

## **SOCIAL VALUE POLICY**

### **1. Purpose and Scope**

This Social Value Policy sets out how we deliver measurable, contract-specific social, economic and environmental value in line with the Public Services (Social Value) Act 2012 and the UK Government's Social Value Model. It applies to all employees, subcontractors and supply chain partners involved in delivering our services.

Our commitments are embedded into project planning, delivery, reporting and continuous improvement. We tailor our social value delivery to the needs of each client, contract and local community.

### **2. Our Social Value Framework**

We deliver social value across the five themes of the UK Social Value Model:

1. **Community wellbeing**
2. **Tackling economic inequality**
3. **Fighting climate change**
4. **Equal opportunity**
5. **Wellbeing**

For each theme, we track performance and provide evidence of outcomes.

### **3. Our Social Value Commitments**

#### **A. Supporting Local Communities and Wellbeing**

We strengthen community resilience and wellbeing by investing time, skills and resources into local initiatives.

#### **Commitments**

- Provide employee volunteering to support local charities, schools and community groups
- Deliver community engagement activities aligned to local priorities
- Offer pro-bono professional support (e.g., mentoring, training, digital skills)
- Support local events, education programmes and cultural initiatives

#### **Evidence**

- Volunteering logs
- Case studies
- Beneficiary feedback
- Photos, attendance records, impact summaries

## **B. Employment, Skills & Economic Opportunity**

We create local economic value through jobs, skills and supply chain development.

### **Commitments**

- Create employment opportunities for local people
- Offer work placements and training programmes
- Provide skills development for employees and community members
- Support SMEs, VCSEs and local suppliers
- Pay fair wages and promote secure employment

### **Evidence**

- HR and payroll data
- Training logs and certificates
- Supply chain reports
- Work placement progression records

## **C. Equality, Diversity & Inclusion (EDI)**

We promote an inclusive workplace culture and remove barriers for under-represented groups. Our focus is on creating equitable opportunities through development, awareness, and community engagement rather than recruitment volume.

### **Commitments**

- Maintain an inclusive and respectful working environment for all employees.
- Provide EDI training and awareness programmes.
- Apply a zero-tolerance approach to discrimination, bullying or harassment.
- Ensure our policies, processes and working practices are accessible and inclusive.

### **Evidence**

- Training records
- EDI action plans
- Employee feedback or inclusion survey results.

## **D. Environmental Stewardship & Climate Action**

We reduce our environmental impact and support clients' sustainability goals by focusing on low-carbon working practices, responsible procurement, and continuous improvement across our dispersed, predominantly home-based workforce.

### **Commitments**

- Measure and reduce our organisational carbon footprint, with a focus on business travel, digital energy use and procurement.
- Work towards long-term Net Zero targets.

- Promote low-carbon behaviours among employees (e.g., sustainable travel, energy-efficient home-working practices).
- Use sustainable and responsibly sourced materials and suppliers.
- Minimise waste through digital-first working and responsible disposal of office materials.

### **Evidence**

- Carbon reporting data
- Carbon reporting data (Scope 1–3 where applicable).
- Travel and virtual-meeting statistics.
- Supplier sustainability assessments.
- Records of digital-efficiency initiatives.

## **E. Ethical Business, Governance & Human Rights**

We operate with integrity, transparency and accountability.

### **Commitments**

- Full compliance with all legal and regulatory requirements
- Anti-bribery, anti-corruption and whistleblowing policies
- Modern slavery prevention across our supply chain
- Transparent reporting and ethical procurement

### **Evidence**

- Training logs
- Audit reports
- Supplier declarations
- Policy review records

## **4. Supply Chain Social Value Delivery**

We work collaboratively with suppliers to maximise social value by:

- Prioritising SMEs, VCSEs and local suppliers
- Embedding social value requirements into procurement processes
- Sharing best practice and supporting supplier development

## **5. Governance & Accountability**

We ensure robust oversight through:

- A designated Social Value person is responsible for delivery and reporting
- Social value embedded into project plans and risk registers
- Regular performance reviews
- Annual reporting to senior leadership
- Continuous improvement based on feedback and evaluation

## 6. Measurement, Reporting & Evidence

We use recognised frameworks and tools to measure and evidence social value, including:

- UK Social Value Model
- National TOMs Framework (if required by the client)
- Contract-specific KPIs
- Quantitative and qualitative evidence
- Case studies and beneficiary feedback

## 7. Communication

This policy is communicated to all employees, suppliers and stakeholders. It is included in tender submissions, supplier onboarding, induction training and internal communications.

## 8. Review

This policy is reviewed annually to ensure alignment with legislation, best practice and client expectations.

Date of Review: 27 April 2026	Signed: <i>A Knight</i>
Date of Next Review: Jan 2027	Print Name: Amanda Knight Position: CEO