industry, of Full-Time Equivalent (FTE) direct employees self-declared as disabled in your workforce	%	%	N/A

Impact Area

Workforce Wellbeing

Metric Group: Improving Employee Wellbeing (Participation)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM128	Number of employees accessing mental health initiatives within your organisation	Individuals	Proxy	£409.13
IM103	Number of employees trained as Mental Health First Aiders	Individuals	Proxy	£1,363.77
IM100	Number of employees participating in initiatives to improve physical wellbeing (Internal staff only, excluding supply chain)	Individuals	Proxy	£491.64

Metric Group: Improving Employee Wellbeing (Hours Invested)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM176	NEW 2025.2 – Number of professional hours spent setting up and delivering staff health and wellbeing (delivered by individuals with formal training or accreditation)	Hours	Proxy	£293.33
IM177	NEW 2025.2 – Number of general hours spent setting up and delivering staff health and wellbeing (delivered by individuals without formal training or accreditation)	Hours	Proxy	£35.48
IM178	NEW 2025.2 – Number of hours spent putting in place policies and practices to implement inclusive and accessible recruitment and retention	Hours	Output Only	N/A

Metric Group: Raising Supplier Wellbeing Standards (%)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM99	Percentage of all suppliers that have implemented measures to improve employees' physical and mental health and wellbeing	%	%	N/A
IM101	Percentage of all suppliers that have implemented the six standards of the Mental Health at Work Commitment.	%	%	N/A
IM104	Percentage of suppliers (with over 500 employees) that have implemented the enhanced mental health standards outlined in Thriving at Work	%	%	N/A
IM90	Percentage of suppliers that have committed to the five foundational principles of good work	%	%	N/A

Metric Group: Raising Supplier Wellbeing Standards (No.)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM102	Number of suppliers that have implemented the six standards of the Mental Health at Work Commitment	Suppliers	Output Only	N/A
IM105	Number of suppliers (with over 500 employees) that have implemented the enhanced mental health standards outlined in Thriving at Work	Suppliers	Output Only	N/A
IM91	Number of suppliers that have committed to the five foundational principles of good work	v	Output Only	N/A

Impact Area

Human Rights & Modern Slavery

Metric Group: Managing Modern Slavery Risk

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM94	Number of hours spent putting in place policies and practices to identify, manage and mitigate modern slavery risks	Hours	Output Only	N/A
IM95	Number of hours spent working with Non-Governmental Organisations (NGOs), trade unions and other businesses to address modern slavery risks	Hours	Output Only	N/A
IM97	Number of hours spent addressing issues of modern slavery – not listed elsewhere	Hours	Output Only	N/A

Metric Group: Delivering Modern Slavery Training

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM96	Number of hours of training and support received by stakeholders on modern slavery risks	Hours	Proxy	£46.38
IM179	NEW 2025.2 – Number of staff who have completed modern slavery training within 90 days of joining the organisation	Individuals	Output Only	N/A

Metric Group: Conducting Supplier Due Diligence

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM180	NEW 2025.2 – Number of tier 1 and 2 suppliers who have been audited/assessed	Suppliers	Output Only	N/A
IM92	Percentage of suppliers for which supply-chain mapping has been completed to reduce the risks of modern slavery	%	%	N/A

Impact Area

Digital Resilience & Innovation Metric

Metric Group: Achieving Cyber Certifications (No.)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM57	Number of suppliers with a current Cyber Essentials certification [where relevant]	Suppliers	Output Only	N/A
IM59	Number of suppliers with a current Cyber Essentials Plus certification [where relevant]	Suppliers	Output Only	N/A
IM61	Number of suppliers to have adopted the National Cyber Security Centre's 10 steps [where relevant]	Suppliers	Output Only	N/A

Metric Group: Achieving Cyber Certifications (%)

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM56	Percentage of all suppliers with a current Cyber Essentials certification [where relevant]	%	%	N/A
IM58	Percentage of all suppliers with a current Cyber Essentials certification [where relevant]	%	%	N/A
IM60	Percentage of all suppliers to have adopted the National Cyber Security Centre's 10 steps [where relevant]	%	%	N/A

Metric Group: Investing in Innovation & R&D

Metric Code	Metric Name	Measurement	Proxy / Output Only / %	2025.2 Proxy Value
IM129	Total £ invested in Research and Development in science and technology	£	Output Only	N/A



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