



# List of Metrics



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National  
**Social Value  
Standard**

**1**

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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 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.	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	Total number of FTEs 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.	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.	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.	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.	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	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/ 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	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.	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
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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.	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
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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-offender	A person with any kind of historical criminal record.	N/A	N/A	Y

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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.	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
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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 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	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 employed	Previously employed.	Young person (aged under 18)	Young person aged under 18.	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 employed	Previously employed.	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	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 employed	Previously employed.	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	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 employed	Previously employed.	Over 50 years of 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 from apprenticeships and placements, which have their own metrics.	Direct/indirect employment	Employed directly by the reporting organisation.	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.	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 employed	Previously employed.	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, 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 employed	Previously employed.	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	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.	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	Total number of FTEs 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.	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 unemployed by COVID-19	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.  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.	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	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.	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	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.	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.	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	Total number of FTEs 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.	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, 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.	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	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.	Young person (aged under 18)	Young person aged under 18.	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.	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	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.	Over 50 years of 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 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.	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	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.	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	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.	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	Total number of FTEs 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.	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	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.	Employment history unknown	Recent employment status is unavailable.	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	Total number of FTEs 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.	Employment 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, 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.	Employment 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, 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.	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.	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.	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.	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.	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 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.	Employment history unknown	Recent employment status is unavailable.	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 metrics.	Direct/indirect employment	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
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.	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.	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.	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
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.	Employment history unknown	Recent employment status is unavailable.	Young person (aged under 18)	Young person aged under 18.	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.	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	Monetised
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.	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 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.	Employment history unknown	Recent employment status is unavailable.	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	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.	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.	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.	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	Total number of FTEs 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.	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 just refer to people who slept rough.	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.	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 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.	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 minority ethnic group.	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, which have their own metrics.	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

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	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.	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 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.	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	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.	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	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.	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	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.	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	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.	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	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.	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	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-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	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 staff quitting, contracts ending or retirements.  Please note that these include apprenticeships and placements.	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

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	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 placements.	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	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 placements.	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	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 placements.	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	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 staff quitting, contracts ending or retirements.  Please note that these include apprenticeships and placements.	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	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 placements.	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	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 placements.	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	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 placements.	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	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 placements.	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	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 staff quitting, contracts ending or retirements.  Please note that these include apprenticeships and placements.	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	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 placements.	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	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 placements.	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

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	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 placements.	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	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 placements.	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	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 placements.	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	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 placements.	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 (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.	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 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.	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 basis because it benefits them, rather than being asked by an employer to do so.	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	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.	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 basis because it benefits them, rather than being asked by an employer to do so.	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 basis because it benefits them, rather than being asked by an employer to do so.	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	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.	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	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.	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



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 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-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	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.	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	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.	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.	Percentage of FTE disabled people 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 a proportion of the total FTE workforce	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	Percentage of people (FTE) in the workforce that are 'local', as a proportion of the total FTE workforce. 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
Jobs, apprenticeships and placements	Jobs (non-monetised)	N/A	Direct/indirect employment	Employed directly by the reporting organisation.	Number of people (FTE) in the workforce that are 'local'	Number of people (FTE) in the workforce 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
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 locally. 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

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)	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	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 FTE workforce	Percentage of single parents (FTE) employed, as a proportion of the total FTE workforce. 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	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) employed, as a proportion of the total FTE workforce	Percentage of ex-service personnel (FTE) employed, 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	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	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.	Percentage of formerly 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	Total number of FTEs 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.	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 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.	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).	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	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.	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 day-to-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).	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.	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 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.	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).	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.	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.	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).	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.	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 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.	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.	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).	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.	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	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 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-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).	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.	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.	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.	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 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.	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 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 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.	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 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 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/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).	Previously employed	Previously employed.	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
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 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.	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	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 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.	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 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 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.	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 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 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.	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 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.	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 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).	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 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.	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).	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
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.	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).	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.	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.	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.	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).	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 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.	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 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.	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 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.	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.	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.	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).	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

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.	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.	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.	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).	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.	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.	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).	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.	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.	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).	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.	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.	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 level 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 day-to-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).	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 level 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 level 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 level 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 level 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 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.	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).	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	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).	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 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.	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.	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 homeless	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 counting.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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	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.	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.	Direct/indirect employment	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.	Direct/indirect employment	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.	Direct/indirect employment	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 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.	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.	Direct/indirect employment	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.	Direct/indirect employment	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 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.	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 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.	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 day-to-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 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-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 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.	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 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.	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 by 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	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 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.	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.	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.	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
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.	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 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 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.	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.	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
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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.	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.	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.	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.	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
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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.	Ex-offender	A person with any kind of historical criminal record.	Y
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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.	Formerly homeless	A person who formerly had no accommodation available in the UK or abroad.	Y

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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
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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.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	Y
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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 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.	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 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.	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.	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.	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 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.	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.	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 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.	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 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.	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 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.	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.	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.	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.	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.	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

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.	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.	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 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.	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.	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 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.	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.	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.	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.	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.	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.	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.	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.	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 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.	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.	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 day-to-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.	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 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.	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 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.	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.	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	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.	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.	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 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-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.	Employment history unknown	Recent employment status is unavailable.	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 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.	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.	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 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.	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	A person who was left unemployed by COVID-19.	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.	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.	Black, Asian or minority ethnic person	A person who is from a black, Asian or minority ethnic group.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	Young person (aged under 18)	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	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.	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.	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.	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.	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.	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.	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 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.	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.	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.	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.	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.	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 (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.	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.	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	Total number of FTEs 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 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.	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	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.	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.	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.	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 day-to-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.	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.  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.	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.	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	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-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.	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 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.	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.	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.	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.	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.	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	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.	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.	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 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.	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
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.	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.	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	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.	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 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.	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.	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 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.	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.	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.	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.	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	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 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.	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.	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.	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.	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.	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 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.	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, 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 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 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 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.	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	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 employed	Previously employed.	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
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 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.	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.	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.	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 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.	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	Total number of FTEs 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 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 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 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 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 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 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.	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 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
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 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.	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.	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.	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.	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.	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.	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.	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 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.	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.	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.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

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.	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	Total number of FTEs 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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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

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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	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.	Left unemployed by 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	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.	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.	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.	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.	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.	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
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.	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.	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	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.	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.	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.	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.	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	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.	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 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.	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.	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.	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.	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 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.	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 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.	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.	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.	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 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.	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 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.	Left 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	Total number of FTEs 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.	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 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.	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 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 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.	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 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.	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 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.	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 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.	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 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 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.	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.  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.	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	Total number of FTEs 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.	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 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.	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 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.	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)	N/A	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 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.	Percentage of FTE disabled people on apprenticeship schemes (Level 2, 3 and 4+), as a proportion of all people on apprenticeship schemes	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 'long-term' 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)	N/A	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 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.	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	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)	N/A	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 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.	Number of people from groups under-represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+)	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	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.	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, 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.	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	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.	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 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.	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	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.	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	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.	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	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.	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	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.	Direct/indirect 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	Total number of FTEs 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.	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	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.	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

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.	Direct/indirect employment	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 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.	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 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.	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.	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
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.	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	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.	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 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	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.	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	Total number of FTEs 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.	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.	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	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.	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.	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	Total number of FTEs 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.	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 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.	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
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.	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 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.	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 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.	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	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	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.	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	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.	Female	A person who identifies as female.	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.	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	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.	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	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.	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	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.	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	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.	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	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.	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	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.	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 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.	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

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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.	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 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.	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 wage should be paid.	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	Total number of FTEs 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

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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.	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	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.	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

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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	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

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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.	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	Total number of FTEs 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	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

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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	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.	Improved	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	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.	Improved	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
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Job security	<i>Total number of employees who have experienced an improvement in job security. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Not worried	<i>Total number of employees who have experienced an improvement in not being worried at work. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Time pressure	<i>Total number of employees who have experienced an improvement in the level of time pressure at work. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Job is dangerous	<i>Total number of employees who have experienced an improvement in how dangerous the job is. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Opportunities for promotion	<i>Total number of employees who have experienced an improvement in the opportunities for promotion. This metric should only be used for workers who are experiencing a clear difference when compared with peers in the relevant industry.</i>  <i>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.</i>	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	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Level of autonomy	<i>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.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Able to work from home	<i>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.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Overworked (+50 hours a week average)	<i>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.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Improved	N/A	Variety in work	<i>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.</i>  <i>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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y
Jobs, apprenticeships and placements	Job quality	<i>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.</i>  <i>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.</i>	Declined	N/A	Wages	<i>Total number of employees who have experienced a decline in wages compared to peers.</i>  <i>Please note that this impact is meant to last a year.</i>	N/A	N/A	N/A	N/A	N/A	N/A	Y

	Metric		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.	Declined	N/A	Job security	Total number of employees who have experienced a decline in job security 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.	Declined	N/A	Not worried	Total number of employees who have experienced a decline in not being worried at 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	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.	Declined	N/A	Time pressure	Total number of employees who have experienced a decline in the level of time pressure 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.	Declined	N/A	Job is dangerous	Total number of employees who have experienced a decline in how safe the job is 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.	Declined	N/A	Opportunities for promotion	Total number of employees who have experienced a decline in opportunities for promotion 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.	Declined	N/A	Level of autonomy	Total number of employees who have experienced a decline in the level of autonomy 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 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.	Declined	N/A	Able to work from home	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.	Declined	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.	Declined	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 to. 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



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**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	<i>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.</i>	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	<i>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.</i>	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	<i>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.</i>	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	<i>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.</i>	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	<i>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 3 national certificate, Level 3 national diploma, Level 3 NVQ/SVQ, Music grades 6, 7 and 8, Tech level.</i>	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+	<i>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.</i>	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	<i>In-work training opportunities created, other than apprentices. Where there is a qualification involved, the qualification metrics should be used.</i>	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 (non-monetised)	N/A	Number of 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/A	N
Workforce wellbeing, training and skills	In-work training (non-monetised)	N/A	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)	N/A	Percentage of disabled people on other training schemes (level 2, 3 and 4+), as a proportion of all the people on training schemes	<i>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 'long-term' negative effect on your ability to do normal daily activities.'</i>	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	Number of disabled people on other training schemes (level 2, 3 and 4+)	<i>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.'</i>	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	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	<i>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.</i>	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	Number of people from groups under-represented in the workforce on other training schemes (level 2, 3, and 4+)	<i>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.</i>	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	Inclusive design features	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.	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 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 way you would reduce FTEs if it is less than a year.	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	Sleep	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 way you would reduce FTEs if it is less than a year.	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	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.	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	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.	Medium 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	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.	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	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	Y
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	Y
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	Y
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	Y
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	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
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.	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	Y
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



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**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.	The number 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 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 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	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.	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
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 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
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 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
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 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

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.	The value of contract opportunities awarded to VCSEs	The value 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
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 value of contract opportunities awarded to mutuals	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/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 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 start-ups, as a percentage of total spend	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/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 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 SMEs, as a percentage of total spend	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/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	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 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 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)	N/A	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	Percentage of all 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	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 steps	Percentage of all companies in the supply chain to have 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 risk management regime.	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 adopted the National Cyber Security Centre's 10 steps	Number of companies in the supply chain to have 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 risk management regime.	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	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	Number of 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
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	Percentage of all companies in the supply chain to have committed to the five foundational principles of good work. Taken from the government's Good Work Plan, aimed at improving the quality of work in the UK.	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	Number of companies in the supply chain to have committed to the five foundational principles of good work. Taken from the government's Good Work Plan, aimed at improving the quality of work in the UK.	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 mapping has been completed to the appropriate tier or to source in order to reduce the risks of modern slavery	Percentage of the supply chain for which supply chain mapping has been completed to the appropriate tier or to source in order to reduce the risks of modern slavery. Modern slavery is the illegal exploitation of people for personal or commercial gain.	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	Number of people-hours devoted to supporting victims of modern slavery. Modern slavery is the illegal exploitation of people for personal or commercial gain.	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	Percentage of all companies in the supply chain to have implemented the 6 standards in the Mental Health at Work commitment	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
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	Number of 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
Supply chain	Supply chain standards (non-monetised)	N/A	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	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	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	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



National  
**Social Value  
Standard**

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**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
Community, charity and other stakeholders	Volunteering (monetised)	N/A	Hourly	<p>Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.</p> <p>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.</p>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Volunteering (monetised)	N/A	Annually - at least once a week	<p>Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.</p> <p>Please note that 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.</p>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Volunteering (monetised)	N/A	Annually - at least once a month	<p>Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.</p> <p>Please note that 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.</p>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Volunteering (monetised)	N/A	Annually - several times a year	<p>Time spent, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives.</p> <p>Please note that 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.</p>	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 to COVID-19	<p>Number of people-hours spent supporting local community integration, such as volunteering and other community-led initiatives related to COVID-19.</p>	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	Number of people-hours spent protecting and improving the environment	<p>Number of people-hours spent protecting and improving the environment.</p>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N
Community, charity and other stakeholders	Engagement in sport and cultural activities or hobbies	N/A	Visiting museums	<p>Number of stakeholders that visit museums at least once a month for 12 months, as a result of the intervention.</p> <p>Please note that the mental health metric should not be used against this same intervention in order to avoid double counting.</p>	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	General	<p>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, 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.</p> <p>Please note that the physical or mental health metrics should not be used against this same intervention in order to avoid double counting.</p>	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	Visiting libraries	<p>Number of stakeholders that visit libraries at least once a month for 12 months as a result of the intervention.</p> <p>Please note that the mental health metric should not be used against this same intervention in order to avoid double counting.</p>	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.  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 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 ex-offender 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	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 ex-offender employment as that could lead to double counting.	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 ex-offender 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 ex-offender 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
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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 ex-offender employment as that could lead to double counting.	Rape	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 ex-offender employment as that could lead to double counting.	Other sexual offences	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 ex-offender employment as that could lead to double counting.	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
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 ex-offender employment as that could lead to double counting.	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
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 ex-offender employment as that could lead to double counting.	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
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 ex-offender employment as that could lead to double counting.	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
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 ex-offender employment as that could lead to double counting.	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	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 ex-offender employment as that could lead to double counting.	Arson - 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

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 be used in combination with ex-offender employment as that could lead to double counting.	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
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 ex-offender employment as that could lead to double counting.	Fraud	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 ex-offender 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 services.	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	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	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.	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	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	Homelessness	N/A	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
Community, charity and other stakeholders	Flooding incidents	Number of incidents of flooding expected to have been averted due to an intervention.	General	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Flooding incidents	Number of incidents of flooding expected to have been averted due to an intervention.	Urban	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Flooding incidents	Number of incidents of flooding expected to have been averted due to an intervention.	Rural	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Roadworks incidents	Number of roadwork incidents expected to have been averted due to an intervention.	General	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Roadworks incidents	Number of roadwork incidents expected to have been averted due to an intervention.	Urban	N/A	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	Green space (monetised)	N/A	Having a view over 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 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 own garden	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 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 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 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.  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 countryside 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 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 (non-monetised)	N/A	Number of green spaces created	Number of green spaces created, which are desirable natural areas and environmental resources, such as private gardens and designated areas.	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	Stakeholder engagement and consultation events, 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 as that could result in double counting.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	Co-design/co-creation with stakeholders	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 be used in combination with the stakeholder engagement metric 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	N/A	Y
Community, charity and other stakeholders	Community learning interventions (monetised)	N/A	Hourly	Community 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	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	Monetised
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)	Examples include careers information advice and guidance, curriculum enrichment talks, and school safety talks. (Minimum 40 hour intervention)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Community, charity and other stakeholders	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.  Please note that caution should be shown if combining this with the volunteering 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
Community, charity and other stakeholders	Site visit	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	N/A	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 health	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	Y
Community, charity and other stakeholders	Community health	N/A	Community mental health	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	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.	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 saving incidents	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, charity and other stakeholders	Loneliness	Reduction in loneliness per person 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 to last for a year.  Please note that loneliness is different from social isolation, as an individual can have any number of connections with family, friends, or other people, and still feel lonely.	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	Perception of neighbourhood	Increase people's overall satisfaction with their local area e.g. community engagement initiatives that develop and deliver interventions to improve the surrounding area, promotion of individual behaviour change strategies, focus groups to provide insights in to barriers.	Talk regularly to neighbours	The number of stakeholders who have an improvement in talking to neighbours regularly as a result of an intervention.  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	Perception of neighbourhood	Increase people's overall satisfaction with their local area e.g. community engagement initiatives that develop and deliver interventions to improve the surrounding area, promotion of individual behaviour change strategies, focus groups to provide insights in to barriers.	People in neighbourhood get along	The number of stakeholders who have an improvement in believing people get along in their neighbourhood.  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

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	Perception of neighbourhood	Increase people's overall satisfaction with their local area e.g. community engagement initiatives that develop and deliver interventions to improve the surrounding area, promotion of individual behaviour change strategies, focus groups to provide insights in to barriers.	Insults or attacks based on race or colour	The number of stakeholders who view there is an improvement in their neighbourhood in regards to there not being insults or attacks based on racism.  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	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	Y
Community, charity and other stakeholders	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	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	Inclusive design features	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
Community, charity and other stakeholders	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	N/A	Y



National  
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Standard**

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**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	Monetised
Environmental	Carbon	<i>Net reduction in CO2e against the relevant baseline. Please note that offsetting should be captured in the donations metric.</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Air quality	<i>Net reduction in air pollution against the relevant baseline.</i>	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	<i>Net reduction in air pollution against the relevant baseline.</i>	Sulphur dioxide (SO2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Air quality	<i>Net reduction in air pollution against the relevant baseline.</i>	Ammonia (NH3)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Air quality	<i>Net reduction in air pollution against the relevant baseline.</i>	Volatile organic compounds (VOCs)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Air quality	<i>Net reduction in air pollution against the relevant baseline.</i>	Particulate matter (PM2.5)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Noise	N/A	Noise pollution	<i>This metric has two inputs. Reduction in noise in decibels and hours. This metric represents the value in reducing noise in high noise activities.</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Noise	N/A	On site noise pollution (MMC)	<i>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 (before). And the number of hours on site where noise will be created (after). Showing the change in hours on site for noise.  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.</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced with travel by petrol/diesel car	<i>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.</i>	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced with travel by hybrid/EV car	<i>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.</i>	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced with travel by bus	<i>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.</i>	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced with travel by battery EV car	<i>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.</i>	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced with travel by rail	<i>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.</i>	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by flight	N/A	Replaced by no travel/cycling/walking	<i>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.</i>	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by petrol/diesel car	N/A	Replaced with travel by hybrid/EV car	<i>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.</i>	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	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by petrol/diesel car	N/A	Replaced with travel by bus	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	Passenger transport	N/A	Reduction in travel by petrol/diesel car	N/A	Replaced with travel by battery EV car	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	Passenger transport	N/A	Reduction in travel by petrol/diesel car	N/A	Replaced with travel by rail	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	Passenger transport	N/A	Reduction in travel by petrol/diesel 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 CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by hybrid/EV car	N/A	Replaced with travel by bus	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	Passenger transport	N/A	Reduction in travel by hybrid/EV car	N/A	Replaced with travel by battery EV car	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	Passenger transport	N/A	Reduction in travel by hybrid/EV car	N/A	Replaced with travel by rail	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	Passenger transport	N/A	Reduction in travel by hybrid/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 CO2e metric in order to avoid double counting.	N/A	N/A	N/A	N/A	Y
Environmental	Travel/transport	N/A	Passenger transport	N/A	Reduction in travel by bus	N/A	Replaced with travel by battery EV car	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	Passenger transport	N/A	Reduction in travel by bus	N/A	Replaced with travel by rail	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	Passenger transport	N/A	Reduction in travel by bus	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	Passenger transport	N/A	Reduction in travel by battery EV car	N/A	Replaced with travel by rail	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	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 CO2e metric in order to avoid double counting.	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	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	Travel/transport	N/A	Freight transport	N/A	Reduction in travel by petrol/diesel van	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 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.  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 battery EV van	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 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.  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 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.  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	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 developers.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Y
Environmental	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 consumption	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	N/A	Construction	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
Environmental	Waste	N/A	Commercial	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	Commercial	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	Commercial	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	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 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 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	Commercial	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
Environmental	Waste	N/A	Commercial	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	Commercial	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





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	Household	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

