

Social Value Policy

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Document Control

Owner (Responsibility for Approval of Issued Versions)

Name	Role	Date	Version
Scott Phillips	HR Manager	27/04/23	1.0

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1. INTRODUCTION

- 1.1. The Colleges' Partnership (the Company) are committed to creating a positive impact on the communities in which we operate. We believe that businesses have a responsibility to use their resources to make a difference, and we are committed to using our social value policy to guide our actions.

2. PURPOSE

- 2.1. The purpose of this policy is to set out our commitment to creating social value and to provide guidance on how we will achieve this. We believe that social value is an important part of our overall business strategy, and we are committed to making a positive impact on the communities in which we operate.

3. ALIGNMENT WITH OUR VALUES

- 3.1. Our social value policy aligns with our company values in the following ways:
 - 3.1.1. **Integrity:** We believe that it is important to be honest and ethical in all of our dealings. Our social value policy reflects this by requiring us to consider the social and environmental impact of our decisions and to act in a way that is beneficial to society.
 - 3.1.2. **Respect:** We believe that everyone deserves to be treated with respect, regardless of their background or beliefs. Our social value policy reflects this by requiring us to promote diversity and inclusion in our workplace and to support the communities in which we operate.
 - 3.1.3. **Teamwork:** We believe that we can achieve more together than we can alone. Our social value policy reflects this by requiring us to collaborate with our employees, customers, and suppliers to create a positive impact on the world.
 - 3.1.4. **Innovation:** We believe that innovation is essential for our success. Our social value policy reflects this by encouraging us to find new and creative ways to improve our social impact.
 - 3.1.5. **Ambition:** We believe that we have the potential to make a real difference in the world. Our social value policy reflects this by challenging us to set ambitious goals and to work towards them with determination.
- 3.2. We believe that our social value policy is an important part of our company's identity. It is a reflection of our values and our commitment to making a positive impact on the world. We are committed to working towards our social value goals and to making a positive difference in the lives of others.

4. OUR SOCIAL VALUE THEMES

- 4.1. We are committed to adding value across the following themes:
 - 4.1.1. **Charity:** We will actively support and fundraise for charities that support wellbeing, and health. We believe that it is important to give back to the communities in which we operate, and we are committed to making a difference in the lives of others.
 - 4.1.2. **Equality, Diversity, and Inclusion:** We are committed supporting the personal and professional development of underrepresented groups in the Company. We believe that everyone has something to contribute, and we are committed to creating an environment where everyone feels welcome and valued.
 - 4.1.3. **Investing in People:** We understand that our employees are our most valuable asset, and we are dedicated to creating a workplace where they can thrive and grow. We will invest in the development of our staff, providing them with the

resources and support they need to succeed.

- 4.1.4. **Environment:** We recognise the importance of protecting our planet for future generations, and we are committed to operating in an environmentally sustainable manner. We will take proactive steps to reduce our environmental impact, promoting responsible practices throughout our organisation.
- 4.1.5. **Mental Health & Wellbeing:** We are committed to supporting the mental health and wellbeing of our employees, learners, and communities. We believe that everyone deserves to live a happy and healthy life, and we are committed to providing resources and support to help people achieve their mental health goals.
- 4.1.6. **Physical Health:** We believe that physical health is important for overall wellbeing, and we are committed to promoting healthy habits and lifestyles among our employees.
- 4.1.7. **Social Mobility:** We are committed to supporting social mobility and providing opportunities for everyone to succeed. We believe that everyone deserves the chance to achieve their full potential, regardless of their background, and we are committed to creating an environment where everyone has the opportunity to succeed.
- 4.1.8. **Supply Chain:** We are committed to operating a sustainable supply chain. We believe that we have a responsibility to the environment and to the communities in which we operate, and we are committed to using sustainable practices throughout our supply chain.
- 4.1.9. **Volunteering:** We are committed to supporting our communities through volunteering. We believe that it is important to give back to the communities in which we operate, and we are committed to making a difference in the lives of others.

4.2. These themes are important to the Company's mission and values. We are committed to working towards these goals and making a positive impact on the world.

5. OUR SOCIAL VALUE ACTIONS

5.1. We will achieve our social value themes through a range of actions, which are outlined in Appendix A. These actions will be monitored and evaluated on a regular basis to ensure that we are making progress towards our goals.

6. RESPONSIBILITIES

- 6.1. **The CEO:** The CEO is responsible for setting the overall vision and strategy for social value at the Company. The CEO is also responsible for ensuring that the Company's social value initiatives are aligned with its overall business strategy.
- 6.2. **The HR Manager:** The HR Manager is responsible for developing and implementing the Company's social value initiatives and actions in collaboration with senior managers.
- 6.3. **Managers:** Managers are responsible for implementing the Company's social value initiatives at the team level. Managers are also responsible for creating a workplace culture that is supportive of our social value themes.
- 6.4. **All Employees:** All employees are responsible for contributing to the Company's social value efforts. Employees can do this by volunteering their time to charitable causes, participating in employee resource groups, and supporting the Company's social value initiatives in other ways.

7. CONCLUSION

- 7.1. We are confident that our social value policy will help us to create a positive impact on the communities in which we operate. We are committed to using this policy to guide our actions and to make a difference in the world.

Signed



Tony Basham
CEO

Date: 27 April 2023

Appendix A – [Social Value Action Plan](#)