

SOCIAL VALUE STATEMENT

Our mission is to help apprentices realise their potential by making training an inclusive and enjoyable journey where they can start to differentiate their yesterday from today and make their future look even better.

Our work creates a positive social value where the qualifications we deliver help with career and progression opportunities for individuals. The learners on completion of their training programmes often become mentors for other staff members. Our learners have been shortlisted for numerous regional awards as a recognition of their achievements.

The training programmes allow learners to achieve a higher pay scale thereby helping them earn more to be able to support their families and other community members.

SCOPE:

Our social value commitment impacts all areas of operations which include our staff and organisational development, environmental factors i.e., commitment towards net zero targets, community support where we support local schools with information and apprenticeship awareness sessions.

COMMITMENTS:

- 1) **Our procurement process:** We are committed to working with partners and suppliers who share ethical values in their operations and performance. We always make sure we buy our goods and services from reputable organisations who follows and adhere to the guidelines of the Modern Slavery rules and have ethical staffing commitments.
- 2) **Environmental commitment:** We take extreme care in how our business contributes to net-zero targets. Post-pandemic, all staff members now work from home, this has reduced the need for traveling to our offices. We have invested in online training platforms which removed the need for physical travel using a car or public transport to deliver training. The transition to remote learning and the use of e-marketing has allowed us to reduce the usage of paper and ink at the offices. We encourage all our staff to recycle unused items and any redundant electronic items. We use cloud-based technology which has removed the need for physical servers.
- 3) **Equal opportunities, flexible working and diversity in the workforce:** We employ staff from varied ethnic backgrounds and career experiences. When looking to expand and grow we first look at our internal existing staff members and provide them an opportunity to apply for roles. All staff members in the business are given an opportunity to sign up on a training programme. This gives the staff members further confidence and be a role model for their own learners. We offer staff members a lot of flexibility for them to work around their young families; we support single-parent staff members to work around the school drop and pick-up times. We have provided

full support for a senior staff member who was diagnosed with cancer, this was greatly appreciated, and the member of staff has now fully recovered.

- 4) **Paying higher than average living wage/competitive market rate:** Our staff members are paid well above the minimum wage, the pay scale is competitive matching the industry standards, where we have employed an apprentice in the organisation, we have offered them higher than the national minimum wage. Once the staff member completes their training programme we offer them a competitive market rate for the role in question.
- 5) **Mental health and wellbeing:** We offer additional holidays for staff members to celebrate their birthdays with their families. We organise a country side walks with the team every year where the staff gets a chance to meet with each other face to face, switch off from work and connect with the nature. We also offer staff members a private healthcare policy as an additional support for health and wellbeing.

POLICY REVIEW

How will this policy be reviewed?

The Operations and Commercial Manager is responsible for the implementation and review of this policy. This review is completed annually or when considered necessary. The date of review is recorded in the policy review table of the document and includes the date of the next required review. This enables the Operations and Commercial Manager to easily track when the last review was completed ensuring the policy is relevant and up to date.

Following the annual review, the senior management team (SMT) read the policy, make any suggestions for amendments and then it is finally approved by the Managing Director.

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