

## List of Metrics



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METRIC AREA: Jobs, apprenticeships & placements

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships	Jobs (manaticad)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created'	Direct/indirect	Employed directly by the	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next		A person who does not fall into any	N/A	N/A	Υ
and placements	(monetised)			become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the	. ,	reporting organisation.	unemployed	two weeks.		other categories.			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Υ
Jobs, apprenticeships	Jobs (monetised)	N/A	Jobs created	from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created'	Direct/indirect	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next		A person who was left unemployed by COVID-19.	N/A	N/A	Y
and placements	(			become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the				two weeks.					
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Black, Asian or minority ethnic person	I A nerson wind is from a hiack Asian	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Refugee/	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Female	A person who identifies as female.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.				Unemployment means being without a job and					
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	. ,	Employed directly by the reporting organisation.	Previously unemployed	having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	Y
Jobs,	Jobs			Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	Previously	Unemployment means being without a job and having been actively seeking work in the past		A person who has successfully			
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	unemployed	four weeks. Available to start work in the next two weeks.	Graduate	completed a degree of any level at a university or college.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.				Unemployment means being without a job and					
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously unemployed	having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	over 50 years of age	A person over the age of 50.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	General	A person who does not fall into any other categories.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.					Diada Asian an				
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Refugee/ displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
lobo				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A single parent is a parent who			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Single parent	lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Female	A person who identifies as female.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
loh o				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	. ,	Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs,	Jobs			Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	Long-term	Long-term unemployment means unemployed		LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more.			
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	unemployed	for longer than 12 months.	LGBTQ+	These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A person who is in transition from or			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-service personnel	has ceased to be a member of HM Armed Forces.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A person who has successfully			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Graduate	completed a degree of any level at a university or college.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Over 50 years of age	A person over the age of 50.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A person with a physical or mental			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Disabled person	impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.				Unemployment means being without a job and		A person with a physical or mental			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously unemployed	having been actively socking work in the nast	Disabled person	impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.				Unemployment means being without a job and					
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A person who formerly had no			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Formerly homeless	accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y
Jobs,	Jobs	A. ( A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect	Employed directly by the	Previously	Unemployment means being without a job and having been actively seeking work in the past	Formerly	A person who formerly had no accommodation available in the UK	<b>N</b> 1/A		V
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	unemployed	four weeks. Available to start work in the next two weeks.	homeless	or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A person between the ages			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	NEET	of 16 and 24 not in education, employment or training.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.				Unemployment means being without a job and		A person between the ages			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously unemployed	having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	NEET	of 16 and 24 not in education, employment or training.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously employed	Previously employed.	General	A person who does not fall into any other categories.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously employed	Previously employed.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y
loh o				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously employed	Previously employed.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.					Dia da Asiana				
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously employed	Previously employed.	Black, Asian or minority ethnic person	I A DARSON WIND IS TROM 2 DISCK ASISD I	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						Applies to a parson who has refugee			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously employed	Previously employed.	Refugee/ displaced persor	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A single parent is a parent who			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Previously employed	Previously employed.	Single parent	lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	Female	A person who identifies as female.	N/A	N/A	Y
Jobs,	Jobs	N//A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect	Employed directly by the	Previously	Duanianalus amaralansa d		A person who feels their gender	NI / A	D. / / A	V
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	employed	Previously employed.	Non-binary	cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs, apprenticeships	Jobs	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect	Employed directly by the	Previously	Previously employed.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more.	N/A	N/A	V
and placements	(monetised)	N/A	Jobs Created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	employed	Freviously employed.	LGBTQT	These terms are used to describe a person's sexual orientation or gender identity.	IN/ A	/V/A	T
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	Υ
				from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	1.0 is equivalent to a full-time worker.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	Y
Jobs,	laha			Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Francisco de diversativo horotta	Duanianala			A person between the ages			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	NEET	of 16 and 24 not in education, employment or training.	N/A	N/A	Y
Jobs, apprenticeships	Jobs	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect	Employed directly by the	Previously	Previously employed.	Graduata	A person who has successfully completed a degree of any level at a	N/A	N/A	V
and placements	(monetised)	N/A	Jobs Created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	employed	Freviously employed.	Graduate	university or college.	IN/ A	IV/A	T
Jobs,	Jobs	0.170		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect	Employed directly by the	Previously	Duanianalmanalanad	Over 50 years of	A may a may a than a man of 50	NI / A	A / / A	V
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	employed	Previously employed.	age	A person over the age of 50.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	Disabled person	on their ability to do normal daily	N/A	N/A	Υ
				from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the						activities.			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y
				from apprenticeships and placements, which have their own metrics.								<u>l</u>	

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.			Description		<b>F</b>	A person who formerly had no			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Previously employed	Previously employed.	Formerly homeless	accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	General	A person who does not fall into any other categories.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Left unemploye by COVID-19	d A person who was left unemployed by COVID-19.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Black, Asian or minority ethnic person	A nerson who is from a hiack Asian i	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Refugee/ displaced perso	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Female	A person who identifies as female.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own	Direct/indirect	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.			First full			A person who is in transition from or			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-service personnel	has ceased to be a member of HM Armed Forces.	N/A	N/A	Y
Jobs,	Jobs	A / / A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	First full time job (e.g.	First full time job, for example as a graduate or	Young person	Variable and a second and 10	N1 / A		V
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	graduate, school leaver)	school leaver.	(aged under 18)	Young person aged under 18.	N/A	N/A	Y
Jobs,	Jobs			Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	First full time job (e.g.	First full time job, for example as a graduate or		A person who has successfully			
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	reporting organisation.	graduate, school leaver)	school leaver.	Graduate	completed a degree of any level at a university or college.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created'	Direct/indirect	Employed directly by the reporting organisation.	First full time job (e.g. graduate,	First full time job, for example as a graduate or school leaver.	Over 50 years of age	A person over the age of 50.	N/A	N/A	Υ
and placements				become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.			school leaver)						
Jobs, apprenticeships	Jobs (monetised)	N/A	Jobs created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created'	Direct/indirect	Employed directly by the reporting organisation.	First full time job (e.g. graduate,	First full time job, for example as a graduate or school leaver.	NEET	A person between the ages of 16 and 24 not in education,	N/A	N/A	Y
and placements	,			become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		,	school leaver)			employment or training.			
Jobs,	Jobs	N/A	laba ayaatad	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	First full time job (e.g.	First full time job, for example as a graduate or	Dischlad navasn	A person with a physical or mental impairment that has a 'substantial'	NI / A	N / / A	V
apprenticeships and placements	(monetised)	IV/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		reporting organisation.	graduate, school leaver)	school leaver.	Disabled person	and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	Ť
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.			First full						
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.			First full			A person who formerly had no			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Formerly homeless	accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y
Jobs,	laha			Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	Employment			A norman who does not fall into any			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	history unknown	Recent employment status is unavailable.	General	A person who does not fall into any other categories.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.	:	_ ,	Employment						
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	history unknown	Recent employment status is unavailable.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.			Employment						
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	history unknown	Recent employment status is unavailable.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	Y
Jobs,	Jobs			Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the	Employment		Black, Asian or	A person who is from a black, Asian			
apprenticeships and placements	(monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	employment	Employed directly by the reporting organisation.	history unknown	Recent employment status is unavailable.	minority ethnic person	or minority ethnic group.	N/A	N/A	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.			Employment			Applies to a person who has refugee			
apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	-	Employed directly by the reporting organisation.	history unknown	Recent employment status is unavailable.	Refugee/ displaced person	status in the LIK and is entitled to	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						A single parent is a parent who			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Single parent	lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Female	A person who identifies as female.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.						LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender,			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	LGBTQ+	queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	Y
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	on Monetised
				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.									
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	·		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Over 50 years of age	A person over the age of 50.	N/A	N/A	Y
Jobs, apprenticeships	Jobs (manaticad)	N/A	Jobs created		Direct/indirect		Employment history	Recent employment status is unavailable.	NEET	A person between the ages of 16 and 24 not in education,	N/A	N/A	Υ
and placements	(monetised)			Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the		reporting organisation.	unknown			employment or training.			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.		Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Disabled person	on their ability to do normal daily	N/A	N/A	Y
				from apprenticeships and placements, which have their own metrics.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of						activities.			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	1.0 is equivalent to a full-time worker.  Please note that after 12 months of employment 'jobs created' become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs created	Please note that after 12 months of employment 'jobs created'	Direct/indirect	Employed directly by the reporting organisation.	Employment history unknown	Recent employment status is unavailable.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not	N/A	N/A	Υ
and place				become 'jobs safeguarded'. These jobs are also separate from apprenticeships and placements, which have their own metrics.  Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE			diff. i.i.			just refer to people who slept rough.			
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	of 1.0 is equivalent to a full-time worker. After 12 months 'jobs	Direct/indirect employment	Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded'. Please note that jobs only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded' Please note that jobs	Direct/indirect employment	Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded'. Please note that jobs only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minorit ethnic group.	y N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded'. Please note that jobs only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Refugee / displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded'. Please note that jobs only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements,	Direct/indirect employment	Employed directly by the reporting organisation.		A single parent is a parent who lives alone with their children and is responsible for their day- to-day upbringing and wellbeing.		N/A	N/A	N/A	Y
				which have their own metrics.									

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded		Direct/indirect	Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	Υ
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements,		Employed directly by the reporting organisation.	Male	A person who identifies as male.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded			Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded'. Please note that jobs only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Young person	Young person aged under 18.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect	Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded		Direct/indirect employment	Employed directly by the reporting organisation.	Over 50 years of age	A person over the age of 50.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded			Employed directly by the reporting organisation.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded		Direct/indirect	Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'jobs created' become 'jobs safeguarded'. Please note that jobs only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. These jobs are also separate from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	N/A	N/A	Υ
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Made redundant, Dismissed	Total number of FTEs lost which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. These are jobs that were lost as a result of the intervention/activity, not because of staff quitting, contracts ending or retirements.  Please note that these include apprenticeships and		Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	Y
				placements.									

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships	Jobs	N/A	Total nun reporting of 1.0 is equiva Made redundant/ lost as a res	nber of FTEs lost which can be attributed to the rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staf		Employed directly by the	Care leaver	Care leavers are young people aged 16 to 25	N/A	N/A	N/A	N/A	
and placements	(monetised)	N/A	Please	note that these include apprenticeships and placements.  nber of FTEs lost which can be attributed to the	employment	reporting organisation.	Care leaver	leaving authority care.	N/A	IV/A	IN/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	made redundant/ lost as a res Dismissed reporting of 1.0 is equival lost as a res	rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  note that these include apprenticeships and		Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Total num reporting of 1.0 is equival lost as a res print of the print	placements.  The placements of FTEs lost which can be attributed to the reganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  In the intervention of the inter		Employed directly by the reporting organisation.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Total num reporting of 1.0 is equival lost as a res principle.	placements.  nber of FTEs lost which can be attributed to the rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  note that these include apprenticeships and placements.		Employed directly by the reporting organisation.	Refugee / displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Made redundant/ Dismissed  reporting of 1.0 is equival lost as a res	nber of FTEs lost which can be attributed to the rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  note that these include apprenticeships and placements.		Employed directly by the reporting organisation.		A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	made redundant/ Dismissed  reporting of 1.0 is equival lost as a res	nber of FTEs lost which can be attributed to the rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  note that these include apprenticeships and		Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Total num reporting of 1.0 is equival lost as a rest Dismissed	placements.  The placements of FTEs lost which can be attributed to the reganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  In the intervention of the inter		Employed directly by the reporting organisation.	Male	A person who identifies as male.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Total num reporting of 1.0 is equival lost as a rest Dismissed	placements.  The placements of FTEs lost which can be attributed to the reganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  In the intervention of the inter		Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	made redundant/ lost as a res Dismissed reporting of	placements.  The placements of FTEs lost which can be attributed to the reganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were ult of the intervention/activity, not because of staff uitting, contracts ending or retirements.  In the intervention of the inter		Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Made redundant/ Dismissed  reporting of 1.0 is equival lost as a res	nber of FTEs lost which can be attributed to the rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were		Employed directly by the reporting organisation.	Young person	Young person aged under 18.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	reporting of 1.0 is equival Made redundant/ lost as a res	nber of FTEs lost which can be attributed to the rganisation, between reporting periods. An FTE of lent to a full-time worker. These are jobs that were		Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	Y
			Please	note that these include apprenticeships and placements.									

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships	Jobs	N/A	Made redundant/	Total number of FTEs lost which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. These are jobs that were lost as a result of the intervention/activity, not because of states.	f e Direct/indirect	Employed directly by the	Over 50 years		N/A	N/A	N/A	N/A	Y
and placements	(monetised)		Dismissed	quitting, contracts ending or retirements.  Please note that these include apprenticeships and placements.	employment	reporting organisation.	of age						
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Made redundant/ Dismissed	Total number of FTEs lost which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. These are jobs that were lost as a result of the intervention/activity, not because of star quitting, contracts ending or retirements.  Please note that these include apprenticeships and	e	Employed directly by the reporting organisation.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Made redundant/ Dismissed	placements.  Total number of FTEs lost which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. These are jobs that were lost as a result of the intervention/activity, not because of state quitting, contracts ending or retirements.  Please note that these include apprenticeships and	9	Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Made redundant/ Dismissed	Total number of FTEs lost which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. These are jobs that were lost as a result of the intervention/activity, not because of star quitting, contracts ending or retirements.  Please note that these include apprenticeships and	e	Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by ar employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by an employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting	Direct/indirect employment	Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time	Direct/indirect employment	Employed directly by the reporting organisation.	Black, Asian or minority ethnic person	LA NARSON WIND IS TROM A DIACK ASIAN OF MINORITY L	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting	Direct/indirect employment	Employed directly by the reporting organisation.	Refugee / displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time	Direct/indirect employment	Employed directly by the reporting organisation.	Single Parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time	Direct/indirect employment	Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	where individuals have requested to move to a part-time	Direct/indirect employment	Employed directly by the reporting organisation.	Male	A person who identifies as male.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	where individuals have requested to move to a part-time	Direct/indirect employment	Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	Υ

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	on Monetised
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by an employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Young person	Young person aged under 18.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by an employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Over 50 years of age	A person over the age of 50.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by an employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by an employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (monetised)	N/A	Jobs voluntarily moved from full time to part time	Total number of FTEs which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. This refers to instances where individuals have requested to move to a part-time basis because it benefits them, rather than being asked by an employer to do so.	Direct/indirect employment	Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	employed, as a proportion of the total FTE workforce	Percentage of FTE disabled people employed as a proportion of the total FTE workforce. A disabled person is defined as a person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of people (FTE) from groups under- represented in the workforce employed, as	Percentage of people (FTE) from groups under- represented in the workforce employed, as a proportion of the total FTE workforce. See the Equality Act 2010 for details on under-represented groups.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of people (FTE) in the workforce that are 'local', as a proportion of the total FTE workforce	the total FTE workforce.  The understanding of 'local' is often based around the	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	people (FTE) in	Number of people (FTE) in the workforce that are 'local' The understanding of 'local'	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of job opportunities advertised locally	Percentage of job opportunities advertised	131 / 🕰	N/A	N/A	N/A	N/A	N/A	N

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2 Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Number of green jobs created (FTE). Green jobs are jobs that carry out primarily green tasks within the Low Carbon and Renewable Energy Economy (LCREE), as defined by the ONS. LCREE is defined as 'economic activities that deliver goods and services that are likely to help the UK generate lower emissions of greenhouse gases, predominantly carbon dioxide.'	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of black, Asian or minority ethnic people (FTE) employed, as a proportion of the total FTE workforce	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of refugee/displaced people (FTE) employed, as a proportion of the total FTE workforce  Percentage of refugee/displaced people (FTE) employed, as a proportion of the total FTE workforce.  Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of single parents (FTE) employed, as a proportion of the total parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of people reporting as female (FTE) employed, as a proportion of the total FTE workforce  Percentage of people reporting as female (FTE) employed, as a proportion of the total FTE workforce	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of people reporting as non- binary (FTE) employed, as a proportion of the total FTE workforce  Percentage of people reporting as non-binary (FTE) employed, as a proportion of the total FTE workforce	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of people reporting as LGBTQ+ (FTE) employed, as a proportion of the total FTE workforce  Percentage of people reporting as LGBTQ+ (FTE) employed, as a proportion of the total FTE workforce.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of ex-service personnel (FTE) as a proportion of the total FTE workforce. Ex-service personnel is a term for someone who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of young people (aged under 18) (FTE) employed, as a proportion of the total FTE workforce	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of graduates  (FTE) employed, as a proportion of the total FTE workforce. A person who has successfully completed a degree of any level at a university or college within the past 3 years.	N/A	N/A	N/A	N/A	N/A	N/A	N

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of people over the age of 50 (FTE) employed, as a proportion of the total FTE workforce	Percentage of people over the age of 50 (FTE) employed, as a proportion of the total FTE workforce.	, N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non- monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of ex-offenders (FTE) employed, as a proportion of the total FTE workforce	Percentage of ex-offenders (FTE) employed, as a proportion of the total FTE workforce. Ex- offenders are defined as people with any kind of historical criminal record.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Jobs (non-monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	homeless people (FTE) employed, as a proportion of the total FTE workforce	Percentage of formerly homeless people (FTE) employed, as a proportion of the total FTE workforce. Someone who is formerly homeless, is someone who has experienced homelessness over the past 12 months. Homelessness has a wider meaning than rough sleeping. By law, you are homeless if you have no available accommodation or if you have accommodation but it is not reasonable for you to live there anymore. This means you can be considered homeless if you are temporarily staying with friends or family, if your home is in a very poor condition, or if it is no longer suitable for you because of disability, illness or you have had to leave your home due to abuse.	N/A	N/A	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	employment c	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	employment c	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition M	lonetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	nerson	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Female	A person who identifies as female.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	200	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition N	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Formerly homeles	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	_	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Left unemployed b COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Refugee/displace person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition N	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Previously employed	Previously employed.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	General	A person who does not fall into any other categories.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Left unemployed b COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day to-day upbringing and wellbeing.	Y Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).		First full time job, for example as a graduate or school leaver.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	1	First full time job, for example as a graduate or school leaver.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Formerly homeles	A person who formerly had no accommodation available in the UK or abroad.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	First full time job e/ (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Υ
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at leve 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Over 50 years of age	A person over the age of 50.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition M	lonetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is a new starter (in post for <12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Employment history unknown	Recent employment status is unavailable.	Formerly homeles	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	General	A person who does not fall into any other categories.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Refugee/ displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Female	A person who identifies as female.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Over 50 years of age	A person over the age of 50.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	NEET	A person between the ages of 16 and 24 not in education, employment or training.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Intermediate (level 2)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 2 (GCSE equivalent).	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y

Metric area Metric Metric definition Category 1 Category 1 definition Category 2 Category 2 definition Category 3 Category 3 definition Category 3	y 4 Category 4 definition Cat	ategory 5 Category 5 definition Monetised

Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Left unemployed b COVID-19	A person who was left unemployed by COVID-19.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition Monetise
apprenticeships	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created'	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past	Black, Asian or minority ethnic	
and placements	(monetised)			become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to		reporting organisation.	(level 3)	3 (A level equivalent) or below.	unemployed	four weeks. Available to start work in the next two weeks.	person	ethnic group.
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.
Jobs, apprenticeships and placements	pprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Female	A person who identifies as female.
Jobs, apprenticeships and placements	pprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.
Jobs, apprenticeships and placements	pprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.
Jobs, apprenticeships and placements	pprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.
Jobs, apprenticeships and placements	pprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded.' Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Young person (aged under 18)	Young person aged under 18.

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetise
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Υ
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	200	f A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	•	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	_	A person who formerly had no accommodation available in the UK or abroad.	Y

counting.

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition M	lonetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Previously employed	Previously employed.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Left unemployed b COVID-19	y A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	_	First full time job, for example as a graduate or school leaver.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	V

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	n Monetisec
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	e/ (e.g. graduate,	graduate or school leaver	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at leve 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	V
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Employment history unknown	Recent employment status is unavailable.	Over 50 years of age	A person over the age of 50.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetise
Jobs, apprenticeships and placements		N/A	Apprenticeships created	after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment			A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	2 Employment	Recent employment status is unavailable.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements		N/A	Apprenticeships created	after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	t Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	EMNIOVINENI	Recent employment status is unavailable.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	t Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	⊢mniovment	Recent employment status is unavailable.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	t Employed directly by the reporting organisation.	Advanced (level 3)	A person who is a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	- Employment I	Recent employment status is n unavailable.	Formerly homeles	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	(manatised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		A person who does not fall into any other categories.	y N/A	N/A	Y
Jobs, apprenticeships and placements		N/A	Apprenticeships safeguarded	specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y
Jobs, apprenticeships and placements		N/A	Apprenticeships safeguarded		Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Left unemployed by COVID-19	d A person who was left unemployed by COVID-19.	d N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		A nerson who is from a hiack Asian I	n N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Refugee/ displaced persor	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Female	A person who identifies as female.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	Young person (aged under 18)		N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements		N/A	Apprenticeships safeguarded		Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		A person who has successfully completed a degree of any level at a university or college.	a N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		of A person over the age of 50.	N/A	N/A	Y
Jobs, apprenticeships and placements	IMANATICALI	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded'. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		A person between the ages of 16 and 24 not in education, employment or training.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	specific job. Please note that apprenticeships only count as safeguarded if they would have been lost if the intervention/activity in question had not gone ahead. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded		Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.		A person with any kind of historical criminal record.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs safeguarded which can be attributed to the reporting organisation, between reporting periods.  An FTE of 1.0 is equivalent to a full-time worker. After 12 months 'apprenticeships created' become 'apprenticeships safeguarded.' Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a	Direct/indirect employment	Employed directly by the reporting organisation.	Advanced (level 3)	A person who is not a new starter (in post for >12 months) undertaking an apprenticeship at level 3 (A level equivalent) or below.	- CYTTION	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	General	A person who does not fall into any other categories.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Left unemployed b COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Black, Asian or minority ethnic person		Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	nerson	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition M	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	200	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Refugee/displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Ex-offender	A person with any kind of historical criminal record.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition M	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	Formerly homeles	A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.		Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.		A person who formerly had no accommodation available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Long-term unemployed	Long-term unemployment means unemployed for longer than 12 months.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously unemployed	Unemployment means being without a job and having been actively seeking work in the past four weeks. Available to start work in the next two weeks.		A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	General	A person who does not fall into any other categories.	Y
Jobs, apprenticeships and placements		N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.	Direct/indirect employment		Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,	Annvantiacabina		Appronticechine	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Llighor (lovel	A person who is a new starter (in post >12	Droviously		Loft unampleyed by	A person who was	
and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and		Employed directly by the reporting organisation.	Higher (level 4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Left unemployed by COVID-19	COVID-19.	Y
and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.  Applies to a person who	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Rowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Refugee/displaced person	has refugee status in the UK, and is entitled to legally work.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their dayto-day upbringing and wellbeing.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y

Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Previously employed	Previously employed.	Ex-offender	A person with any kind of historical criminal record.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
apprenticeships	Apprenticeships (monetised)	N/A	Apprenticeships created			Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level	Previously employed	Previously employed.	Formerly homeless	A person who formerly had no accommodation available in the UK or	Υ
and placements	(monetised)		Created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the		reporting organisation.	77)	4 (foundation degree equivalent) or above.	employed			abroad.	
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	First full time job (e.g. graduate, school leaver)	I FIRST TILL TIME ION TOR OVERNIO AS A	General	A person who does not fall into any other categories.	Υ
				safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the									
Jobs,	Apprenticeships	21/2	Apprenticeships	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level		First full time job	First full time job, for example as a		Care leavers are young	
apprenticeships and placements	(monetised)	N/A	created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	reporting organisation.	4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	(e.g. graduate, school leaver)	graduate or school leaver.	Care leaver	people aged 16 to 25 leaving authority care.	Y
Jobs, apprenticeships	Apprenticeships	N/A	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.	Direct/indirect	Employed directly by the	_	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level	First full time job (e.g. graduate,	First full time job, for example as a	_	A person who was left unemployed by	Y
and placements	(monetised)		created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and		reporting organisation.	4+)	4 (foundation degree equivalent) or above.	school leaver)	graduate or school leaver.	COVID-19	COVID-19.	
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
Jobs,	Apprenticeships		Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level		First full time job	First full time job, for example as a	Refugee/displaced	Applies to a person who has refugee status in the	
apprenticeships and placements	(monetised)	N/A	created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	reporting organisation.	4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	(e.g. graduate, school leaver)	graduate or school leaver.	person	UK, and is entitled to legally work.	Y
Jobs,	Δnnrenticochine		Approprieschine	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level	A person who is a new starter (in post >12	_	First full time ich for overnle es e		A single parent is a parent who lives alone with their children and is	
apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.		First full time job, for example as a graduate or school leaver.	Single parent	with their children and is responsible for their day- to-day upbringing and wellbeing.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el (e.g. graduate,	First full time job, for example as a graduate or school leaver.	Female	A person who identifies as female.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	First full time job e/ (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	First full time job el (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	First full time job el (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	•	First full time job, for example as a graduate or school leaver.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	el (e.g. graduate,	First full time job, for example as a graduate or school leaver.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el (e.g. graduate,	First full time job, for example as a graduate or school leaver.	Over 50 years of age	A person over the age of 50.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships	Apprenticeships	N/A	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.	Direct/indirect	Employed directly by the	Higher (level	A person who is a new starter (in post >12 months) undertaking an apprenticeship at leve	First full time job (e.g. graduate,	First full time job, for example as a	NEET	A person between the ages of 16 and 24 not in	Y
and placements	(monetised)		created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the	employment	reporting organisation.	4+)	4 (foundation degree equivalent) or above.	school leaver)	graduate or school leaver.		education, employment or training.	
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	First full time job (e.g. graduate, school leaver)	First full time job, for example as a graduate or school leaver.	Disabled person	effect on their ability to do normal daily	Υ
				safeguarded. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the								activities.	
Jobs, apprenticeships	Apprenticeships	N/A	Apprenticeships	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level	A person who is a new starter (in post >12 months) undertaking an apprenticeship at leve	First full time job (e.g. graduate,	First full time job, for example as a	Ex-offender	A person with any kind of	V
and placements	(monetised)		created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		reporting organisation.	4+)	4 (foundation degree equivalent) or above.	school leaver)	graduate or school leaver.	LX-Offerfact	historical criminal record.	1
Jobs,	Apprenticeships	0.1.7.6	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level	A person who is a new starter (in post >12	First full time job	First full time job, for example as a		A person who formerly had no accommodation	
apprenticeships and placements	(monetised)	N/A	created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	employment	reporting organisation.	4+)	months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	(e.g. graduate, school leaver)	graduate or school leaver.	Formerly nomeles	available in the UK or abroad.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	Employment history unknown	Recent employment status is unavailable.	General	A person who does not fall into any other categories.	Y
Jobs,	A na na nati a a a la ina		A mayonti o o olo in o	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Francis and diversity lay the	Limb on (lovel	A person who is a new starter (in post >12	Consideration and			Care leavers are young	
apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	Employment history unknown	Recent employment status is unavailable.	Care leaver	people aged 16 to 25 leaving authority care.	Y
Jobs,				Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.				A person who is a new starter (in post >12				A person who was	
apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	months) undertaking an apprenticeship at leve 4 (foundation degree equivalent) or above.	Employment history unknown		Left unemployed b COVID-19	left unemployed by COVID-19.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Please note that after 12 months of employment		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Employment history unknown	Recent employment status is unavailable.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Υ
				'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the									
apprenticesnips	Apprenticeships (monetised)	N/A	Apprenticeships created	reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level	Employment history unknown	Recent employment status is unavailable.	Refugee/displace person	Applies to a person who has refugee status in the UK, and is entitled to	Υ
and placements	(monotiood)		Oroatoa	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		roporting organication	,	4 (foundation degree equivalent) or above.	motory amazoni	anavanabioi	pordon	legally work.	
Jobs,	Apprenticeships	N/A	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level	A person who is a new starter (in post >12	Employment	Recent employment status is	Single perent	A single parent is a parent who lives alone with their children and is	V
apprenticeships and placements	(monetised)	IV/A	created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.		reporting organisation.	4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	history unknown	unavailable.	Single parent	responsible for their day- to-day upbringing and wellbeing.	Y
Jobs, apprenticeships	Apprenticeships	N/A	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.	Direct/indirect	Employed directly by the	_	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level	Employment	Recent employment status is	Female	A person who identifies	Υ
and placements	(monetised)		created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and		reporting organisation.	4+)	4 (foundation degree equivalent) or above.	history unknown	unavailable.		A person who feels	
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Rease note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Employment history unknown	Recent employment status is unavailable.	Non-binary	their gender cannot be defined within the margins of gender binary.	Y
Jobs,	Apprenticeships	A / / A	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level	A person who is a new starter (in post >12	Employment	Recent employment status is	LODTO	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or	V
apprenticeships and placements	(monetised)	N/A	created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	reporting organisation.	4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	history unknown	unavailable.	LGBTQ+	questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	Y
Jobs,	Apprenticeships	A / / A	Apprenticeships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.		Employed directly by the	Higher (level	A person who is a new starter (in post >12	Employment	Recent employment status is	Ex-service	A person who is in transition from or has	V
apprenticeships and placements	(monetised)	N/A	created	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	employment	reporting organisation.	4+)	months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	history unknown	unavailable.	personnel	ceased to be a member of HM Armed Forces.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition M	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el Employment history unknown	Recent employment status is unavailable.	Young person (aged under 18)	Young person aged under 18.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el Employment history unknown	Recent employment status is unavailable.	Graduate	A person who has successfully completed a degree of any level at a university or college.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	e/ Employment history unknown	Recent employment status is unavailable.	Over 50 years of age	A person over the age of 50.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el Employment history unknown	Recent employment status is unavailable.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el history unknown	Recent employment status is unavailable.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships created	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el history unknown	Recent employment status is unavailable.	Ex-offender	A person with any kind of historical criminal record.	Y
Jobs, apprenticeships and placements		N/A		Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment		_	A person who is a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	el history unknown	Recent employment status is unavailable.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	General	A person who does not fall into any other categories.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	_eft unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)		Black, Asian or minority ethnic person	TA NARGON WIND IG IROM 3 NIGOK AGIGN T	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Refugee/ lisplaced persor	Applies to a person who has refugee status in the UK, and is entitled to legally work.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Female	A person who identifies as female.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and		Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Over 50 years of age	A person over the age of 50.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Disabled persor	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	or over and combine working with studying to gain skills and knowledge in a specific job.  Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	Higher (level 4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (monetised)	N/A	Apprenticeships safeguarded	Please note that after 12 months of employment 'apprenticeships created' become 'apprenticeships safeguarded'. Do not include the core apprenticeship qualification as a separate training metric as that is included in this metric and would result in double counting.	Direct/indirect employment	Employed directly by the reporting organisation.	4+)	A person who is not a new starter (in post >12 months) undertaking an apprenticeship at level 4 (foundation degree equivalent) or above.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	Y
Jobs, apprenticeships and placements	Apprenticeships (non- monetised)	$\Lambda I/\Delta$	Apprenticeships created/ safeguarded (non monetised)	gain skills and knowledge in a specific job. Please note that	Direct/indirect employment	Employed directly by the reporting organisation.	schemes (Level 2, 3 and 4+), as	Percentage of FTE disabled people on apprenticeship schemes (Level 2, 3 and 4+), as a proportion of all people on apprenticeship schemes. Defined under the Equality Act 2010 as: 'a person with a physical or mental impairment that has a 'substantial' and 'longterm' negative effect on your ability to do normal daily activities.'	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Apprenticeships (non- monetised)	$\Lambda I/\Delta$	Apprenticeships created/ safeguarded (non monetised)	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Apprentices are aged 16 or over and combine working with studying to gain skills and knowledge in a specific job. Please note that	Direct/indirect employment	Employed directly by the reporting organisation.	Percentage of FTE people from groups under- represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+), as a proportion of all people on apprenticeship	Percentage of FTE people from groups under- represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+), as a proportion of all people on apprenticeship schemes. See the Equality Act 2010 for details on under- represented groups.	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	Apprenticeships (non- monetised)	$\Lambda I/\Delta$	Apprenticeships created/ safeguarded (non monetised)	gain skills and knowledge in a specific job. Please note that	Direct/indirect employment	Employed directly by the reporting organisation.	· .	Number of people from groups under- represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+). See the Equality Act 2010 for details on under-represented groups.	N/A	N/A	N/A	N/A	N
Jobs, apprenticeships and placements	placements	which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs,	Year-in industry	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0	Direct/indirect			Care leavers are young							
apprenticeships and placements	placements	is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	employment	Employed directly by the reporting organisation.	Care leaver	people aged 16 to 25 leaving authority care.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	-	A person who is from a black, Asian or minority ethnic group.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	employment	Employed directly by the reporting organisation.	Refugee/ displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	employment	Employed directly by the reporting organisation.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.		Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	employment	Employed directly by the reporting organisation.	Male	A person who identifies as male.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	employment	Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	employment	Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.	стрюутст	Employed directly by the reporting organisation.	Young person	Young person aged under 18.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Over 50 years of age	A person over the age of 50.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.		Employed directly by the reporting organisation.	Disabled persor	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.		Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Year-in industry placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Year-in-industry placements last for 12 months (although some last for less time) and form the third year of a four-year degree course.		Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Refugee/ displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement. Total number of FTEs created	Direct/indirect employment	Employed directly by the reporting organisation.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.		Employed directly by the reporting organisation.		LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.		Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement. Total number of FTEs created	Direct/indirect employment	Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Over 50 years of age	A person over the age of 50.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definitio	n Monetised
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.		Employed directly by the reporting organisation.	Disabled persor	A person with a physical or mental impairment that has a n 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.		Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work placement or work experience placement is usually seen as a position intended to enable an individual to learn, develop or enhance their knowledge and skills in an industry or job role by providing a short work experience placement.	Direct/indirect employment	Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Paid Internships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Defined as meaningful work placements that pay the Real Living wage.	Direct/indirect employment	Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Paid Internships	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Paid Internships	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Paid Internships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Defined as meaningful work placements that pay the Real Living wage.	Direct/indirect employment	Employed directly by the reporting organisation.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Paid Internships	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Defined as meaningful work placements that pay the Real Living wage.	Direct/indirect employment	Employed directly by the reporting organisation.	Refugee/ displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.		N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships F and placements	Defined as meaningful work	Direct/indirect	Employed directly by the reporting organisation.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Paid Internships Paid I	Direct/indirect	Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Paid Internships Paid Internships Paid Internships Paid Internships  Paid Internship	Direct/indirect	Employed directly by the reporting organisation.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker.  Defined as meaningful work placements that pay the Real Living wage.	Direct/indirect	Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect	Employed directly by the reporting organisation.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting periods. An ETE of 1.0		Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Over 50 years of age	A person over the age of 50.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. Defined as meaningful work placements that pay the Real Living wage.	Direct/indirect	Employed directly by the reporting organisation.	NEET	A person between the ages of 16 and 24 not in education, employment or training.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships F and placements	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	_	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
		Total number of FTEs created which can be attributed to the reporting organisation, between											
Jobs, apprenticeships and placements	Paid Internships	reporting periods An ETE of 10	Direct/indirect employment	Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Paid Internships	Total number of FTEs created which can be attributed to the reporting organisation, between	Direct/indirect employment	Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	General	A person who does not fall into any other categories.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum	Direct/indirect employment	Employed directly by the reporting organisation.	Care leaver	Care leavers are young people aged 16 to 25 leaving authority care.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	wage should be paid. Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Left unemployed by COVID-19	A person who was left unemployed by COVID-19.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum	Direct/indirect employment	Employed directly by the reporting organisation.		A person who is from a black,		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	wage should be paid.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Refugee/ displaced person	Applies to a person who has refugee status in the UK, and is entitled to legally work.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum	Direct/indirect employment	Employed directly by the reporting organisation.	Single parent	A single parent is a parent who lives alone with their children and is responsible for their day-to-day upbringing and wellbeing.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Female	A person who identifies as female.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Non-binary	A person who feels their gender cannot be defined within the margins of gender binary.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	LGBTQ+	LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning and more. These terms are used to describe a person's sexual orientation or gender identity.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Ex-service personnel	A person who is in transition from or has ceased to be a member of HM Armed Forces.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Young person (aged under 18)	Young person aged under 18.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials	Direct/indirect employment	Employed directly by the reporting organisation.	Graduate	A person who has successfully completed a degree of any level at a university or college.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	at least the national minimum wage should be paid.  Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Over 50 years of age	A person over the age of 50.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	NEET	A person between the ages of 16 and 24 not in education, employment or training.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Disabled person	A person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Ex-offender	A person with any kind of historical criminal record.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Work trials	Total number of FTEs created which can be attributed to the reporting organisation, between reporting periods. An FTE of 1.0 is equivalent to a full-time worker. A work trial is a short period in work (up to 30 days) that can be offered to a jobseeker on benefits once agreed with a Jobcentre Plus. Work trials tend to happen after an individual has been interviewed for a specific role. Jobseekers volunteer for a work trial. They keep getting their benefits whilst they're on it and are not paid a wage. For non-Jobcentre Plus related work trials at least the national minimum wage should be paid.	Direct/indirect employment	Employed directly by the reporting organisation.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad. Homelessness does not just refer to people who slept rough.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Wages	Total number of employees who have experienced an improvement in wages compared to peers. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Supportive co- workers	Total number of employees who have experienced an improvement in supportive co-workers. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
						Total number of employees			34.7				
		Total number of employees who				who have experienced an							
		have experienced a change in				improvement in job security.							
		job quality. This metric should				This metric should only							
		only be used for workers who are				be used for workers who							
		experiencing a clear difference				are experiencing a clear							
Jobs,		when compared with peers in the				difference when compared							
apprenticeships	Job quality	relevant industry.	Improved	N/A	Job security	with peers in the relevant	N/A	N/A	N/A	N/A	N/A	N/A	Υ
and placements	. ,	Please note that this impact is				industry.							
		meant to last a year. In addition				Please note that this impact							
		this should not be used in				is meant to last a year. In							
		combination with the workforce				addition this should not be							
		health metrics as it risks double				used in combination with the							
		counting.				workforce health metrics as it							
						risks double counting.							
						Total number of employees who have experienced							
		Total number of employees who				an improvement in not							
		have experienced a change in				being worried at work.							
		job quality. This metric should				This metric should only							
		only be used for workers who are experiencing a clear difference				be used for workers who							
		when compared with peers in the				are experiencing a clear							
Jobs,	lob avalit.	relevant industry.	Improved	$\Lambda I / \Lambda$	Not we will a	difference when compared	NI / A	Λ//Λ	NI/A	Λ//Λ	NI / A	Λ//Λ	V
apprenticeships and placements	Job quality		Improved	N/A	Not worried	with peers in the relevant industry.	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements		Please note that this impact is				iiidasii y.							
		meant to last a year. In addition				Please note that this impact							
		this should not be used in combination with the workforce				is meant to last a year. In							
		health metrics as it risks double				addition this should not be							
		counting.				used in combination with the							
						workforce health metrics as it risks double counting.							
						Total number of employees							
						who have experienced an							
		Total number of employees who				improvement in the level							
		have experienced a change in job quality. This metric should				of time pressure at work.							
		only be used for workers who are				This metric should only							
		experiencing a clear difference				be used for workers who							
loho		when compared with peers in the				are experiencing a clear							
Jobs, apprenticeships	Job quality	relevant industry.	Improved	N/A	Time pressure	difference when compared with peers in the relevant	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements	Job quanty		mprovod	7.4/7.1	Time pressure	industry.	14//	14//1	14//	74//1	14/71	74/71	•
·		Please note that this impact is meant to last a year. In addition											
		this should not be used in				Please note that this impact							
		combination with the workforce				is meant to last a year. In							
		health metrics as it risks double				addition this should not be used in combination with the							
		counting.				workforce health metrics as it							
						risks double counting.							
						Total number of employees							
		Total number of employees who				who have experienced							
		have experienced a change in				an improvement in how							
		job quality. This metric should				dangerous the job is.							
		only be used for workers who are				This metric should only be used for workers who							
		experiencing a clear difference				are experiencing a clear							
Jobs,		when compared with peers in the			Job is	difference when compared							
apprenticeships	Job quality	relevant industry.	Improved	N/A	dangerous	with peers in the relevant	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements		Please note that this impact is			33.1901040	industry.							
		meant to last a year. In addition				Please note that this impact							
		this should not be used in				is meant to last a year. In							
		combination with the workforce				addition this should not be							
		health metrics as it risks double counting.				used in combination with the							
		Counting.				workforce health metrics as it							
						risks double counting.							
						Total number of employees who have experienced							
		Total number of employees who				an improvement in the							
		have experienced a change in				opportunities for promotion.							
		job quality. This metric should only be used for workers who are				This metric should only							
		experiencing a clear difference				be used for workers who							
1.1.		when compared with peers in the				are experiencing a clear							
Jobs, apprenticeships	loh quality	relevant industry.	Improved	N/A	Opportunities	difference when compared with peers in the relevant	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements	Job quality		Improved	/V/A	for promotion	industry.	IN/ A	/V/A	IN/A	/V/A	IN/A	IV/A	ĭ
and placements		Please note that this impact is				iii addi yi							
		meant to last a year. In addition				Please note that this impact							
		this should not be used in combination with the workforce				is meant to last a year. In							
		health metrics as it risks double				addition this should not be							
		counting.				used in combination with the							
						workforce health metrics as it risks double counting.							
						HONO GOUDIE COUITUITY.			1				

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Level of autonomy	Total number of employees who have experienced an improvement in the level of autonomy. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A		Total number of employees who have experienced an improvement in the ability to work from home. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A		Total number of employees who have experienced an improvement in not being overworked (seen as working 50+ hours a week). This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it		N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Variety in work	risks double counting.  Total number of employees who have experienced an improvement in their variety of work. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Wages	Total number of employees who have experienced a decline in wages compared to peers.  Please note that this impact is meant to last a year.	N/A	N/A	N/A	N/A	N/A	N/A	Y

	Metric	Total number of employees who	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
	ou io	have experienced a change in			July 2				July 1	outogory rue minue m			МОЛОЛОСС
		job quality. This metric should											
		only be used for workers who are experiencing a clear difference				Total number of employees							
		when compared with peers in the				who have experienced							
Jobs, apprenticeships	Job quality	relevant industry.	Declined	N/A	Job security	a decline in job security compared to peers.	N/A	N/A	N/A	N/A	N/A	N/A	V
and placements	Job quality		Decimied	74/71	Job Sceamty	compared to peers.	14/74	74//1	14/74	7 4/ / 1	14//	74/71	'
		Please note that this impact is meant to last a year. In addition				Please note that this impact							
		this should not be used in				is meant to last a year.							
		combination with the workforce											
		health metrics as it risks double counting.											
		Total number of employees who											
		have experienced a change in											
		job quality. This metric should											
		only be used for workers who are experiencing a clear difference				Total number of employees							
Jobs,		when compared with peers in the				who have experienced a decline in not being worried							
apprenticeships	Job quality	relevant industry.	Declined	N/A		at work compared to peers.	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements		Please note that this impact is											
		meant to last a year. In addition				Please note that this impact is meant to last a year.							
		this should not be used in				13 meant to last a year.							
		combination with the workforce health metrics as it risks double											
		counting.											
		Total number of employees who have experienced a change in											
		job quality. This metric should											
		only be used for workers who are				Total number of employees							
		experiencing a clear difference when compared with peers in the				who have experienced a							
Jobs,		relevant industry.	Danilla ad	A / / A	<b>T</b> :	decline in the level of time	N1/A	A / / A	N1/A	A / / A	NI/A	A//A	V
apprenticeships and placements	Job quality		Declined	N/A	Time pressure	pressure compared to peers.	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements		Please note that this impact is meant to last a year. In addition				Please note that this impact							
		this should not be used in				is meant to last a year.							
		combination with the workforce											
		health metrics as it risks double counting.											
		Total number of employees who											
		have experienced a change in											
		job quality. This metric should only be used for workers who are											
		experiencing a clear difference				Total number of employees who have experienced a							
Jobs,		when compared with peers in the			lob is	decline in how safe the job is							
	Job quality	relevant industry.	Declined	N/A	Job is dangerous	compared to peers.	N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements		Please note that this impact is				Please note that this impact							
		meant to last a year. In addition this should not be used in				is meant to last a year.							
		combination with the workforce											
		health metrics as it risks double											
		counting.  Total number of employees who											
		have experienced a change in											
		job quality. This metric should				Takal musels of							
		only be used for workers who are experiencing a clear difference				Total number of employees who have experienced a							
Jobs,		when compared with peers in the				decline in opportunities for							
apprenticeships	Job quality	relevant industry.	Declined	N/A	Opportunities for promotion		N/A	N/A	N/A	N/A	N/A	N/A	Y
and placements	-	Please note that this impact is			for promotion	peers.							
		meant to last a year. In addition				Please note that this impact							
		this should not be used in combination with the workforce				is meant to last a year.							
		health metrics as it risks double											
		counting.											
		Total number of employees who											
		have experienced a change in job quality. This metric should											
		only be used for workers who are				Total number of employees							
		experiencing a clear difference when compared with peers in the				who have experienced a decline in the level of							
Jobs,		relevant industry.	Doglingd	$\Lambda I / \Lambda$	Level of	autonomy compared to	NI / A	Λ//Λ	NI/A	Λ / / Λ	NI/A	N / / A	V
apprenticeships and placements	Job quality		Declined	N/A	autonomy	peers.	N/A	N/A	N/A	N/A	N/A	N/A	Y
, , , , , , , , , , , , , , , , , , , ,		Please note that this impact is meant to last a year. In addition				Please note that this impact							
		this should not be used in				is meant to last a year.							
		combination with the workforce											
		health metrics as it risks double counting.											
		Journal 91									I	I	

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition Mo	netised
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A		Total number of employees who have experienced a decline in the ability to work from home compared to peers.  Please note that this impact is meant to last a year.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Overworked (+50 hours a week average)	Total number of employees who have experienced a decline in not being overworked (50+ hours a week) compared to peers.  Please note that this impact is meant to last a year.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	Total number of employees who have experienced a change in job quality. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.  Please note that this impact is meant to last a year. In addition this should not be used in combination with the workforce health metrics as it risks double counting.		N/A	Variety in work	Total number of employees who have experienced a decline in the variety of work compared to peers.  Please note that this impact is meant to last a year.	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Productivity (MMC)	This metric has multiple inputs. The number of people who are employed in FTE (including apprenticeships). The average wage of staff. And the main region the project relates too. Overall this metric measures the productivity increase on the project specifically by looking at wages directly.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y



METRIC AREA: Workforce wellbeing, training and skills

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Workforce wellbeing, training and skills	Mentoring	Mentoring is a sustained relationship between two people with the goal of professional and personal development. The "mentor" is usually an experienced individual who shares knowledge, experience, and advice with a less experienced person, or "mentee." The default assumption used here is that around 40 hours of mentoring would be supplied.	Mentors	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	Mentoring	Mentoring is a sustained relationship between two people with the goal of professional and personal development. The "mentor" is usually an experienced individual who shares knowledge, experience, and advice with a less experienced person, or "mentee." The default assumption used here is that around 40 hours of mentoring would be supplied.	Mentees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	In-work training (monetised)	N/A	Professional	In-work training opportunities (professional) created, other than apprentices. These are awards made by professional bodies and include registration at Technician, Incorporated and Chartered levels.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	In-work training (monetised)	N/A	Level 2	In-work training opportunities (level 2) created, other than apprentices. These include CSE - grade 1, GCSE grades 9- 4 or grades A*, A, B, C, Level 2 award, Level 2 certificate, Level 2 diploma, Level 2 ESOL, Level 2 essential skills, Level 2 functional skills, Level 2 national certificate, Level 2 national diploma, Level 2 NVQ/SVQ, Music grades 4 and 5, O level grade A, B or C.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	In-work training (monetised)	N/A	Level 3	In-work training opportunities (level 3) created, other than apprentices. These include A level, Access to higher education diploma, Applied general, AS level, International Baccalaureate diploma, Level 3 award, Level 3 certificate, Level 3 diploma, Level 3 ESOL, Level national certificate, Level 3 national diploma, Level 3 NVQ/SVQ, Music grades 6, 7 and 8, Tech level.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	In-work training (monetised)	N/A	Level 4+	In-work training opportunities (level 4+) created, other than apprentices. These include Certificate of higher education (CertHE), Higher national certificate (HNC), Level 4 award, Level 4 certificate, Level 4 diploma, Level 4 NVQ/SVQ.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	In-work training (monetised)	N/A	Hourly	In-work training opportunities created, other than apprentices. Where there is a qualification involved, the qualification metrics should be used.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce	In-work training (non-monetised)	$\Lambda I/\Lambda$	Number of training opportunities created or retained (level 2, 3 and 4+), other than apprentices.	d B, N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	In-work training (non-monetised)		Number of people- hours of learning interventions delivered.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	In-work training (non-monetised)	NI/A	Percentage of disabled people on other training schemes (level 2, 3 and 4+), as a proportion of all the people on training schemes	Percentage of disabled people on other training schemes (level 2, 3 and 4+), as a proportion of all the people on training schemes. Defined under the Equality Act 2010 as: 'a person with a physical or mental impairment that has a 'substantial' and 'longterm' negative effect on your ability to do normal daily activities.'	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	In-work training (non-monetised)	$NI/\Delta$	Number of disabled people on other training schemes (level 2, 3 and 4+)	Number of disabled people on other training schemes (level 2, 3 and 4+). Defined under the Equality Act 2010 as: 'a person with a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.'	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	In-work training (non-monetised)		training schemes (level 2, 3, and 4+), as a proportion of all people on other training schemes	Percentage of people from groups under-represented in the workforce on other training schemes (level 2, 3, and 4+), as a proportion of all people on other training schemes. See the Equality Act 2010 for details on under-represented groups.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	In-work training (non-monetised)	N/A	represented in the	Number of people from groups under-represented in the workforce on other training schemes (level 2, 3, and 4+). See the Equality Act 2010 for details on under- represented groups.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Workforce wellbeing, training and skills	leatures	Number of inclusive design features. Inclusive design is the design of an environment so that it can be accessed and used by as many people as possible, regardless of age, gender and disability.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	Employee Net Promoter Score (eNPS)	Employee Net Promoter Score (eNPS). eNPS is an employee experience metric that allows you to measure how loyal and engaged your employees are.	NI/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	Workforce turnover	Workforce turnover rate, which is the number of employees who leave an organisation during a specified time period.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	Gender pay gap	Average gender pay gap as a median average between reporting periods.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Workforce wellbeing, training and skills	Workforce health	N/A	Eating fruit	Total number of people who now eat fruit at least once a week as a result of an intervention. Only counting those who have improved their fruit consumption. The intervention is expected to last a year.  Please note that this impact is assumed to last a year and so should be reduced proportionally in the same	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	Sleep	way you would reduce FTEs if it is less than a year.  Employees or stakeholders who experience an improvement from bad sleep to good sleep. I.e. an intervention brings about a change in individuals. The intervention is expected to last a year.  Please note that this impact is assumed to last a year and so should be reduced proportionally in the same	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	Mental health	way you would reduce FTEs if it is less than a year.  Interventions delivered to the workforce that improve their mental health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.  Interventions delivered to the workforce that improve	Lower impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	Workforce health	N/A	Mental health	their mental health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.		N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	Workforce health	N/A	Mental health	Interventions delivered to the workforce that improve their mental health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.		N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	Physical health	Interventions delivered to the workforce that improve their physical health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.	Lower impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	Physical health	Interventions delivered to the workforce that improve their physical health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.	Medium impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	Physical health	Interventions delivered to the workforce that improve their physical health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.	Higher impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	General health	Interventions delivered to the workforce that improve their general health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.	Lower impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health	N/A	General health	Interventions delivered to the workforce that improve their general health. Participants will need to experience it for at least 12 months. This can be applied to indirect employment if fully responsible for it.	Medium impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Workforce wellbeing, training and skills	Workforce health N/A		General health		Higher impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	Workforce health N/A		Life saving incidents	The delivery of an intervention which can be shown to have prevented fatalities in the workforce.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	Workforce health N/A		Serious injury saving incidents	The delivery of an intervention which can be shown to have prevented serious injuries in the workforce.  Defined as resulting in hospital attendance for more than 24 hours.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Workforce wellbeing, training and skills	Workforce health N/A		Slight injury saving incidents	The delivery of an intervention which can be shown to have prevented slight injuries in the workforce. Defined as resulting in more than three days off work but not a serious injury.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Workforce wellbeing, training and skills	Workforce health N/A		Health risks (MMC)	This metric represents the reduction in health risks due to being on site less. It has multiple inputs: number of FTEs prior to the intervention, number of FTEs after the intervention, percentage of time on-site for staff prior to the intervention and percentage of time on-site for staff after the intervention.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y



3

METRIC AREA: Supply Chain

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition Monetised
Supply chain	SME, start- up, VCSE or mutuals support (monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	Full intervention	The number of stakeholders who attended a relevant event, i.e. for events relating too: SMEs (small and medium-sized enterprises), start-ups, VCSEs (voluntary, community and social enterprise organisations) or mutuals benefiting from development support, seminars or market/supplier engagement events between reporting periods (including financial, legal, HR advice etc.). An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.  Please note that this should not be combined with the hourly version of this metric as that would result in double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A Y
Supply chain	SME, start- up, VCSE or mutuals support (monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	Hourly	The number of staff hours dedicated to an event (as an alternative to recording the number of attending stakeholders). The number of SMEs (small and medium-sized enterprises), start-ups, VCSEs (voluntary, community and social enterprise organisations) or mutuals benefiting from development support, seminars or market/supplier engagement events between reporting periods (including financial, legal, HR advice etc.). An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.  Please note that this should not be combined with the full intervention version of this metric as that would result in double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A Y
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	of contract opportunities awarded to start- ups	The number of contract opportunities awarded to start- ups. A start-up is any organisation that has just started, through to one that has been trading for up to two years.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often	The number of contract opportunities awarded to SMEs	The number of contract opportunities awarded to SMEs. An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition Mone	etised
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations.' A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	The number of contract opportunities awarded to VCSEs	The number of contract opportunities awarded to VCSEs. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations.'	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N	N
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working	The number of contract opportunities awarded to mutuals	The number of contract opportunities awarded to mutuals. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N	N
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often	The value of contract opportunities awarded to start- ups	The value of contract opportunities awarded to start- ups. A start-up is any organisation that has just started, through to one that has been trading for up to two years.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N	N
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often	The value of contract opportunities awarded to SMEs	The value of contract opportunities awarded to SMEs. An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N	N

| Supply chain | An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m.  A start-up is any organisation that has just started, through to one that has been trading for up to two years.  VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'.  A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control. |  | N/A | N |
|--------------|---|--|-----|-----|-----|-----|-----|-----|-----|-----|---|
| Supply chain | An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working  | The value of contract opportunities awarded to mutuals. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control. | N/A | N |
| Supply chain | An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m.  A start-up is any organisation that has just started, through to one that has been trading for up to two years.  VCSEs is the collective term that  Total spend with  | Total spend with start-ups, as a percentage of total spend. A start-up is any organisation that has just started, through to one that has been trading for up to two years.  | N/A | N |
| Supply chain | An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working  Total spend with SMEs, as a   | Total spend with SMEs, as a percentage of total spend. An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m.  | N/A | N |

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	Total spend with VCSEs, as a percentage of the total spend	Total spend with VCSEs, as a percentage of the total spend. VCSEs is the collective term that includes any organisation working with a social purpose and is often interchangeable with the terms 'third sector' or 'civil society organisations'.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	SME, start- up, VCSE or mutuals support (non- monetised)	An SME is any business with fewer than 250 employees and either an annual turnover below £45m or a total balance sheet less than £40m. A start-up is any organisation that has just started, through to one that has been trading for up to two years. VCSEs is the collective term that includes any organisation working with a posicl purpose and in often	Total spend with mutuals, as a percentage of the total spend	Total spend with mutuals, as a percentage of the total spend. A Public Service Mutual (or 'mutual') is defined as an organisation that has left the public sector, but continues to deliver public services and have a significant degree of employee ownership, influence or control.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)		Percentage of all companies in the supply chain with a current Cyber Essentials certification	Percentage of all companies in the supply chain with a current Cyber Essentials certification. It is a government backed certification scheme designed to show an organisation has a minimum level of protection in cyber security through annual assessments to maintain certification.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Number of companies in the supply chain with a current Cyber Essentials certification	Number of companies in the supply chain with a current Cyber Essentials certification. It is a government backed certification scheme designed to show an organisation has a minimum level of protection in cyber security through annual assessments to maintain certification.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of all companies in the supply chain with a current Cyber Essentials Plus certification	show an organisation has a minimum level of protection in cyber security through annual assessments to maintain certification.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Number of companies in the supply chain with a current Cyber Essentials Plus certification	Number of companies in the supply chain with a current Cyber Essentials Plus certification. It is a government backed certification scheme designed to show an organisation has a minimum level of protection in cyber security through annual assessments to maintain certification.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of all companies in the supply chain to have adopted the National Cyber Security Centre's 10	adopted the National Cyber Security Centre's 10 steps. The '10 Steps To Cyber Security' are advocated by the National Cyber Security Centre for establishing a cyber	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Security Centre's 10	National Cyber Security Centre for establishing a cyber	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	-	Percentage of all companies in the supply chain to have implemented the 6 standards in the Mental Health at Work commitment. Created by mental health charities, leading employers and trade organisations based on the Thriving at Work standards.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Supply chain	Supply chain standards (non- monetised)	N/A	Number of companies in the supply chain to have implemented the 6 standards in the Mental Health at Work commitment	leading employers and trade organisations based on the	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of all companies in the supply chain to have committed to the five foundational principles of good work		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Number of companies in the supply chain to have committed to the five foundational principles of good work	I WORK ISKAN TRAM THE ADVERNMENT'S LECOR WORK PISH	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of the supply chain for which supply chain	Modern slavery is the illegal exploitation of people for	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Number of people- hours devoted to supporting victims of modern slavery	modern elevery. Medern elevery is the illegal exploitation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non-monetised)	N/A	Percentage of all companies in the supply chain to have implemented measures to improve the physical and mental health and wellbeing of their workforce	Percentage of all companies in the supply chain to have implemented measures to improve the physical and mental health and wellbeing of their workforce.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	supply chain to have implemented	Work commitment. Created by mental health charities, leading employers and trade organisations based on the	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Number of companies in the supply chain to have implemented the 6 standards in the Mental Health at Work commitment Percentage of all	leading employers and trade organisations based on the	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	the mental health enhanced standards, for companies with more than 500 employees, in	Percentage of all companies in the supply chain to have implemented the mental health enhanced standards, for companies with more than 500 employees, in Thriving at Work. An independent review of mental health and employers.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Thriving at Work  Number of companies in the supply chain to have implemented the mental health enhanced standards, for companies with more than 500 employees, in Thriving at Work	Number of companies in the supply chain to have implemented the mental health enhanced standards, for companies with more than 500 employees, in Thriving at Work. An independent review of mental health and employers.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of contracts let with ethical requirements	Percentage of contracts let with ethical requirements.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of contracts let with environmental requirements	Percentage of contracts let with environmental requirements.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of contracts let with social value requirements	Percentage of contracts let with social value requirements.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Average number of days taken to make payments in the reporting period		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of payments made within contractual length of time	Percentage of payments made within contractual length of time.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain standards (non- monetised)	N/A	Percentage of suppliers/ subcontractors that are 'local'	Percentage of suppliers/subcontractors that are 'local'. The understanding of 'local' is often based around the relevant local authority but can vary case to case.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Supply chain	Supply chain (monetised)	N/A	Manual input	This metric has two inputs. The social value ratio of the supplier and the spending associated with this particular supplier. This should be the preferred option compared to the other supply chain options supplied if the social value ratio of this particular supplier is available.  Please note that the supplier spending should only be counted once. It should not be counted here and also in the size or type of organisation metrics.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Supply chain	Supply chain (monetised)	N/A	Small business	Total spending associated with these particular suppliers.  This metric captures the additional social value expected from a supplier of this type.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Supply chain	Supply chain (monetised)	N/A	Medium business	Total spending associated with these particular suppliers. This metric captures the additional social value expected from a supplier of this type.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Supply chain	Supply chain (monetised)	N/A	Large business	Total spending associated with these particular suppliers.  This metric captures the additional social value expected from a supplier of this type.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Supply chain	Supply chain (monetised)	N/A	Small non-profit	Total spending associated with these particular suppliers.  This metric captures the additional social value expected from a supplier of this type.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Supply chain	Supply chain (monetised)	N/A	Medium non-profit	Total spending associated with these particular suppliers. This metric captures the additional social value expected from a supplier of this type.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Supply chain	Supply chain (monetised)	N/A	Large non-profit	Total spending associated with these particular suppliers. This metric captures the additional social value expected from a supplier of this type.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y



METRIC AREA: Community, charity and other stakeholders

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
				Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.									
Community, charity and other stakeholders	Volunteering (monetised)	N/A	Hourly	Please note that if volunteers are exceeding 100 hours a year then you should switch to one of the annual metrics. If this is being claimed for employee volunteering then that volunteering needs to take place during working hours or if outside of that then the employee needs to be paid overtime or given time off in lieu.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community,	Valuata suin s		A manually at las	Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.									
charity and other stakeholders	Volunteering (monetised)	N/A	Annually - at leas		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community,	Volunteering	N/A	Annually - at lea	benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.  Please note that if this is being claimed for employee	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
charity and other stakeholders	(monetised)	74/71	once a month	volunteering then that volunteering needs to take place during working hours or if outside of that then the employee needs to be paid overtime or given time off in lieu.			147,7				1,7,7		•
Community,			A 11	Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.									
charity and other stakeholders	Volunteering (monetised)	N/A	Annually - severatimes a year	Please note that it this is being claimed for employee.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Volunteering (non- monetised)	N/A	Number of people-hours spent supporting local community integration, such as volunteering and other community-led initiatives related	Number of people-hours spent supporting local community integration, such as volunteering and other community-led initiatives related to COVID-19.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other stakeholders	Volunteering (non- monetised)	N/A	to COVID-19  Number of peopl hours spent protecting and improving the environment	Number of people-hours spent protecting and improving the environment.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other	Engagement in sport and cultural	N/A	Visiting museum	Number of stakeholders that visit museums at least once a month for 12 months, as a result of the intervention.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	V
stakeholders	activities or hobbies	IV/A	Visiting museum	Please note that the mental health metric should not be used against this same intervention in order to avoid double counting.	IN/ A	N/A	IV/ A	N/A	IN/ A	TV/A	IN/ A	N/A	'
Community,	Engagement in sport	A / / A		Number of stakeholders who start one of these activities regularly as a result of an intervention. This includes regularly participating in any sports (e.g. team sports, individual sports, fitness, football), or regularly participation in any cultural activities (e.g. dance, drama, craft, literature), being in the audience for cultural activities (e.g. film, exhibitions, plays,	N1 / A	A 1 / A	N1 / A	A / / A	N1 / 6	A / / A	N1 / A	B. I. / A	
charity and other stakeholders	and cultural activities or hobbies	N/A	General	dance), or visiting museums, libraries or heritage sites. Participants are expected to be taking part at least once a month for cultural activities and twice a week for sporting activities.  Please note that the physical or mental health metrics should not be used against this same intervention in	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
	Engagement			Order to avoid double counting.  Number of stakeholders that visit libraries at least once a month for 12 months as a result of the									
Community, charity and other stakeholders	in sport and cultural activities or hobbies	N/A	Visiting libraries	intervention.  Please note that the mental health metric should not be used against this same intervention in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Community, charity and other stakeholders	Engagement in sport and cultural activities or hobbies	N/A	Visiting heritage sites	Number of stakeholders that visit heritage sites at least once a month for 12 months as a result of the intervention.  Please note that the mental health metric should not be used against this same intervention in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Engagement in sport and cultural activities or hobbies	N/A	Team sports	Number of stakeholders that take part in team sports twice a week for a year, as a result of the intervention.  Please note that the physical health metric should not be used against this same intervention in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Engagement in sport and cultural activities or hobbies	N/A	Individual sports	Number of stakeholders that take part in individual sports, twice a week for a year, as a result of the intervention.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Engagement in youth groups and other activities for young people	Includes participation in youth groups (e.g. Scouts/Clubs/Beavers/Guides/Brownies or sports clubs). Participants are expected to be taking part at least once a month.  Please note that the physical or mental health metrics and the engagement in sport and cultural activities or hobbies metric should not be used against this same intervention in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Food banks	Individuals regularly using food banks.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Crime	Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting periods.  Please note that this should not be used in combination with exoffender employment as that could lead to double counting.	General crimes	A reduced number of actions or omissions which constitutes an offence and is punishable by law.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders		Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting	Violence without injury	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Crime	Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting periods.  Please note that this should not be used in combination with exoffender employment as that could lead to double counting.	Violence with injury	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Crime	Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting periods.  Please note that this should not be used in combination with exoffender employment as that could lead to double counting.	Homicide	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition Monetised

Community,		Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting											
charity and other	Crime	periods.	Rape	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
charity and other stakeholders		Please note that this should not											
		be used in combination with ex- offender employment as that could lead to double counting.											
		Reduction in the incidents of crime which can be attributed											
		to the reporting organisation's											
0 't		intervention, between reporting											
Community, charity and other stakeholders	Crime	periods.	Other sexual	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
stakeholders	Cilile		offences	Tor further details see Fronte Office guidance.	11/7	/ // / / /	IN/A	19/74	IN/A	N/A	11/7	N/A	<b>'</b>
		Please note that this should not											
		be used in combination with ex- offender employment as that could lead to double counting.											
		Reduction in the incidents of											
		crime which can be attributed to the reporting organisation's											
0		intervention, between reporting											
Community, charity and other	Crime	periods.	Robbery	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
stakeholders	OHILIC			To farmer details see Home Office guidance.	IN/ /1	/ V/ / \	IN/ A	/ V / / \	IN/ A	/ V / / \	IN/ 🔼	/ V / / \	'
		Please note that this should not be used in combination with ex-											
		offender employment as that could	,										
		lead to double counting.											
		Reduction in the incidents of											
		crime which can be attributed											
		to the reporting organisation's											
Community,	_	intervention, between reporting periods.											
charity and other stakeholders	Crime	ροποσοι	Domestic burglary	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
stakenoiders		Please note that this should not											
		be used in combination with ex-											
		offender employment as that could lead to double counting.											
		Reduction in the incidents of											
		crime which can be attributed											
		to the reporting organisation's											
Community,		intervention, between reporting periods.	c. c. l.: l		21.42	8.7.7.8		A.//A	N./A	A / / A		D//A	
charity and other stakeholders	Crime		Theft of vehicle	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Stakeriolder 5		Please note that this should not											
		be used in combination with ex- offender employment as that could	,										
		lead to double counting.											
		Reduction in the incidents of											
		crime which can be attributed											
		to the reporting organisation's intervention, between reporting											
Community,	Ow!	noriods	Thoft fuere well'	For further details and Hamas Office	N1 / A	N I / A	NI / A	Λ / / Λ	N1 / A	A / / A	K1 / A	N I / A	V
charity and other stakeholders	Crime		Theft from vehicle	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
		Please note that this should not											
		be used in combination with ex- offender employment as that could	,										
		lead to double counting.											
		Reduction in the incidents of											
		crime which can be attributed to the reporting organisation's											
		to the reporting organisation's intervention, between reporting											
Community,	Crime	neriods	Theft from person	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	v
charity and other stakeholders	CHILLE		men nom person	To further details see Home Office guidance.	IN/ /\(\frac{1}{2}\)	/ / / /	IN/ A	/V//1	IN/A	17/71	IN/ A	/ V / ^1	I
, , , , , , , , , , , , , , , , , , , ,		Please note that this should not be used in combination with ex-											
		offender employment as that could	,										
		lead to double counting.											
		Reduction in the incidents of											
		crime which can be attributed											
		to the reporting organisation's intervention, between reporting											
Community,	Crime	periods.	Arson - criminal	For further details see Home Office quidance	N/A	N/A	NI/A	$\Lambda I/\Lambda$	N/A	Λ//Λ	N/A	N/A	V
charity and other stakeholders	Chine		damage	For further details see Home Office guidance.	IN/A	IN/A	N/A	N/A	IN/A	N/A	IN/ <i>E</i> A	IV/A	Y
		Please note that this should not be used in combination with ex-											
		offender employment as that could	,										
		lead to double counting.											

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Community, charity and other stakeholders	Crime	Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting periods.  Please note that this should not	Other criminal damage	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
		be used in combination with ex- offender employment as that could lead to double counting. Reduction in the incidents of	1										
Community,	Ovina a	crime which can be attributed to the reporting organisation's intervention, between reporting periods.		Tou fruith an dataile and Hama Office quidence	NI / A		N1 / A	N / / A	NI/A	N//A	NI/A	N / / A	
charity and other stakeholders	Crime	Please note that this should not be used in combination with exoffender employment as that could lead to double counting.		For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community,		Reduction in the incidents of crime which can be attributed to the reporting organisation's intervention, between reporting periods.								A / / A			
charity and other stakeholders	Crime	Please note that this should not be used in combination with exoffender employment as that could lead to double counting.	Cyber crime	For further details see Home Office guidance.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Donations	Donations to heritage groups, local, national and/or international charities, groups, initiatives or events. Can include in-kind donations of goods, materials and	Cash donations	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Donations	services.  Donations to heritage groups, local, national and/or international charities, groups, initiatives or events. Can include in-kind donations of goods, materials and services.	In-kind donations	Charitable giving in which goods and services are given, instead of money.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Donations	Donations to heritage groups, local, national and/or international charities, groups, initiatives or events. Can include in-kind donations of goods, materials and services.	Payroll giving	Payroll giving is a way of giving money to charity without paying tax on it. It must be paid through PAYE from someone's wages or pension.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Community, charity and other stakeholders	Donations	Donations to heritage groups, local, national and/or international charities, groups, initiatives or events. Can include in-kind donations of goods, materials and services.	Value of works	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Food waste	The £ value of food waste that has been averted in the reporting period.		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Homelessness	N/A	Moving from temporary accommodation to secure housing	Number of individuals moving from temporary accommodation to secure housing.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders Community,		N/A Number of incidents of flooding	Moving from rough sleeping to secure housing	Number of individuals moving from rough sleeping to secure housing.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
charity and other stakeholders Community,	Flooding	expected to have been averted due to an intervention.  Number of incidents of flooding	General	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
charity and other stakeholders Community,	incidents	expected to have been averted due to an intervention.  Number of incidents of flooding		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
charity and other stakeholders Community, charity and other stakeholders	incidents	expected to have been averted due to an intervention.  Number of roadwork incidents expected to have been averted due		N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	Y
stakeholders Community, charity and other stakeholders	Deedwerke	to an intervention.  Number of roadwork incidents expected to have been averted due		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
stakeholders	moluents	to an intervention.											

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Community, charity and other stakeholders	Green space (monetised)	N/A	Having a view ove green space	Number of individuals living in or within close proximity to desirable natural areas and environmental resources, such as private gardens and designated areas, that have been protected or created by the intervention.  Please note that only one of these monetised green space metrics should be used, in order to avoid	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Green space (monetised)	N/A	Use of own garder	Number of individuals living in or within close proximity to desirable natural areas and environmental resources, such as private gardens and designated areas, that have been protected or created by the intervention.  Please note that only one of these monetised green space metrics should be used, in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Green space (monetised)	N/A	Use of urban greer space	Please note that only one of these monetised green space metrics should be used, in order to avoid	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Green space (monetised)	N/A	Use of water amenities	Number of individuals living in or within close proximity to desirable natural areas and environmental resources, such as private gardens and designated areas, that have been protected or created by the intervention. In this case a water feature.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Green space (monetised)	N/A	Use of countryside green space	Please note that only one of these monetised green space metrics should be used, in order to avoid double counting.  Number of individuals living in or within close proximity to desirable natural areas and environmental resources, such as private gardens and designated areas, that have been protected or created by the intervention.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Green	N/A	Number of green spaces created	Please note that only one of these monetised green space metrics should be used, in order to avoid double counting.  Number of green spaces created, which are desirable natural areas and environmental resources, such as private gardens and designated areas.  Stakeholder engagement and consultation events,	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other stakeholders	Stakeholder engagement	N/A	Hourly	recorded as hours. Examples include: community consultation events, business briefings, individual meetings with community and third parties, design consultations, site visits.  Please note that this should not be used in combination with the co-design/co-creation metric	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	creation with	Co-design/co-creation implies a high degree of citizen control (i.e., independent community-based initiatives that help others to develop and carry out their own plans. Examples include co-design and co-production). The default assumption is a duration of 1 year or regular (1-2 monthly) meetings.  Please note that this should not	N/A	as that could result in double counting.  N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
	Community.	be used in combination with the stakeholder engagement metric as that could result in double counting.		Community training opportunities created, other than									
Community, charity and other stakeholders	Community learning interventions (monetised)	N/A	Hourly	apprentices. Where there is a qualification involved, the qualification metrics should be used.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community learning interventions (monetised)	N/A	Professional qualification	Community training opportunities (professional) created, other than apprentices. These are awards made by professional bodies and include registration at Technician, Incorporated and Chartered levels.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetise
Community, charity and other stakeholders	Community learning interventions (monetised)	N/A	Level 2 qualification	Community training opportunities (level 2) created, other than apprentices. These include CSE - grade 1, GCSE grades 9- 4 or grades A*, A, B, C, Level 2 award, Level 2 certificate, Level 2 diploma, Level 2 ESOL, Level 2 essential skills, Level 2 functional skills, Level 2 national certificate, Level 2 national diploma, Level 2 NVQ/SVQ, Music grades 4 and 5, O level grade A, B or C.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community learning interventions (monetised)	N/A	Level 3 qualification	Community training opportunities (level 3) created, other than apprentices. These include A level, Access to higher education diploma, Applied general, AS level, International Baccalaureate diploma, Level 3 award, Level 3 certificate, Level 3 diploma, Level 3 ESOL, Level national certificate, Level 3 national diploma, Level 3 NVQ/SVQ, Music grades 6, 7 and 8, Tech level.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community learning interventions (monetised)	N/A	Level 4+ qualification	Community training opportunities (level 4+) created, other than apprentices. These include Certificate of higher education (CertHE), Higher national certificate (HNC), Level 4 award, Level 4 certificate, Level 4 diploma, Level 4 NVQ/SVQ.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community learning interventions (non- monetised)	N/A	Number of community training opportunities created or retained (Level 2, 3, and 4+), other than apprentices	Number of community training opportunities created or retained (Level 2, 3, and 4+), other than apprentices.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other stakeholders	Community learning interventions (non- monetised)	N/A	Number of people-hours of community learning interventions delivered	Number of people-hours of community learning interventions delivered.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other stakeholders	Educational/ curriculum support	N/A	Employability related (hourly value)	Number of hours provided. Examples include careers information advice and guidance, curriculum enrichment talks, and school safety talks.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Educational/ curriculum support	N/A	Soft skills (hourly value)	Examples include careers information advice and guidance, curriculum enrichment talks, and school safety talks.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Educational/ curriculum support	N/A	Soft skills (annual value)	Evamples include severe information advice and	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
	Personal, social and civic development	Based on participation in programmes such as the National Citizenship Service summer programme which can last up to four weeks, for people aged 16-17. For an equivalent type of program enter the pounds invested in this training.		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Site visit	Please note that caution should be shown if combining this with the volunteering metric in order to avoid double counting.  A scheduled visit to a work site by school children or anyone who benefits from it in terms of education or employability.	Hourly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health		Community mental health	Interventions delivered to the community that improve their mental health. Participants will need to experience it for at least 12 months.	Lower impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Community mental	Interventions delivered to the community that improve their mental health. Participants will need to experience it for at least 12 months.	Medium impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Community, charity and other stakeholders	Community health	N/A	Community mental	Interventions delivered to the community that improve their mental health. Participants will need to experience it for at least 12 months.	Higher impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Community, charity and other stakeholders	Community health	N/A	Community physical health	Interventions delivered to the community that improve their physical health. Participants will need to experience it for at least 12 months.	Lower impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Community physical health	Interventions delivered to the community that improve their physical health. Participants will need to experience it for at least 12 months.	Medium impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Community, charity and other stakeholders	Community health	N/A	Community physical health	Interventions delivered to the community that improve their physical health. Participants will need to experience it for at least 12 months.	Higher impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Community general health	Interventions delivered to the community that improve their general health. Participants will need to experience it for at least 12 months.	Lower impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Community general health	Interventions delivered to the community that improve their general health. Participants will need to experience it for at least 12 months.	Medium impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Community general health	Interventions delivered to the community that improve their general health. Participants will need to experience it for at least 12 months.	Higher impact intervention	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Life saving incidents	The delivery of an intervention which can be shown to have prevented fatalities in the community.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Serious injury saving incidents	The delivery of an intervention which can be shown to have prevented serious injuries in the community. Defined as resulting in hospital attendance for more than 24 hours.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Community health	N/A	Slight injury savin	The delivery of an intervention which can be shown to have prevented slight injuries in the community.  Defined as resulting in more than three days off work but not a serious injury.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community,		Reduction in loneliness per personal as a result of a specific intervention. This could be in a community or within a workforce. This is assuming a point shift in a 5 point scale on loneliness and is expected.	n. t										
charity and other stakeholders	Loneliness	to last for a year.  Please note that loneliness is different from social isolation, as a individual can have any number o connections with family, friends, o	N/A of	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community,	Perception of		Talk regularly to		Ν1 / Λ	N/A	NI / A	N/A	N/A	Λ//Λ	NI / A	N/A	V
charity and other stakeholders	neighbourhoo	the surrounding area, promotion of individual behaviour change strategies, focus groups to provide insights in to barriers.	neighbours	Please note that the specific value relates to a one point positive movement in the scale from 1. Strongly Agree - 5. Strongly Disagree. The impact is also assumed to last for one year.	N/A	IV/A	N/A	/V/A	IN/A	N/A	N/A	IV/A	Y
Community, charity and other stakeholders	Perception of neighbourhoo	the surrounding area, promotion	People in neighbourhood get along	point positive movement in the scale from 1. Strongly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
		of individual behaviour change strategies, focus groups to provide insights in to barriers.		Agree - 5. Strongly Disagree. The impact is also assumed to last for one year.									

			_										
Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Community,	_ Perception of	Increase people's overall satisfaction with their local area e.g. community engagement initiatives that develop and	Insults or attacks										
charity and other stakeholders	neighbourhood		based on race or colour	Please note that the specific value relates to a one point positive movement in the scale from 1. Strongly Agree - 5. Strongly Disagree. The impact is also assumed to last for one year.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	r Smoking	Individuals successfully quitting smoking as a result of the intervention.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Community, charity and other stakeholders	r Alcohol misuse	Relief from alcohol misuse as a result the intervention - returning to a 'safe' consumption pattern.  This is only relevant for people who drink at least 5 or more times a week or frequently binge drink.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	r Drugs misuse	Relief from drug misuse as a result the intervention, for those who specifically have a drug problem. This should be an estimate of those who quit due to the intervention.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	r Inclusive design features	Number of inclusive design features. Inclusive design is the design of an environment so that	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other stakeholders	r Social value from profit	The specific measure is net profit estimated for the project or company that is being reported against. The end value relates to the benefit to society of the profits being received on average by individuals within the UK and weighted by the marginal utility of income for average shareholders.		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y



METRIC AREA: Environmental

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monoticed
Metric area	Metric			Category I definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Wonetised
		Net reduction in CO2e against the relevant baseline.											
Environmental	Carbon		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
		Please note that offsetting should be captured in the donations											
		metric.	K1'1										
Environmental	Air quality	Net reduction in air pollution against the relevant baseline.	Nitrogen oxides (NOx)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Air quality	Net reduction in air pollution	Sulphur	$\Lambda I/\Delta$	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
Environmental	Air quality	against the relevant baseline.  Net reduction in air pollution	dioxide (SO2) Ammonia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	V
Environmental	Air quality	against the relevant baseline.	(NH3) Volatile	IV/A	IN/A	IV/A	IN/A	IV/A	IN/ A	N/A	IN/A	N/A	<u> </u>
Environmental	Air quality	Net reduction in air pollution	organic	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Liiviioiiiieiitai	All quality	against the relevant baseline.	compounds (VOCs)		IN/ A	/V/A	IN/ A		IV/ A	N/A	IN/ A	IV/A	'
_		Net reduction in air pollution	Particulate										
Environmental	Air quality	against the relevant baseline.	matter (PM2.5)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
	NI '	A / / A	Noise	This metric has two inputs. Reduction in noise in decibels	D1 / A	0.170	N1/A	A / / A	N1 / A	0.170	N1/A	0.170	
Environmental	Noise	N/A	pollution	and hours. This metric represents the value in reducing noise in high noise activities.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
				This metric has multiple inputs. A reduction in the percentage of noise on the construction site. The number									
				of hours on site where noise would have been created									
			On site noise	(before). And the number of hours on site where noise will be created (after). Showing the change in hours on									
Environmental	Noise	N/A	pollution	site for noise.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Υ
			(MMC)	Please note that you could have a reduction in hours on									
				site or an intervention which reduces noise. Both of these									
				things can be counted in this measure but if it is only one of these that will receive the relevant monetised value.									
								Net reduction in miles travelled/transported or change in mode of travel/transport, against the					
			Passenger		Reduction in		Replaced with	relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	transport	N/A	travel by flight	N/A	travel by petrol/ diesel car	Please note that the CO2e reductions captured	N/A	N/A	N/A	N/A	Y
							diocor our	through this metric should not be included in the					
								CO2e metric in order to avoid double counting.  Net reduction in miles travelled/transported or					
							Danlaged with	change in mode of travel/transport, against the					
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced with travel by hybrid/	relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	Υ
			transport		traver by mgm		EV car	Please note that the CO2e reductions captured through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or change in mode of travel/transport, against the					
Fundamental	Tues cal /tues a constant	0.774	Passenger	0.770	Reduction in	A//A	Replaced with	relevant baseline. This is per person/vehicle.	N1 / A	0.174	N1/A	N//A	V
Environmental	Travel/transport	N/A	transport	N/A	travel by flight	N/A	travel by bus	Please note that the CO2e reductions captured	N/A	N/A	N/A	N/A	Y
								through this metric should not be included in the CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
							Replaced with	change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	travel by battery		N/A	N/A	N/A	N/A	Υ
			,		, 3		EV car	Please note that the CO2e reductions captured through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or change in mode of travel/transport, against the					
Environmental	Travel/transport	N/A	Passenger	N/A	Reduction in	N/A	Replaced with	relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	Y
Liviloiiiieitta	Travely transport	74/71	transport	74/71	travel by flight	74//1	travel by rail	Please note that the CO2e reductions captured	14//1	74//1	14//	/ ۷// 1	· ·
								through this metric should not be included in the CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
			Daggangar		Roduction in		Replaced by no	change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	travel/cycling/ walking	Please note that the CO2e reductions captured	N/A	N/A	N/A	N/A	Υ
							waikiiig	through this metric should not be included in the					
								CO2e metric in order to avoid double counting.  Net reduction in miles travelled/transported or					
					<b>B</b>			change in mode of travel/transport, against the					
Environmental	Travel/transport	N/A	Passenger	N/A	Reduction in travel by petrol/	N/A	Replaced with travel by hybrid/	relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	Υ
	1		transport		diesel car		EV car	Please note that the CO2e reductions captured					
								through this metric should not be included in the CO2e metric in order to avoid double counting.					

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
			Passenger		Reduction in travel		Replaced with	relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	transport	N/A	by petrol/diesel	N/A	travel by bus		N/A	N/A	N/A	N/A	Y
			'		car			Please note that the CO2e reductions captured through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
Environmental	Travel/transport	N/A	Passenger	N/A	Reduction in travel by petrol/diesel	N/A	Replaced with travel by battery	relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	V
Liviloiiiieitai	rraver, transport	IV/ A	transport	IN/ A	car	IN/ /\	EV car	Please note that the CO2e reductions captured	IN/ /A	IV/ A	IN/ A	IV/ A	<b>'</b>
								through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or change in mode of travel/transport, against the					
			December		Reduction in travel		Davida and with	relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	Passenger transport	N/A	by petrol/diesel	N/A	Replaced with travel by rail		N/A	N/A	N/A	N/A	Υ
			transport		car		traver by rain	Please note that the CO2e reductions captured					
								through this metric should not be included in the CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
	T 1/1	N. I. / A	Passenger	D. I. / A	Reduction in travel	N.I. / A	Replaced by no	relevant baseline. This is per person/vehicle.	N1 / A	D.1./ A	N. / A	N. 1 / A	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
Environmental	Travel/transport	N/A	transport	N/A	by petrol/diesel	N/A	travel/cycling/ walking	Please note that the CO2e reductions captured	N/A	N/A	N/A	N/A	Y
					car		waiking	through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	Passenger	N/A	Reduction in travel	N/A	Replaced with	relevant baseline. This is per person/verilcle.	N/A	N/A	N/A	N/A	Υ
			transport		by hybrid/EV car		travel by bus	Please note that the CO2e reductions captured					
								through this metric should not be included in the					
								CO2e metric in order to avoid double counting.  Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
			Passenger		Reduction in travel		Replaced with	relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	transport	N/A	by hybrid/EV car	N/A	travel by battery		N/A	N/A	N/A	N/A	Y
					, , , , , , , , , , , , , , , , , , ,		EV car	Please note that the CO2e reductions captured through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
Environmental	Travel/transport	N/A	Passenger	N/A	Reduction in travel	N/A	Replaced with	relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	
Liviloililelital	iravei/ transport	N/ A	transport	IN/ A	by hybrid/EV car	IN/ A	travel by rail	Please note that the CO2e reductions captured	IN/ A	IV/ A	IN/ A	IN/ A	l
								through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or change in mode of travel/transport, against the					
							Replaced by no						
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by hybrid/EV car	N/A	travel/cycling/		N/A	N/A	N/A	N/A	Υ
			transport		by Hybrid/ EV car		walking	Please note that the CO2e reductions captured					
								through this metric should not be included in the CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
Environment I	Troy of /transaction	N I / A	Passenger	ΝΙ / Λ	Reduction in travel	ΝΙ / Λ	Replaced with	relevant baseline. This is per person/vehicle.	NI / A	ΝΙ / Λ	N 1 / A	N.I. / A	V
Environmental	Travel/transport	N/A	transport	N/A	by bus	N/A	travel by battery EV car	Please note that the CO2e reductions captured	N/A	N/A	N/A	N/A	Y
							L v oui	through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.					
Environmental	Travel/transport	N/A	Passenger	N/A	Reduction in travel	N/A	Replaced with	relevant baseline. This is per person, verilele.	N/A	N/A	N/A	N/A	Υ
			transport		by bus		travel by rail	Please note that the CO2e reductions captured					
								through this metric should not be included in the					
								CO2e metric in order to avoid double counting.  Not reduction in miles travelled (transported or					
								Net reduction in miles travelled/transported or change in mode of travel/transport, against the					
			Dassanger		Reduction in travel		Replaced by no						
Environmental	Travel/transport	N/A	Passenger transport	N/A	by bus	N/A	travel/cycling/		N/A	N/A	N/A	N/A	Y
					, , , , ,		walking	Please note that the CO2e reductions captured through this metric should not be included in the					
								through this metric should not be included in the CO2e metric in order to avoid double counting.					
								Net reduction in miles travelled/transported or					
								change in mode of travel/transport, against the					
Environment I	Troy of /transaction	N.I. / A	Passenger	ΝΙ / Λ	Reduction in travel	Ν1 / Λ	Replaced with	relevant baseline. This is per person/vehicle.	NI / A	ΝΙ/Λ	N 1 / A	N I / A	V
cilvironmental	Travel/transport	N/A	transport	N/A	by battery EV car	N/A	travel by rail	Please note that the CO2e reductions captured	N/A	N/A	N/A	N/A	Y
								through this metric should not be included in the					
								CO2e metric in order to avoid double counting.					

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by battery EV car	N/A	Replaced by no travel/cycling/ walking	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by rail	N/A	Replaced by no travel/cycling/ walking	CO2e metric in order to avoid double counting.  Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by freight flight	N/A	Replaced with travel by HGV (diesel)	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by freight flight	N/A	Replaced with travel by diesel/petrol van	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by freight flight	N/A	Replaced with travel by battery EV van	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by freight flight	N/A	Replaced with travel by freight train	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by freight flight	N/A	Replaced by no travel/cycling/ walking	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by HGV (diesel)	N/A	Replaced with travel by diesel/petrol van	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by HGV (diesel)	N/A	Replaced with travel by battery EV van	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by HGV (diesel)	N/A	Replaced with travel by freight train	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by HGV (diesel)	N/A	Replaced by no travel/cycling/ walking	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by petrol/diesel van	N/A	Replaced with travel by battery EV van	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Environmental	l Travel/transport	t N/A	Freight transport	N/A	Reduction in travel by petrol/diesel van	N/A	Replaced with travel by freight train		N/A	N/A	N/A	N/A	Y
Environmental	l Travel/transport	t N/A	Freight transport	N/A	Reduction in travel by petrol/diesel van	N/A	Replaced by no travel/cycling/ walking	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	Y
Environmental	l Travel/transport	t N/A	Freight transport	N/A	Reduction in travel by battery EV van		Replaced with travel by freight train		N/A	N/A	N/A	N/A	Y
Environmental	l Travel/transport	t N/A	Freight transport	N/A	Reduction in travel by battery EV van	N/A	Replaced by no travel/cycling/ walking	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	Y
Environmental	l Travel/transport	t N/A	Freight transport	N/A	Reduction in travel by freight train	N/A	Replaced by no travel/cycling/walking	Net reduction in miles travelled/transported or change in mode of travel/transport, against the relevant baseline. This is per person/vehicle.	N/A	N/A	N/A	N/A	Y
Environmental	I Biodiversity	Number of net biodiversity units created - representing habitat creation or protection. Natural England's Biodiversity Metric 3.0 spreadsheet can be used to calculate the number of units.  Please note that these need to be above and beyond legislative or required levels, such as the 10% legally required net gain for	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	l Water consumption	Net reduction in water consumption, against the relevant baseline.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Electricity	Net reduction in electricity consumption, against the relevant baseline.  Please note that the CO2e reductions captured through this metric should not be included in the CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Waste		Construction	n N/A	Waste previously reused	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Environmental	Waste	N/A	Construction	N/A	Waste previously recycled	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously recycled	N/A	Waste now reused	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously recovered/EfW	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously recovered/EfW	N/A	Waste now reused	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously recovered/EfW	N/A	Waste now recycled	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously sent to landfill	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously sent to landfill	N/A	Waste now reused	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Environmental	Waste	N/A	Construction	N/A	Waste previously sent to landfill	N/A	Waste now recycled	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Waste previously sent to landfill	N/A	Waste now recovered/EfW	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Previous treatment of waste unknown	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Previous treatment of waste unknown	N/A	Waste now reused	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items.  Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Construction	N/A	Previous treatment of waste unknown	N/A	Waste now recycled	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Commercial	N/A	Waste previously reused	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y
Environmental	Waste	N/A	Commercial	N/A	Waste previously recycled	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A	N/A	N/A	N/A	Y

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
								Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill					
Environmental W	/aste	N/A	Commercial	N/A	Waste previously recycled	N/A	Waste now reuse	sites are areas of land that are used to deposit drubbish.	N/A	I/A	N/A	N/A	Y
					Waste previously		Waste now	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit					
Environmental W	aste	N/A	Commercial	N/A	recovered/EfW  Waste previously	N/A	prevented	rubbish.  Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items.  Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit		I/A	N/A	N/A	Y
Environmental W	aste //	N/A	Commercial	N/A	recovered/EfW	N/A	Waste now reuse	drubbish.	N/A	I/A	N/A	N/A	Υ
Environmental W	⁄aste	N/A	Commercial	N/A	Waste previously recovered/EfW	N/A	Waste now recycled	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used	N/A	I/A	N/A	N/A	Y
Environmental W	/aste	N/A	Commercial	N/A	Waste previously sent to landfill	N/A	Waste now prevented	again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.  Net reduction in waste generated or a change		I/A	N/A	N/A	Y
					Waste previously			in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit					
Environmental W	aste	N/A	Commercial	N/A	· · · · · · · · · · · · · · · · · · ·		Waste now reuse  Waste now			I/A	N/A	N/A	Y
Environmental W	/aste	N/A	Commercial	N/A	sent to landfill		recycled			I/A	N/A	N/A	Y
Environmental Wa	aste	N/A	Commercial	N/A	Waste previously sent to landfill	N/A	Waste now recovered/EfV	into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are		/A	N/A	N/A	Υ

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
					Previous treatment of			Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are					
Environmental	Waste	N/A	Commercial	N/A	waste unknown	N/A	Waste now prevented	areas of land that are used to deposit rubbish.	N/A N/	'A	N/A	N/A	Υ
					Previous treatment of			Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are					
Environmental	Waste	N/A	Commercial	N/A	waste unknown	N/A	Waste now reused	areas of land that are used to deposit rubbish.	N/A N/	<sup>′</sup> A	N/A	N/A	Υ
Environmental	Waste	N/A	Commercial	N/A	Previous treatment of waste unknown	N/A	Waste now recycled	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A N/	'A	N/A	N/A	Y
								Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are					
Environmental	Waste	N/A	Household	N/A	Waste previously reused /	N/A	Waste now prevented	areas of land that are used to deposit rubbish.  Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process	N/A N/	'A	N/A	N/A	Y
Environmental	Waste	N/A	Household	N/A	Waste previously recycled /	N/A	Waste now prevented	of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A N/	'/A	N/A	N/A	Y
								Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are					
Environmental	Waste	N/A	Household	N/A	Waste previously recycled /	N/A	Waste now reused	areas of land that are used to deposit rubbish.  Net reduction in waste generated or a change in the way it is disposed,	N/A N/	<u>'A</u>	N/A	N/A	Y
Environmental	Waste	N//A	Household	N/A	Waste previously recovered/EfW	N / A	Waste now prevented	against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are	N/A N/		N/A	N/A	V
	Waste	N/A	Household	N/A	Waste previously recovered/EfW		Waste now prevented  Waste now reused	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are		/Δ	N/Δ	N/A	Y
		A1/A		AL/A	Waste previously			Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are		<b>7</b> A	N/A	AL/A	V
Environmental	Waste	N/A	Household	N/A	recovered/EfW /	N/A	Waste now recycled	areas of land that are used to deposit rubbish.  Net reduction in waste generated or a change in the way it is disposed,	N/A //	<sup>7</sup> A	N/A	N/A	Y
Environmental	Waste	N/A	Household	N/A	Waste previously sent to landfill	N/A	Waste now prevented	against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A N/	<b>'</b> A	N/A	N/A	Υ
Environmental	Waste	N/A	Household	N/A	Waste previously sent to	N/A	Waste now reused	Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.	N/A N/	'A	N/A	N/A	Y
					Waste previously sent to			Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are		··			
Environmental	Waste	N/A	Household	N/A	landfill /	N/A	Waste now recycled	areas of land that are used to deposit rubbish.  Net reduction in waste generated or a change in the way it is disposed,	N/A N/	'A	N/A	N/A	Y
Environmental	Waste	N/A	Household	N/A	Waste previously sent to landfill	N/A	Waste now recovered/EfV	against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are	<b>N/</b> A <i>N/</i>	<b>'</b> A	N/A	N/A	Υ
Environmental	Waste	N/A	Household	N/A	Previous treatment of waste unknown	N/A	Waste now prevented	Net reduction in waste generated or a change in the way it is disposed,	N/A N/	'A	N/A	N/A	Υ
Environmental	Waste	N/A	Household	N/A	Previous treatment of waste unknown	N/A	Waste now reused	against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.		'A	N/A	N/A	Υ

Metric area	Metric	Metric definition	Category 1	Category 1 definition	Category 2	Category 2 definition	Category 3	Category 3 definition	Category 4	Category 4 definition	Category 5	Category 5 definition	Monetised
Environmental	Waste	I/A	Household N/A		Previous treatment of waste unknown	N/A		Net reduction in waste generated or a change in the way it is disposed, against the relevant baseline. Reuse occurs when items are used again for their original purpose. It can involve checking, cleaning and repairing items. Recycling is the process of converting waste materials into new materials and objects. Waste recovered/EfW is the process of generating energy from the combustion of waste. Landfill sites are areas of land that are used to deposit rubbish.		/A	N/A	N/A	Y

