

### Social Values Policy

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| 1                     | New Policy            | Sam Wilson     | 2.2.2021           | 2.2.2022           |

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## **Purpose**

The Company's Social Values Policy outlines our commitment towards measuring and managing the social value contribution that our organisation creates. We understand that this process is important for four reasons:

- to be accountable to our learners and stakeholders and ensure that we are taking responsibility for the role we are playing in their lives,
- to manage our activities to be able to maximise the social value we are creating,
- to enable best practice as an organisation,
- to reduce our assumptions about the way our activities create value through outcomes for our learners.

This policy aligns and supports the separate:

1. Environmental and Sustainability Policy.
2. Corporate Social Responsibility Policy
3. Green ICT policy
4. Equality, Diversity, and Inclusion Policy
5. Safeguarding Policy and Modern Slavery and Trafficking Policy Statement

## **Scope**

The content of this document applies to all employees as well as any-one within our supply chain or sub-contract or volunteers.

## **Social Values: Definition**

A process whereby organisations meet their needs for good, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and economy, whilst minimising damage to the environment.

## **Principles**

The following principles underpin our policy:

- use our assets wisely, generating a social as well as financial return.
- secure value for money whilst maintaining efficient, high-quality services and ensuring our management overview and support maximises the value we get from our buying decisions.
- maximise opportunities to work with partners and other stakeholders locally and nationally.
- plan inclusively with everyone in mind, but with a particular focus on our learners and their future.
- focus on planned long-term outcomes, prioritising early intervention to realise those outcomes.
- commit to safe learning communities, including zero-tolerance to harassment or abuse based on gender, gender reassignment, disability, race, age, religion/belief, sexual orientation relationship status or pregnancy.
- build company resilience, improving our ability to cope with environmental, economic, or social 'shocks and stresses.'

## **Aims and Objectives**

In delivering this policy our aim is to achieve meaningful social value from the contracts we set in place by:

- ensuring that our default position is that all contracts demonstrate the addition of real social value.
- promoting local employment by targeting our offer to disadvantaged groups, geographical areas, and key sectors.
- raising the living standards and prosperity of our learners by providing good quality training and skills that will enable them to develop and realise their learning, work, career, and life aspirations.
- supporting the local economy by the provision of training and learning, so that micro, small and medium sized enterprises, and the voluntary and community sector can thrive and grow through their employees' acquisition of learning and skills.
- involving local employers and organisations in considering how we meet the needs of local communities.
- promoting active citizenship to our learners and staff.

- promoting equity and fairness by targeting effort towards those in the greatest need or facing the greatest disadvantage.
- supporting fair and ethical trading in the supply chain, expecting our suppliers, service providers and contractors to observe and demonstrate a similar commitment of ensuring and, where necessary, improving ethical practices locally and nationally.
- promoting environmental sustainability by reducing wastage and climate impacts, limiting energy consumption, and improving and procuring materials from renewable and sustainable sources.

## **Delivering Social Values**

To achieve our aims and objectives, the Company will:

- share and promote our commitment to Social Value during staff induction, CPD and training.
- work closely and inclusively with all stakeholders (e.g. LEPs, combined authorities, local authorities, Jobcentre Plus, employers and learners) when curriculum planning to ensure our offer is relevant and valuable to the local economy.
- provide high quality information, advice, and guidance to learners to enable relevant and informed decisions on potential career paths.
- challenge our learners and staff to aim higher and support them to progress towards their aspirations and goals.
- deliver apprenticeships in partnership with local employers to contribute to a skilled local workforce that enables the local economy to grow in resilience and thrive.
- promote and deliver adult learning that encourages community participation and reduces isolation among disadvantaged groups.
- promote and enable enrichment activities for learners and staff at all levels that encourage personal development and community involvement.
- support local charities through fundraising events to raise awareness among staff and learners of the challenges faced by other members of their communities.
- include social values within the individual learner journey by assessing, measuring, and delivering social and employability skills as an integral part of the training programme.
- encourage active citizenship and integration into the local community through delivery of ESOL programmes.
- develop learners' understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance.
- promote good mental health and remove stigma from mental health conditions by the provision of specific training packages for staff, learners, and employers.
- welcome and celebrate diversity and promote this culture to others by example and by providing specific training such as LGBT Inclusion in the workplace.
- evaluate the success of our organisation by measuring the social value outcomes of our learners as well as by qualification achievement rates and continuing financial stability.

- provide equality of opportunity for all as set out in our Equality and Diversity Policy.
- ensure that any procurement process for potential sub-contractors includes due diligence on social values and that social value targets will be an integral condition of any contract awarded.
- take a proactive approach to sustainability and reduction of waste by adhering to our Environmental and Sustainability Policy.

## **Evaluating our approach**

The Company will set social value measures, benchmarks, and targets at the start of each academic year. Measures will provide a 'best fit' with national TOMs (Themes, Outcomes and Measurements) and appropriate proxy values. Measures from previous years will be updated, added to, or deleted, as necessary. All measures will be recorded in Woodspeen Training's Annual Social Values Action Plan, with progress against targets regularly reviewed throughout the year by our Senior Management Team.

## **Non-Compliance**

Any non-compliance with this policy could result in disciplinary action.

## **Review**

This policy will be reviewed at least annually.