

# Social Value Policy

Version Control						
Version	Author	Date	Changes	Approval	Approval Date	Review Date
1.1	Debbie Priestley	11/01/2026	Policy creation	DW	12/01/26	10/01/2027

## 1. Introduction

Aim2Learn Ltd (A2L) is committed to maximising the positive social, economic and environmental impact of our activities. This Social Value Policy sets out how we embed social value into the way we operate as an organisation, how we deliver learning provision, and how we engage with employees, partners and communities.

This policy is informed by and aligned to the **Aim2Learn Social Value Strategy 2025–2030** and supports our organisational ambition to be a nationally recognised learning provider delivering high-quality outcomes whilst making a positive and lasting contribution to society.

Social value is not viewed as an add-on to our core business; it is integral to how Aim2Learn operates, grows and measures success.

## 2. Purpose of the Policy

The purpose of this policy is to:

- Define Aim2Learn’s approach to social value and ethical business practice
- Embed social value considerations into decision-making, service delivery and procurement
- Ensure compliance with relevant legislation and best practice
- Provide a framework for delivering, monitoring and reporting social value outcomes

- Support staff, learners and partners to understand their role in delivering social value

### 3. Scope

This policy applies to:

- All employees of Aim2Learn Ltd
- Learners
- Directors and senior management
- Contractors, consultants, suppliers and supply chain partners
- Delivery partners and employers engaging with Aim2Learn

All parties are expected to uphold the principles and commitments outlined in this policy.

### 4. What We Mean by Social Value

Social value is defined as the wider economic, social and environmental benefits created through organisational activities, beyond financial outcomes alone.

In line with the **Public Services (Social Value) Act 2012**, Aim2Learn considers how the services we deliver and the decisions we make:

- Improve economic wellbeing
- Strengthen social cohesion and inclusion
- Enhance environmental sustainability
- Deliver positive outcomes for individuals and communities

Our approach aligns with the UK Government's Social Value Model and reflects increasing expectations from funders, commissioners, learners, employees and the wider public.

### 5. Aim2Learn Social Value Framework

Aim2Learn delivers social value through four interconnected themes:

#### 5.1 Our People

We are committed to creating a fair, inclusive and supportive working and learning environment by:

- Paying staff at least the National Living Wage
- Promoting equality, diversity and inclusion in line with the Equality Act 2010
- Offering apprenticeships, work placements and progression opportunities
- Investing in employee training, wellbeing and career development
- Supporting physical and mental health, including Mental Health First Aid provision

- Ensuring transparent recruitment, reward and promotion practices

## 5.2 Our Partners

We support a strong, diverse and ethical supply chain by:

- Procuring locally wherever possible
- Supporting SMEs, VCSEs and social enterprises
- Promoting ethical sourcing and prompt payment
- Encouraging supply chain partners to contribute to social value outcomes
- Working collaboratively to strengthen local economies

## 5.3 Our Communities

We aim to leave a positive and tangible legacy in the communities we serve by:

- Supporting local charities, foodbanks and community initiatives
- Promoting digital inclusion and careers awareness
- Offering volunteering opportunities for employees
- Providing mentoring, work experience and skills development
- Donating surplus IT equipment where appropriate

## 5.4 Our Planet

We are committed to reducing our environmental impact by:

- Measuring and reducing our carbon footprint
- Encouraging sustainable behaviours across the organisation
- Reducing waste and increasing recycling
- Promoting environmentally friendly travel and workplace initiatives
- Partnering with environmental charities and local initiatives

## 6. Roles and Responsibilities

### Directors

The Managing Directors have overall responsibility for:

- Social value governance and accountability
- Ensuring alignment with organisational strategy
- Monitoring performance against social value commitments

### Senior Management Team (SMT)

The SMT is responsible for:

- Oversight of social value delivery across the organisation
- Reviewing performance reports and agreeing remedial action where required
- Embedding social value into business planning and contracts

### **Social Value Champions**

Designated Social Value Champions will:

- Collect and record social value activity and outcomes
- Maintain social value data and reporting systems
- Prepare reports for SMT and Directors
- Support teams to identify opportunities for social value delivery

### **Employees**

All employees are expected to:

- Uphold Aim2Learn's values and social value commitments
- Contribute positively to communities, learners and colleagues
- Act ethically and responsibly in their roles

## **7. Monitoring, Measurement and Reporting**

Aim2Learn will:

- Monitor delivery of social value commitments through agreed KPIs
- Record outcomes using a central social value database compatible with Social Value Portal (TOMS) reporting
- Review performance regularly at SMT level
- Report social value outcomes to funders, commissioners and stakeholders as required

Social value objectives will be reviewed annually and updated to reflect organisational growth, contractual requirements and emerging best practice.

## **8. Compliance and Key Legislation**

This policy supports compliance with, and is informed by, the following legislation and guidance:

- Public Services (Social Value) Act 2012
- Procurement Policy Note 06/20 – Taking Account of Social Value in the Award of Central Government Contracts
- Equality Act 2010

- Health and Safety at Work etc. Act 1974
- Environment Act 2021
- Modern Slavery Act 2015
- Employment Rights Act 1996
- UK Government Social Value Model

## 9. Related Policies

This policy should be read in conjunction with:

- Equality, Diversity and Inclusion Policy
- Safeguarding Policy
- Health and Safety Policy
- Environmental Sustainability Policy
- Recruitment Policies

## 10. Review

This policy will be reviewed annually, or sooner if there are significant changes to legislation, organisational structure or strategic priorities.

**Approved by:** David Wightman (Managing Director)

**Next Review Due:** Jan 2027