

## Introduction

Social Value is defined as the added value secured from the delivery of services that can help to improve social, environmental or economic benefits to individuals and communities.

B-Skill are committed to creating a sustainable inclusive society actively managing our operations in ways which optimise our value to the communities in which we work.

We manage Social Value through a number of policies and procedures which collectively deliver our objectives including:

- Regular reviewing of curriculum offers to ensure that it meets the local and regional needs and is linked to learner needs and aspirations.
- Promoting B-Skill curriculum offers in order to continually improve the rates of learner progression into further education and or sustainable employment.
- Working collaboratively with key stakeholders to enable our communities to gain the support, skills and resilience they need to improve the quality of their lives and make an active contribution to society.
- Promoting environmental sustainability by reducing wastage and climate impacts.

This Social Value policy applies to all B-Skill employees, associates, apprentices, learners, employers, partners, sub-contractors and third parties who undertake activities for and on behalf of B-Skill. It applies to the goods and services we procure, our direct operations and the services we provide to our customers.

## Purpose

We are a values-based organisation whose purpose is to deliver growth with passion; creating a future where everyone has the chance of a better quality of life, through new skills, investment, and opportunity. Our staff promote, influence, train, explore and advise to deliver maximum benefit for the communities in which we work.

This policy provides an effective framework for realising our commitment to maintaining and where possible enhancing the Social Value we create in the communities we work within, both as an employer and a provider of services.

## Responsibilities

All employees, associates, apprentices, learners, employers, partners, subcontractors and third parties are responsible for ensuring that this Policy is adhered to in accordance with our shared values: The B-Skill Values Statement sets out the principles used to guide B-Skill in the conduct of its business and provides a framework for behaviour and conduct of all our people. Some activities within the scope of this policy are covered by additional dedicated policies and procedures to ensure that our Social Value objectives are delivered.

## Policy

We are an organisation which aims to improve skills, employment, and enterprise to benefit the lives of all our apprentices and learners and the wider community.

In recognising this we are committed to contributing to a more sustainable society and to continually improve the positive impacts we make. We recognise the contribution we can make to increasing social value through our own direct impact as an independent training provider.

Our impact can be categorised in terms of the following key areas:

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## 1. Our environmental impact

B-Skill are conscious of our carbon footprint and will promote environment sustainability by reducing waste and climate impacts.

B-Skill will promote sustainability by:

- Having policies and systems in place to manage and reduce these impacts such as heating and cooling, travel to apprentices and learners, employers, partners and other third-party premises, ICT and paper.
- Using resources and services efficiently to reduce waste and maximise value.
- Activity promoting sustainability and ethical procurements and practices.

We have recently appointed an employee as our Sustainability Champion to add focus on ways in which we can further reduce our carbon footprint and support a sustainable future.

We believe that through education we can improve our impact on local environment, B-Skill have introduced the “Learn and Grow” campaign. When Apprentices are onboarded via an employer, B-Skill will make a donation to support “Trees not Tees” and their plantation of trees across the UK.

## 2. Our organisational development

B-Skill will make a positive contribution to the local and regional economy through the employment and career opportunities that we provide our staff, and with the suppliers, partners, and stakeholders that we do business with.

We use our recruitment and selection policy and procedures to ensure roles are widely advertised in ways to ensure the wider community are aware of opportunities available to apply for. We capture a broad spectrum of information from those who apply for roles including where they live and how far they progress in the process. B-Skill will promote workforce diversity by targeting harder to reach and under-represented groups and communities. This information feeds into our Equality, Diversity and Inclusion working group which oversees the development and delivery of related policies, systems and procedures. On joining the company, staff are able to access a structured learning and development programme to increase their knowledge and skills and benefit from progression within the business.

These areas are covered by those separate policies including Sustainability, Procurement and a suite of HR policies and standards including Disability Confident.

## 3. Our support for local communities

B-Skill will continue to seek opportunities to support the local communities in where we are working within and build on not just being a learning environment but build on supporting local communities acting as a focal point for the wider community where possible and assisting in developing greater levels of social cohesion and community pride.

B-Skill will include students, apprentices, local employers, people within the community and other key stakeholders in ensuring we are able to offer a breadth of learning opportunities and support all sizes of business to improve capability and grow sustainably.

B-Skill will continue to carry out volunteering activities that deliver benefits to local communities and extend activities that support people in the local community to live healthier lives. including:

- My Make a Difference Day – B-Skill encourage and support the commitment of employees to work as volunteers in activities, organisations or teams that require support. Through My Make a Difference Day, employees are encouraged to use their annual volunteering day to support local causes and their community.
- Food Sharing Scheme – B-Skill delivery centres encourage the local community to donate preserved foods, this will additionally benefit the wellbeing of the wider community.
- Nature boxes – B-Skill provides nature boxes in delivery centres which hold sanitary products to promote the abolition of period poverty.
- Community impacting projects linked to environmental awareness and sustainability – B-Skill actively embed environmental improvement projects within each learning programme.

In addition, we can make a positive difference through the services we provide by:

- ensuring we continue to develop services which meet the needs of those customers who are often less able to participate in mainstream support.
- ensuring we continually review how we can make improvements to the Social Value we create in the communities we support.

This includes supporting:

**Learners:**

B-Skill learning programmes support individuals from all backgrounds. This includes; unemployed/ long term unemployed, learners wanting to upskill and those wanting a complete career change. Through the services we offer including training, qualifications and employment opportunities, this enables people to live more financially independent lives. B-Skill also offer information, advice and guidance to support people in their daily lives including financial and health signposting which has a positive impact on their social and mental wellbeing.

**People :**

Through providing access to employment and training opportunities across England, B-Skill are well placed to reduce the inequalities and barriers to work faced by many in our society.

B-Skill are supporting local people to enter or return to the labour market and are raising living standards by offering the Real Living Wage. The Real Living Wage is a voluntary and independently set pay rate that reflects the true cost of living.

**Employers:**

B-Skill supports employers and businesses to raise productivity, tackle skills gaps and shortages, and deliver high quality services through widening access to training and employment for individuals and groups who are traditionally disadvantaged or under-represented. This supports their growth and development creating good jobs in the local communities.

B-Skill are supporting employers to select and recruit staff from the local communities and in the development and retention of current staff.

We encourage learners to develop environmental projects throughout their learning programmes which supports the reduction of environmental impact within the employer and wider communities.

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### **Communication**

To realise our Social Value objectives, we recognise the need for and are committed to communicating these objectives to our suppliers, potential and existing employees, customers and wider stakeholders. This is achieved via our procurement and recruitment processes and our existing communication channels including the Business Plan, SharePoint System, newsletters, team briefings, staff induction processes and stakeholder engagement.

### **Review**

This policy and the actions arising from it will be annually reviewed as part of the business planning process which involves staff, leadership and management teams with final approval by the Executive and Board.

### **Related Policies:**

B-Skill Values Statement  
Partner Service Level Agreements  
Sustainable Development Policy  
Sustainable Procurement Policy  
Selection & Appointment of Delivery Partners Policy  
Supply Chain Fees & Charges Policy  
Public Interest Disclosure Policy  
Slavery & Human Trafficking Statement