

# North Lanarkshire Council Report

## Adult Care and Social Work Committee

Does this report require to be approved?  Yes  No

Ref: NLC-CPT-25-131

Date: 19 May 2026

## Contract Award for the Framework Agreement for Taxi and Private Hire Provision

**From** Diane Fraser, Chief Officer (Adult Social Work Services)

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### Executive Summary

In accordance with the councils General Contract Standing Orders (GCSOs), Committee is asked to approve the award of a framework agreement for Taxi and Private Hire Provision (the 'Framework Agreement') following the undertaking of a procurement procedure as detailed within this report below.

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### Recommendations

It is recommended that Committee:

- (1) Approves the award of the Framework Agreement to the "Contractors" stated in Appendix 1 of this report at the maximum value of Three Million Six Hundred and Seventy Five Thousand Pounds Sterling (£3,675,000.00) exclusive of VAT across the Framework Agreements full term which is made up of an initial period of 24 months that is anticipated to commence on 01 July 2026 with the council reserving the right to extend the Framework Agreement for additional periods up to a maximum of a further 24 months in two x 12 month periods.

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### The Plan for North Lanarkshire

**Priority** All priorities

**Ambition Statement** All ambition statements

**Programme of Work** All Programmes of Work

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#### 1. Background

- 1.1 To enable the delivery of key and critical service provision, there is a requirement for the council to purchase taxi and private hire provision for a variety of purposes including but not limited to: transport of older adults to day services, wider social care provision, housing, homelessness, education staff and pupils, and corporate requirements e.g. council staff, elected members etc.

- 1.2 Given service demand cannot be guaranteed and to ensure an appropriate and flexible contract arrangement can be implemented, a multi lot and multi supplier framework agreement was identified as the most appropriate style of contractual arrangement to put in situ.
- 1.3 The Framework Agreement comprises of two “Lots”, each comprising of multiple “Sub-Lots” to ensure appropriate coverage throughout the councils’ geographical area whilst recognising the supply markets local presence and areas of demand.
- 1.4 Lot 1 – Integrated Day Support (IDS) Transport Services of the Framework Agreement shall be used to facilitate the scheduled transport of service users from defined pick-up points to the council’s older adult day service centres including a return journey at the end of the day where required. Pre-tender, Lot 1 of the Framework Agreement had a maximum value of £1,300,000 with the value further broken down within five Sub-lots in line with the council’s social work locality areas as detailed below:
- Lot 1A – IDS Transport Services – Airdrie Locality
  - Lot 1B – IDS Transport Services – Bellshill and Motherwell Locality
  - Lot 1C – IDS Transport Services – Coatbridge Locality
  - Lot 1D – IDS Transport Services – Cumbernauld Locality
  - Lot 1E – IDS Transport Services – Wishaw Locality
- 1.5 Lot 2 – Ad-hoc Taxi and Private Hire Provision of the Framework Agreement shall be used to facilitate a mixture of scheduled and ad-hoc transport for all service provision. Lot 2 of the Framework Agreement has a maximum value of £2,700,000 and is further broken down within three Sub-Lots to match the Councils Licensing Zones as detailed below:
- Lot 2A – Ad-hoc Taxi and Private Hire – Northern Zone
  - Lot 2B – Ad-hoc Taxi and Private Hire – Central Zone
  - Lot 2C – Ad-hoc Taxi and Private Hire – Southern Zone
- 1.6 Given the scale of the Framework Agreement, and to maximise service offering, the Framework Agreement has been created on the premise of multiple contractors being appointed. For Lot 1, a maximum of one Contractor could be appointed to each of the five Sub-Lots whilst for Lot 2, a maximum of four Contractors could be appointed to each of the three Sub-Lots.
- 1.7 The approach detailed above was applied to give the council certainty and options when services are required whilst giving service users who require ongoing and scheduled transport a sense of familiarity wherever possible. Additionally, and to ensure Contractors have the possibility of continuous business opportunities, a limit on the number of Sub-Lots a Contractor could be appointed to was set within the procurement procedure. Tenderers could bid for a single, multiple or all Sub-Lots however would only be permitted to be appointed to a maximum of two Sub-Lots within each Lot of the Framework Agreement.
- 1.8 Recognising those who may be required to access the services via the Framework Agreement, as well as the services to be delivered, appropriate legal provision in regard to the Protection of Vulnerable Groups (Scotland) Act 2007 and Data Protection Act 2018 are prevalent within the Framework Agreement. Additionally, the council has licensing obligations for the taxi and private hire industry as set out in the Civic Government (Scotland) Act 1982, and the Equality Act 2010 have also been applied.

- 1.9 The requirements within the Framework Agreement are currently under contract with four separate contractors. This arrangement is due to expire on 30 June 2026 with the Framework Agreement detailed within this report due to supersede it.
- 1.10 To enable appropriate development and execution of the procedure required to form the Framework Agreement, a panel of technical and procurement representatives (the “User Intelligence Group (UIG)”) was formed.
- 1.11 The UIG consisted of representation and collaboration from multiple service areas and departments and were responsible for developing the required internal contract strategy (the “Contract Strategy”) for the Framework Agreement. The Contract Strategy sets out the parameters and approaches the council would apply within the procurement, tendering, contracting and end of life stages of the Framework Agreement following appropriate analysis, research and investigation to ensure the council achieves maximum benefit where possible. In accordance with GCSO 4.4, the Contract Strategy for the Framework Agreement was approved on 30 October 2025.
- 1.12 Whilst developing the Contract Strategy, the UIG engaged with the councils Fleet Services to ascertain whether all or part of the services required within the Framework Agreement could be delivered internally utilising the councils existing assets and vehicle fleet. Whilst it was determined that services required within Lot 2 of the Framework Agreement could likely not be delivered internally due to their ad-hoc reactive nature, services within Lot 1 potentially could be. Accordingly, the Framework Agreement includes appropriate provisions for the council to explore the possibility of delivering required services within Lot 1 internally on a temporary, partial or complete basis and appropriate dialogue between council officers from relevant departments continues in this regard.
- 1.13 Furthermore, as part of the development of the Contract Strategy, the council undertook a number of pre-tender / market engagement activities to assist in shaping the Framework Agreement, these tasks included the publication of Prior Information Notice to alert the market to the upcoming opportunity whilst also requesting the completion and submission of an online market questionnaire to assist the council in shaping the Framework Agreement whilst raising any potential improvements, considerations etc. for the council to include in its details of requirements. Additionally, the council engaged with the Supplier Development Programme Scotland to undertake appropriate support and training for those interested in submitting a tender within the procurement procedure.

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## **2. Report**

- 2.1 The initial estimated value of the Framework Agreement dictated that the opportunity be considered as a “Higher Threshold Regulated” procurement procedure. On 22 January 2026 a Contract Notice for the opportunity was published on the Public Contracts Scotland and the UK Find a Tender (FTS) website. Additionally, and to maximise exposure of the opportunity, the council’s social media team posted on the council’s social platforms to advise the opportunity was live and direct interested parties to the published contract notices.
- 2.2 As determined within the Contract Strategy, the procurement procedure was undertaken as an “Open Procedure”. The Open Procedure is a single stage competitive procurement procedure where following the publication of the Contract Notice, any interested party could submit a tender.

- 2.3 Based on the evaluation criteria and scoring methodology set out in the procurement procedure, an evaluation of tenders received was completed by members identified by the UIG as having the technical knowledge and experience to evaluate tenders in a professional and fair manner.
- 2.4 Following completion of the procurement procedure in line with the terms, conditions and processes contained within, the recommended Contractors (as detailed in Appendix 1) have been evaluated as submitting the most economically advantageous tender.
- 2.5 Appendix 2 provides a summary of the procurement procedure undertaken including the key considerations and outcomes.

### **Financial / Budget Consideration**

- 2.6 The pre-tender whole life estimate budget for the Framework Agreement is Four Million Pounds Sterling (£4,000,000.00). However, as per the appendices detailed below, Lot 1B within the Framework Agreement is not being awarded resulting in a final budget of Three Million Six Hundred and Seventy-Five Thousand Pounds Sterling (£3,675,000.00). The costs associated with delivery of the Framework Agreement will be contained within multiple budgets for numerous departments and services areas throughout the council.

### **Price Stability**

- 2.7 All services to be delivered under this Framework Agreement shall be delivered and costed in strict accordance with the councils "Fixed Meter Rates". Any amendments to the councils Fixed Meter Rates shall be applied within the Framework Agreement as and when confirmed and applied by the Councils Licensing / Legal Team. The council shall not pay any additional charges, rates etc. over and above that of the applied Fixed Meter Rate throughout the entire duration of the Framework Agreement.

### **Community Benefits**

- 2.8.1 The council is committed to maximising the delivery of community benefits. The procurement included a community benefit requirement; this approach is designed to deliver local community benefits where possible.
- 2.8.2 Within their tender, the recommended Contractor committed to deliver community benefits as detailed within Appendix 2 of this report:
- 2.8.3 The community benefits committed as part of the Framework Agreement includes the possible creation of jobs or apprenticeships.
- 2.8.4 Given that service demand and spend cannot be guaranteed within the Framework Agreement, Contractors shall only be obligated to deliver a proportion or all their committed Community Benefits as and when they obtain specific spend thresholds.

### **Fair Work First and Payment of the Living Wage**

- 2.9.1 Within tender submissions, recommended Contractors intimated that they would commit to the following areas of the Scottish Governments "Fair Work First" initiative:

- Further information on the Living Wage status of the recommended Contractors is detailed in Appendix 1.

2.9.2 Further information on the Living Wage status of the recommended Contractor is detailed in Appendix 1.

## **Contract Management**

2.10 Officers from various departments and service areas will be responsible for managing the Framework Agreement which will be undertaken in accordance with the contract and supplier management conditions applied within the Framework Agreement.

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### **3. Measures of success**

3.1 The Framework Agreement will deliver the following outcomes;

- Best Value will be demonstrated as outlined in Appendix 2,
- the appointment of Contractors who have the experience and capability to deliver a high quality and responsive transport solution for the council,
- the procurement procedure was compliant with the procurement legislation and internal procedures,
- the Agreement secured a range of community benefits, and
- a collaborative approach to the procurement of the requirement, minimising the burden on internal resource whilst exploring insourcing opportunities and leveraging the economies of scale.

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### **4. Supporting documents**

4.1 **Appendix 1** Contractor Appointments

4.2 **Appendix 2** Summary of Procurement Procedure



**Diane Fraser**

**Chief Officer (Adult Social Work Services)**

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5. Impacts ( <http://connect/report-template-guidance> )

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|---|
| <p><b>5.1 Public Sector Equality Duty and Fairer Scotland Duty</b><br/>Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty?<br/>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p> <p><u>Public Sector Equality Duty (PSED)</u></p> <ul style="list-style-type: none"><li>• Where necessary, vehicles must be accessible to pupils with disabilities (e.g. wheelchair access, ramps, seatbelt adaptations).</li><li>• Drivers and escorts should have awareness of disability and additional support needs.</li><li>• Services must not discriminate against pupils based on protected characteristics (disability, religion/belief, etc.).</li><li>• Consideration of reasonable adjustments to ensure inclusivity.</li></ul> <p><u>Fairer Scotland Duty</u></p> <ul style="list-style-type: none"><li>• Ensuring affordable and fair access to transport across different social sectors, schools and communities.</li><li>• Supporting pupils from disadvantaged backgrounds by reducing barriers to attending trips, events, or short courses (e.g. swimming lessons).</li><li>• Contract design that does not unintentionally disadvantage certain groups of pupils or communities (e.g. rural vs urban access).</li></ul> <p>If Yes, has an assessment been carried out and published on the council's website?<br/><a href="https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments">https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments</a><br/>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> |
| <p><b>5.2 Financial impact</b><br/>Does the report contain any financial impacts?<br/>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, have all relevant financial impacts been discussed and agreed with Finance?<br/>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p>   |
| <p><b>5.3 HR policy impact</b><br/>Does the report contain any HR policy or procedure impacts?<br/>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, have all relevant HR impacts been discussed and agreed with People Resources?<br/>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p>   |
| <p><b>5.4 Legal impact</b><br/>Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)?<br/>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic?</p>   |

Yes  No

If Yes, please provide a brief summary of the impact?

All procurement procedures will have potential legal implications however throughout this Framework Agreement, compliance with the councils General Contract Standing Orders and the relevant procurement regulations has been maintained with advice from colleagues in Corporate Procurement and Legal Services sought as and when required.

The Agreement align with the Equality Act 2010 (Public Sector Equality Duty) and the Fairer Scotland Duty, ensuring that equality and socio-economic considerations are embedded in the procurement process. In addition, relevant transport legislation, licensing requirements, and safeguarding obligations under the Disclosure (Scotland) Act 2020 and Protection of Vulnerable Groups (Scotland) Act 2007 will apply.

**5.5 Data protection impact**

Does the report / project / practice contain or involve the processing of personal data?

Yes  No

If Yes, is the processing of this personal data likely to result in a high risk to the data subject?

Yes  No

If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to [dataprotection@northlan.gov.uk](mailto:dataprotection@northlan.gov.uk)

Yes  No

**5.6 Technology / Digital impact**

Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi?

Yes  No

If Yes, please provide a brief summary of the impact?

Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)?

Yes  No

**5.7 Environmental / Carbon impact**

Does the report / project / practice contain information that has an impact on any environmental or carbon matters?

Yes  No

If Yes, please provide a brief summary of the impact?

The Agreement may affect carbon emissions through vehicle use. In line with Scotland's net zero targets, the specification should encourage low-emission vehicles and efficient route planning. While ad hoc journeys have a smaller footprint than daily transport, suppliers should demonstrate sustainable practices where possible.

**5.8 Communications impact**

Does the report contain any information that has an impact on the council's communications activities?

Yes  No

If Yes, please provide a brief summary of the impact?

**5.9 Risk impact**

Is there a risk impact?

Yes  No

If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?

**5.10 Armed Forces Covenant Duty**

Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?

Yes  No

If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.

**5.11 Children's rights and wellbeing impact**

Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?

Yes  No

If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).

The Agreement will support the safe and reliable transport of children and young people for educational purposes, including school trips and activities. This contributes to their learning experience, wellbeing, and inclusion. The specification will include safeguarding measures, such as PVG compliance for drivers and escorts, and adherence to health and safety standards to protect all passengers

If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?

Yes  No

## Appendix 1 – Contractor Appointments

| Contractor Registered Name                      | Contractor Registered Local Authority | Contractor Size | Paying the Living Wage | Living Wage Accredited | Appointed to Sub-Lot |                 |    |    |    |    |    |    |
|---|---------------------------------------|-----------------|------------------------|------------------------|----------------------|-----------------|----|----|----|----|----|----|
|   |                                       |                 |                        |                        | 1A                   | 1B <sup>1</sup> | 1C | 1D | 1E | 2A | 2B | 2C |
| Airdrie Taxis Limited                           | North Lanarkshire                     | Small           | Yes                    | Yes                    | ✓                    |                 | ✓  |    |    |    | ✓  |    |
| Central Cab Company (Cumbernauld) Limited       | North Lanarkshire                     | Small           | Yes                    | No                     |                      |                 |    | ✓  |    | ✓  |    |    |
| Lanarkshire Private Hire Limited t/a Penny Cars | North Lanarkshire                     | Small           | Yes                    | No                     |                      |                 |    |    |    | ✓  | ✓  |    |
| United Maxis Taxis (Wishaw) Limited             | North Lanarkshire                     | Small           | Yes                    | No                     |                      |                 |    |    | ✓  |    |    | ✓  |

<sup>1</sup> As can be seen from the above and below in Appendix 2, the council received no compliant Tenders for Lot 1B. Accordingly, and further to section 1.12 above, appropriate dialogue has commenced to identify possible internal delivery solutions for this locality utilising the councils existing vehicle fleet and drivers. Additionally, and on an interim / short term basis, associated services associated to Lot 1B may be delivered via Lot 2C.

## Appendix 2 – Summary of Procurement Procedure

|   |   |   |            |           |           |                                      |                   |           |           |
|---|---|---|------------|-----------|-----------|--------------------------------------|-------------------|-----------|-----------|
| <b>Overview</b>                                     | <b>Reference</b>                              | NLC-CPT-25-131  |            |           |           |                                      |                   |           |           |
|   | <b>Title</b>                                  | Framework Agreement for Taxi and Private Hire Provision         |            |           |           |                                      |                   |           |           |
|   | <b>Classification</b>                         | Services - Standard   |            |           |           |                                      |                   |           |           |
|   | <b>Responsible Chief Officer and Position</b> | Diane Fraser, Chief Officer (Adult Social Work Services)        |            |           |           |                                      |                   |           |           |
| <b>Competition and Framework Agreement Overview</b> | <b>Governance by Value</b>                    | Higher Threshold - Public Contracts (Scotland) Regulations 2015 |            |           |           |                                      |                   |           |           |
|   | <b>Route to Market</b>                        | Open Procedure  |            |           |           |                                      |                   |           |           |
|   | <b>General Overview</b>                       | <b>Total / Maximum Value</b>                                    | £3,675,000 |           |           | <b>Contract Duration (Months)</b>    | 48 (24 + 12 + 12) |           |           |
|   | <b>Award Criteria</b>                         | <b>Quality Weighting</b>  | 100.00%    |           |           | <b>Price Weighting</b>               | 0.00%             |           |           |
|   | <b>Interest</b>                               | <b>Total Expression of Interest (Eol)</b>                       | 32         |           |           | <b>Eol from NLC Based Businesses</b> | 21                |           |           |
|   | <b>Sub-Lot Reference</b>                      | <b>1A</b>   | <b>1B</b>  | <b>1C</b> | <b>1D</b> | <b>1E</b>                            | <b>2A</b>         | <b>2B</b> | <b>2C</b> |
|   | <b>Total No. of Tenders Received</b>          | 3   | 2          | 5         | 3         | 3                                    | 5                 | 6         | 5         |
|   | <b>No. of Tenders from SME's</b>              | 3   | 2          | 5         | 6         | 3                                    | 5                 | 6         | 5         |
|   | <b>No. Tenders from NLC Based Businesses</b>  | 3   | 2          | 5         | 6         | 3                                    | 5                 | 6         | 5         |
|   | <b>Tender(s) Excluded / Withdrawn</b>         | 2   | 2          | 3         | 2         | 2                                    | 3                 | 4         | 4         |
|   | <b>Compliant Tenders to be Evaluated</b>      | 1   | 0          | 2         | 1         | 1                                    | 2                 | 2         | 1         |
|   | <b>Successful Tender(s)</b>                   | 1   | 0          | 1         | 1         | 1                                    | 2                 | 2         | 1         |

|                           |  |   |       |        |                    |   |                 |                  |                    |
|---------------------------|--|---|-------|--------|--------------------|---|-----------------|------------------|--------------------|
|                           | <b>Successful Scores</b>                       | 100.00%   | N / A | 99.50% | 86.80%             | 50.73%  | 86.80% - 87.80% | 87.80% - 100.00% | 54.40%             |
|                           | <b>Unsuccessful Score Range</b>                | N / A   | N / A | 74.80% | N / A              | N / A   | N / A           | N / A            | N / A              |
|                           | <b>Max Sub-Lot Value</b>                       | £125k   | £325K | £200K  | £350K              | £300K   | £900k           | £900k            | £900k              |
|                           | <b>Additional Comments</b>                     | As can be seen from above, several Tenderers were considered non-compliant and were either excluded from the procurement procedure or the Tenderer withdrew themselves. The main reason for this was regarding mandatory licensing requirements stated within the councils Details of Requirements.   |       |        |                    |   |                 |                  |                    |
|                           | <b>How Has “Best Value” Been Demonstrated?</b> | <p>It is anticipated that the Framework Agreement shall demonstrate Best Value as it:</p> <ul style="list-style-type: none"> <li>• explored opportunities to mobilise and utilise the councils existing knowledge, experience, assets and vehicle fleet to potentially deliver required services internally wherever possible.</li> <li>• was procured in the form of a competitive procurement procedure which has been aided by significant internal collaboration and external market engagement.</li> <li>• shall enable the continuous delivery of key services to older people, school children and teachers, vulnerable people, staff, elected members etc.</li> <li>• provides an opportunity to enable economies of scale and cashable savings to the councils’ requirements by standardising the service offerings across the organisation.</li> <li>• should lead to a reduction in purchase to pay transactions therefore creating an efficiency in the number of invoices the council is required to progress.</li> <li>• ensure appropriate legal and safeguarding provisions are in situ i.e. vehicle standards, licensing obligations, data protection, protection of vulnerable groups etc.</li> <li>• allows the council the opportunity to explore how requirements could be delivered in an environmentally friendly manner in line within the council Climate Action Plan 2030 whilst also seeking alternate ways for the disposal of associated items; and</li> <li>• resulted commitment of additional benefits to the North Lanarkshire community encourage the application of Fair Work First to all appointed Contractors.</li> </ul> |       |        |                    |   |                 |                  |                    |
| <b>Community Benefits</b> | <b>Overview of Community Benefits</b>          | <b>Community Benefit Outcome</b>  |       |        | <b>Qty Offered</b> | <b>Community Benefit Outcome</b>  |                 |                  | <b>Qty Offered</b> |
|                           |  | Business Event / Briefing to promote supply chain opportunities   |       |        | 1                  | Business Mentoring and Advice to support to an SME / Social Enterprise / Voluntary organisation |                 |                  | 5                  |

|                             |   |   |                         |  |                                    |                                     |                                    |                                     |                                   |                          |   |                                     |
|-----------------------------|---|---|-------------------------|--|------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|-----------------------------------|--------------------------|---|-------------------------------------|
|                             |   | Educational Sponsorship   | 3                       | Educational Support and Skills Transfer                          | 3                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | Educational Visits  | 5                       | Educational Workplace Visit                                      | 1                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | Financial Support for a Community Project / Organisation  | 6                       | MCR Pathways 1-2-1 Mentoring Programme (or equivalent Programme) | 3                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | New Job for an Apprentice from a Priority Group (Full Time)   | 3                       | New Job for an Apprentice from a Priority Group (Part Time)      | 1                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | New Job for an Individual from a Priority Group (Full Time)   | 7                       | New Job for an Individual from a Priority Group (Part Time)      | 3                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | New Job for an Individual not from a Priority Group (Full Time)   | 9                       | Non-financial Support for a Community Project / Organisation     | 9                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | Work Experience Placement for an individual aged 14 to 16 years of age  | 2                       | Work Experience Placement for an individual 16+ years of age     | 1                                  |                                     |                                    |                                     |                                   |                          |   |                                     |
|                             |   | Work Experience Placement to obtain a "Foundation Apprenticeship"   | 1                       |  |                                    |                                     |                                    |                                     |                                   |                          |   |                                     |
| <b>Additional Comments:</b> |   | Given the multi contractor / multi lot structure of the Framework Agreement, each Contractor shall only be required to delivery community benefits as and when specific spend thresholds are exceeded. Accordingly, the community benefit outcomes above detail the possibilities of what could be delivered, not what shall be delivered as part of the Framework Agreement. |                         |  |                                    |                                     |                                    |                                     |                                   |                          |   |                                     |
| <b>Impacts Summary,</b>     | <b>Public Sector Equality Duty and Fairer Scotland Duty</b> | <input checked="" type="checkbox"/>   | <b>HR Policy Impact</b> | <input type="checkbox"/>   | <b>Data Protection Impact</b>      | <input checked="" type="checkbox"/> | <b>Environment / Carbon Impact</b> | <input checked="" type="checkbox"/> | <b>Risk Impact</b>                | <input type="checkbox"/> | <b>Children's Rights and Wellbeing Impact</b> | <input checked="" type="checkbox"/> |
|                             | <b>Financial Impact</b>                                     | <input checked="" type="checkbox"/>   | <b>Legal Impact</b>     | <input checked="" type="checkbox"/>                              | <b>Technology / Digital Impact</b> | <input type="checkbox"/>            | <b>Comms Impact</b>                | <input type="checkbox"/>            | <b>Armed Forces Covenant Duty</b> | <input type="checkbox"/> |   |                                     |