



Being a Camden Supplier

Supporting Camden 2025

Guidance for Tenderers

Camden 2025

Camden has a proud, rebellious spirit that throughout its history has seen communities come together to tackle problems, and to bring about real social change.

The Council has worked with Camden's citizens, partners, businesses and staff to develop a long-term vision for the borough. This is called '[Camden 2025](#)'.

At the very heart of this vision for Camden in 2025 there is a common cause:

We want to make Camden a better borough – a place where everyone has a chance to succeed and where nobody gets left behind. Together, we will create a place that works for everyone, and where everybody has a voice.

To deliver this ambition we have set out five '**calls to action**' that we can all play a part in to make Camden a better place to live by 2025:

- 1. In 2025, everyone in Camden should have a place they call home.**
- 2. In 2025, growth in Camden should be strong and inclusive – everyone should be able to access the work that is right for them.**
- 3. In 2025, Camden should be safe, strong and open, and everyone should be able to contribute to their community.**
- 4. In 2025, Camden should be a clean, vibrant and sustainable place.**
- 5. In 2025, everyone in Camden should be able to live a healthy, independent life.**

Social Value

[Social Value](#) is “a concept which seeks to maximise the additional benefit that can be created by procuring or commissioning goods, services and works, above and beyond the benefit of merely the goods, services and works themselves”. These benefits can range from the tangible, such as jobs for the long-term unemployed and apprenticeships; to 'softer' benefits such as supporting disengaged communities to speak up on issues that affect them. Other benefits include ensuring food is sustainably and ethically sourced and reducing the carbon footprint of service delivery.

How you can support Camden 2025 and deliver Social Value

To support the delivery of the Camden 2025 ambition and social value, we have set out below a number of initiatives through which you can contribute to each of our *Calls to Action*. This is not an exhaustive list and some of these initiatives will be more directly applicable to certain contracts, but we expect all our suppliers to contribute to delivering our Calls to Action wherever possible, not just in your direct service delivery but also through your supply chains. Links are provided throughout this document to additional information and guidance. Further details of these requirements, along with how we will evaluate proposals from providers to support our aims, are set out in the tender documentation.

1. ***Everyone in Camden should have a place they call home***

Reducing Rough Sleeping

[StreetSafe](#) provides the local community and businesses with the opportunity to report concerns about people sleeping rough or incidents of street based activity that affects them or others in their neighbourhood.

2. ***Growth in Camden should be strong and inclusive – everyone should be able to access the work that is right for them***

Camden has an ambitious agenda via its [Equality Policy](#) to address the needs of people who are faced with disadvantage or inequalities e.g. treated less favourably because of race, sex, disability, age, gender, reassignment, marriage and civil partnership, pregnancy and maternity / paternity, sexual orientation, transgender, religion / belief.

Local Employment, Training and Skills

You and your supply chains are expected to work with our Economic Development teams to promote [local employment opportunities](#) and raise the skills level of our residents. We are committed to creating [apprenticeship opportunities](#) for our residents aged 16 plus. We also support the creation of work experience placements and will expect you to work with us, and our partners [Inspire!](#).

We also expect you to promote employment opportunities for people with disabilities and mental health needs. Support is available for you to design job roles, and to help you as an employer and the employees once they are in work. The new [CamdenAbility-Cross River Partnership](#) deliver projects around employment and volunteering for people with disabilities and [Hillside](#) for people with mental health needs.

Workforce Standards

We recognise the importance and value of good employment practices in delivering public services. We have therefore developed a set of minimum standards which you will be required to accept and deliver. These standards will help create a well-managed, engaged and motivated workforce and through them, better delivery of public services. These represent a minimum approach to the management of the workforce and so we do not expect you will incur additional costs as a result of these.

The real Living Wage

We are accredited with the [Living Wage Foundation](#) and you are expected to pay the real Living Wage rate (across the UK or London) as a minimum to employees working on our contracts. Where the London or UK Living Wage is specified in the contract it will be a requirement to pay the relevant rate throughout the contract period. The real Living Wage is good for business and for society. Organisations that pay the real Living Wage have reported significant improvements in quality of work, reduced staff absence and turnover and a stronger corporate reputation.

Blacklisting and Protection of Whistleblowers

We condemn the practice of blacklisting potential employees and are committed to the protection of whistle blowers seeking to disclose information in the public interest. You must comply with legislation and regulations as a condition of contract.

Flexible Working Practices

We are an accredited Timewise Council. The lack of quality, part-time and flexible jobs contributes to lower rates of mothers in work and child poverty. You are actively encouraged to adopt positive flexible working practices that help parents to access

employment. Advice is available to support you to consider flexible working, through organisations like the [Timewise Foundation](#) and their '[Hire me my way](#)' campaign.

Modern Slavery

We understand the risk that all forms of modern slavery pose to our residents and internationally through the nature of modern supply chains. We are fully committed to using all avenues to tackle modern slavery by using our statutory powers, our role as a public procurer, our partnerships with the Police and others and through wider awareness raising. You can find out more [here](#) about how our policies minimise the risk of any form of modern slavery existing within the Council. As our supplier you will be required to comply with all Human Trafficking legislation and we will expect you to share our commitment to tackle all forms of modern slavery.

3. Camden should be safe, strong and open, and everyone should be able to contribute to their community

Safeguarding Children and Adults at Risk of Abuse

Safeguarding means protecting [children](#) and vulnerable adults and taking action when they are at risk of harm. We all have a role to play, including protecting children and young people from child abuse and neglect. [Adults](#) with care and support needs may be more at risk of abuse or neglect because they are unable to take care of themselves or protect themselves from harm or exploitation. The role you could play may include:

- Reporting safeguarding concerns relating to those in your care;
- Equipping your staff with the skills to spot and report possible signs of abuse, hate crime, harm, neglect or exploitation in the community.

The [Camden Safeguarding Children's Board](#) website includes further advice and guidance including information on [Sexual Exploitation](#) and '[What all parents should know](#)'. Please also see the new [Stop the Traffik website](#) and our [Know campaign](#) to tackle domestic violence and abuse in Camden.

Work Related Road Risk

We are committed to improving road safety and reducing road casualties. Should your tender be successful, and you operate vehicles as part of the service, you will need to meet specific Work Related Road Risk requirements. These requirements are aligned with the approach taken by [Transport for London](#).

4. Camden should be a clean, vibrant and sustainable place

Deliveries to Camden Council Buildings

Where the contract involves deliveries to Camden Council buildings, you may be required to deliver goods to our freight consolidation centre, from where another contractor will complete the 'final mile' delivery. This will help to make Camden a better place to live and work by improving air quality and reducing traffic congestion.

Camden's Climate Action Plan 2020-25

The [Camden Climate Action Plan 2020-2025](#) proposes a five-year programme of projects and activities around the themes of People, Buildings, Places and Organisations that deliver on the 17 Citizens' Assembly recommendations and bring to life the vision of a zero carbon Camden. The four vision areas of the plan are as follows:

The key environmental issues for the borough are:

- People - Everyone who lives, works, studies and visits the borough will be well informed and actively contribute to tackling the climate crisis in all aspects of their lives.
- Buildings - Camden's buildings will be energy efficient, comfortable and fit-for-purpose for a zero carbon future.
- Places - Camden's public spaces will encourage and enable healthy and sustainable travel choices and promote biodiversity.
- Organisations - All organisations in Camden will operate responsibly and embed tackling the climate crisis throughout their operations.

Camden's Clean Air Action Plan 2019-2022

Poor air quality is the largest environmental risk for public health, and exposure to air pollution is responsible for around 4,000 premature deaths each year in London. Additionally, air pollution has a significant financial impact upon health and social care systems and the economy through sickness and reduced productivity.

The [Camden Clean Air Action Plan 2019-2022](#) was developed collaboratively with a partnership of community representatives and other stakeholders, and it sets out how the Council and partners will take action to improve air quality and reduce the impact of air pollution upon public health. The CAAP works towards the overall objective of achieving the [World Health Organization air quality guidelines](#) and the Camden 2025 vision for a borough in which '*no person experiences poor health as a result of the air they breathe*'.

5. *Everyone in Camden should be able to live a healthy, independent life*

'Supporting People, connecting communities'

Our [new strategic plan](#) for older and disabled people living and ageing well in Camden sets out our ambition to work with people who need support to identify their strengths and help them to realise their potential. This means supporting them to build stronger networks within their local community, to make it possible for them to retain their independence and support their overall wellbeing, both physical and emotional and to tackle loneliness and social isolation. This can include the use of innovative schemes such as the [RecommendMe app](#) and [GoodGym](#).

Promoting a Healthy Workforce

Our CamdenAbility programme sees employers as crucial to developing fairer and healthier local workforces. The benefits are not only happier, more productive staff, but more successful companies and services too. The [Workplace Wellbeing Charter](#) provides an opportunity for you to demonstrate your commitment in this regard.

[Mental Health First Aid](#) courses are also available for organisations to build skills in responding to others experiencing mental ill health as well as encouraging people to recognise and manage their own mental wellbeing.

[Breathe](#) can offer assistance to help your staff quit smoking by offering awareness presentations, events, referrals and 12 week programmes.

The [One You Camden](#) website is packed with practical tips, tools and free apps to help anyone improve their health today including eating well, health checks and being more physically active.