

Social Value Policy

Scope and Definition

There is no single legal classification of Social Value, as it can have a different meaning within different organisations. Our approach to delivering social value at Rotunda is based on the following definition of 'social value' taken from socialvalues.org:

'A process whereby organisations meet their needs for goods, services, and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment'.

We are committed to creating a sustainable, inclusive communities actively managing our operations in ways which optimise our value to those 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 Rotunda employees, associates 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 customers.

Purpose

Our purpose is to deliver the skills, knowledge, and behaviours to our learners, maximising their potential to secure and maintain meaningful employment. Our staff work to promote, influence, train, explore and advise to deliver maximum benefit for the communities in which we work.

This policy provides a 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 and third parties are responsible for ensuring that this Policy is adhered to in accordance with our shared Values: Engage, Inspire, Develop and Grow.

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 training provider committed to offering training and career development appropriate to local job opportunities to maximise learners' employability prospects.

We deliver funded training and access to live job vacancies across the Liverpool City Region. 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 more sustainable communities 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 a training provider.

Our impact can be categorised in terms of four key areas:

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

We use our purchasing power to support, influence and secure social value from our suppliers. This is monitored through our due diligence and performance management strategies.

2. Our environmental impact

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

3. Our support and contribution to the local labour market

Rotunda prioritises delivery of training in high demand sectors as well as those that provide "green" jobs and careers, in support of LCR's sustainable objectives. We seek to engage and partner with local employers to agree inclusive recruitment strategies which move local people into sustainable employment and meaningful career pathways.

4. 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 education and training
- 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 and sustainable employment by increasing their skills and knowledge
- employers to develop and retain their staff in fulfilling roles
- employers to recruit staff from local or excluded communities

5. Staff recruitment and welfare

Rotunda are committed to employing people from within the communities in which we operate. We are also committed to our continuing role as a living wage employer.

We aim to proactively support staff and learner welfare by providing information and sign posting where required and embedding knowledge of safeguarding within our curriculum.

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, learners and wider stakeholders. This is achieved via our procurement and recruitment processes and our existing communication channels.

This policy and the actions arising from it will be annually reviewed as part of the business planning process which involves Rotunda leadership and requires final approval from the Board.

Rotunda Policy Review Record

Reviewed by:	Approval date:	Review frequency:	Review date:	Signed:
Maxine Ennis	11 th May 2024	Annual	12 th May 2025	