



Social Value Policy 2020/21

Date reviewed: 8th April 2020
Next review date: April 2021

Social Value Policy

Scope

Sefton Community Learning Service (SCLS) part of Sefton Council 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. Social Value is therefore intrinsic to everything we do, for this reason we manage Social Value through a suite of interdependent policies and procedures which collectively deliver our objectives. This policy applies to all SCLS employees, subcontractors, tutors, agency staff and third parties who undertake activity for and on our behalf. It applies to the goods and services we procure, our direct operations and the services we provide to our learners.

Purpose

We are a Values based organisation whose purpose is to deliver growth with passion; in line with Sefton councils “2030 Vision” 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, subcontractors, tutors, agency staff and third parties are responsible for ensuring that this Policy is adhered to in accordance with our shared values: *To provide high quality adult learning programmes to help people make positive changes, support personal development and help communities to thrive.*

As referenced 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 a not for profit group driving forward economic development within localities by boosting investment, skills, employment and enterprise to benefit the lives of residents and the wider community.

We deliver activities across Sefton: Skills, Education, support for Employment Services, Improved Health and Wellbeing and building stronger Communities. With over 40 employees, delivering across 33 sites we recognise that our activities have wide ranging and interconnected impacts on the Social Value we generate in the communities we serve.

In recognising this we are committed to contributing to a more sustainable society and to continually improve the positive impacts we make. As a part of Sefton Council, we recognise the contribution we can make to increasing social value through our own direct impact as a small service. Our impact can be categorised in terms of four key areas:

1. Our supply chain and the goods and services we buy

We use our purchasing power to support, influence and secure social value from our suppliers, and we ask our suppliers how they can support our six key Social Value objectives, namely: promote employments and economic sustainability; promote equity and fairness and raise the living standards of local residents; promote participation and citizen engagement; build capacity and sustainability of the voluntary and community sectors and promote environmental sustainability. This forms part of our evaluation process.

2. Our environmental impact

We have identified the key aspects where we have a negative impact on the environment, namely: heating and cooling, travel for learners, IT and paper; and we have a sustainability policy and systems in place to manage and reduce these impacts.

3. Our organisational development

We use our recruitment policy to ensure roles are designed such that the broadest possible range of residents can apply and are advertised in ways to ensure they are aware of the opportunities. We use a web based recruitment portal to capture a broad spectrum of information from those who apply for roles including where they live and how far they progress in the process. On joining the Service staff are able to access a structured learning and development programme to increase their knowledge and skills and benefit from our comprehensive programme through Sefton Corporate Learning and Development Service and SCLS own internal development programmes.

These areas are covered by a range of separate interlinked policies including Environment, Sustainability, Procurement and a suite of HR policies and standards.

Our support for our local communities

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 learners 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:

- people to enter or return to the labour market after periods of exclusion
- people to realise their potential in higher paid roles by increasing their skills
- employers to develop and retain their staff in fulfilling roles
- employers to recruit staff from local or excluded communities

In order for us to realise these commitments, we have an Inclusive Board of Governors which has senior representation from across the Council, Elected Members and representatives from the community and business. This feeds into our planning processes and ultimately the Business Plan. The Service's senior Management Team acts as a central point bringing together relevant programmes including HR, marketing and communications, employee consultation, organisational development and Sefton Council's Senior Leadership Team.

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, intranet, employee consultative committee, newsletters, team briefings, staff induction processes and stakeholder engagement.

This policy and the actions arising from it will be annually reviewed as part of the business planning process which involves the board of governors and senior leadership and management teams with final approval via the Service Director.