Lochaber Hospital's Social Impact Plan outlines a comprehensive approach to community benefits, focusing on employment, education, and local economic growth through the construction project in Fort William, Highlands. The plan aligns with Scottish Government frameworks and emphasises collaboration with local organisations to maximize social value.

- **Community Benefit Objectives:** The project aims to create work placements, apprenticeships, and educational engagement opportunities for local unemployed people, students, and young people, with a focus on supporting priority groups such as unemployed people and those with convictions.
- **Employment and Training Targets:** Specific targets include work placements, apprenticeships, graduate roles, and qualifications achieved by staff, with emphasis on local labour involvement and supporting people not in employment, education, or training (NEETs).
- **Educational Engagement and Career Support:** The plan includes site visits for schools and colleges, curriculum support, career mentoring, mock interviews, and CV advice to encourage local youth toward construction careers.
- **Local Supply Chain and Economic Growth:** There is a focus on maximizing local procurement within a 30-mile radius, supporting local SMEs and social enterprises through business advice and supplier development events.
- **Social Contributions and Volunteering:** Commitments include donations or in-kind contributions to local community projects, staff volunteering hours, and community legacy projects linked to supporting young people at risk or former prisoners.
- **Measured Achievements and Social Value:** KPI’s will be recorded monthly with the social value being calculated via the Social Value Portal.



Lochaber Hospital

Draft Social Impact delivery plan

Revisions and adaptions within last 3 months

Revised by	Date	Adaptions made
Jackie Lumsden	22/09/25	
Jackie Lumsden	23/02/26	Stretch targets, volunteering hours, community donations added.

Achievements and updates

This section is to be updated monthly to give an overview of progress and up to date accounts of achieved KPI's.

- **December 2025**: £100 donation to Cash for Kids Mission Christmas to support the donation drive in Lochaber.
- **January 2026**: Discussions with Cash for Kids to support the donation of a sensory tent to a school in Lochaber. Adam Rab will approach the schools and determine which has the most need.
- **February 2026:** Meeting with Megan Glass (NHS Employability Lead). Jackie Lumsden will join the Local Employability Partnership. Megan will link Jackie in with DYW and TSI contacts. Balfour Beatty will attend employability events being run by NHS in the Lochaber area.

Community Benefits Project Plan

Project Name: Lochaber Hospital
Location: Fort William, Highlands
Project Description:

Community Benefit Policy & Project Objectives

NHS Community Benefit General Policy

Community Benefit Gateway

(CBG) is a free and easy to use online service that connects NHS Scotland suppliers with third sector community organisations within Scotland.

It supports community initiatives such as:

- Work placement opportunities
- Volunteering projects
- The provision of professional advice
- Assistance with building community facilities
- Environmental proposals
- Improving and promoting biodiversity
- Lifelong learning projects (this list is not exhaustive)

In collaboration with Public Health Scotland, the CBG helps improve the economic, social and environmental wellbeing of local areas and assists in the reduction of health inequalities across Scotland. CBG's purpose is to establish a positive relationship between appropriate suppliers and third sector community organisations through the fulfilment of community needs

Community Benefit Project Objectives

Ensuring targeted community benefits Jackie Lumsden, Social Impact Manager, will manage the delivery of our community benefits package. We will work in partnership with you to create a community benefits plan which will support local people and high priority groups to gain employment and enhance skills. Using the SFT community benefits toolkit for construction we will exceed the community benefit outcome benchmarks in CITB National Skills Academy for Construction.

Our community benefit plan will have demonstrable employment & skills outcomes which support local development plans for West Highland & Islands (WestPlan) and supports priorities within both to create local employment and contribute towards a local economy which is growing, diverse and sustainable.

Jackie with work with Megan Glass to adopt the Employability and Widening Access Strategy into the project KPI's.

To support our plan, we will create a community benefits stakeholder group including supply chain partners, NHS representatives, thirds sector and local community champions.

1. PROGRESS AGAINST CONTRACTUAL REQUIREMENTS

	SPECIFIED BENEFITS	Description	Contract Target	Progress to Date	Monthly Update
1.	Work Placements	Work Placements for people within the Justice Service	2		
		Work Placements for young people with no positive destination.	2		
		Work Placements for individuals not in education	3		
		Work Placements for Long term unemployed	3		
		Work Placement for young people in Further Education	1		
		Work Placements for young people within school	2		
		Work Placement for former armed forces personnel	1		
		Overall Target	**14**		
2.	Jobs Created	Jobs for people within the Justice Service	2		
		Jobs for local unemployed people	6		
		Jobs for young people with no positive destination	2		
		Apprenticeships for young people	4		
		Graduate roles for young people	1		
		Overall Target	**16**		
3.	Careers, Advice and Guidance	Curriculum Support	5		
		Site Visits – School	2		
		Site Visits – Further Education	2		
		Educational Engagement	5		
		Overall Target	**14**		
4.	Training Weeks	Total number of training weeks currently taking place on the project	TBC		
		Overall Target	**TBC**		
7.	Case Studies	Case studies per year to profile employment and skills, training, charitable, volunteering, and environmental best practice	6		
		Overall Target	**6**		

2025 Green = Targets met

Lochaber Hospital KPI Tracker

	Benefit Type Description	Details	CITB Band	Project Stretch Target	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec	Total for year	Benefits Achieved to Date	Diff +/-	Notes
SPECIFIED BENEFITS																				
1.Work Placements/ Work experience			**12**	14																
	Local unemployed people (CJ, DWP, armed forces, parents/carers)	Working with Megan Glass and employability teams and services to promote opportunities for work and further training. Sector based work academies in conjunction with DWP and the supply chain to address the skills gap and depopulation of the area. Pathways to Construction Pre-employment courses to upskill																		
	Work placements for those in education (Secondary, College, Uni)	In addition to placements for all further education students we would like to tailor a bespoke course for Females in construction.																		
2.Jobs Created			**13**	16																
	Jobs for people within the Justice Service		2	2																
	Jobs for local unemployed people		4	6																
	Jobs for young people with no positive destination		2	2																
	Apprenticeships for young people		4	5																
	Graduate roles for young people		1	1																
3.Construction Careers, Information, Advice and Guidance			13	14																
	Site Visits: Schools		2	2																
	Site Visits: Further education		2	2																
	Curriculum Support	Support with CV writing. Mock interviews and careers events.	4	5																
	Educational Engagement	Big School Visit to each of the feeder Primary Schools in	5	5																

		the area.																		
5.Case Studies	Provided via monthly PP updates	Ongoing monthly PP updates detailing plan delivery. Spotlight case studies on supply chain, community work to be provided	N/A	6																
SUPPLEMENTARY BENEFITS																				
a.	3rd Sector Support (Community Timebank)	Time spent volunteering in the community	N/A	120 hours																
b.	Reduced Waste to Landfill	Monitor only	N/A	TBC																
c.	Mentoring for care experienced young people		0	1																
d.	Fundraising (Donations in kind to local community projects/services)	Sponsorship events for local charities, donations in kind. Beneficiaries will be identified via 'Be Connected' and by requests from the community and the client.	N/A	£3000	£100												£100	£100		
e.	Partnership working in the community (to be recorded in hours of engagement)	Highland good food Community Cinema Scottish Canals (Big design challenge) Voluntary Action Lochaber																		
f.	Hospitality and accommodation	Support for employees to find accommodation in the area. Support for accommodation providers where required.																		
g.	Expert business advice	Advice given to local charities, VCSE and SME's.																		
h.																				

F. CROSS REFERENCING PROJECT KPI'S WITH NATIONAL PERFORMANCE FRAMEWORK OUTCOMES AND TOMS

The Scottish Government **National Framework** aims to;

- create a more successful country
- give opportunities to all people living in Scotland
- increase the wellbeing of people living in Scotland
  create sustainable and inclusive growth
  reduce inequalities and give equal importance to economic, environmental and social progress



The National TOMs – Themes, Outcomes and Measures – is a framework for delivering excellence in measuring and reporting social value across 5 Themes – Jobs, Growth, Social, Environment and Innovation – https://socialvalueportal.com/solutions/national-toms

National TOMs	Proxy Value	Achieved	Added Social Value
NT1	£31,191.00		
NT4	£15,382.90		
NT7	£105.50		
NT8	£16.93		
NT10	£251.79		
NT11	£105.58		
NT12	£194.50		
NT13	£194.50		
NT15	£101		
NT18	£0.76		
NT29	£16.93		
Total			