



Social Value Policy

Scope

We are committed to creating a sustainable, resilient and inclusive society, actively managing our community based offers in ways that underpin our Vision:

“To support a City (Salford) that offers equal life chances and expectations to all its residents”

And Mission statement:

“Through Trusted Partnerships we will help create Strong, Sustainable Communities, increasing Aspirations and General Wellbeing, through Learning, Training and Employment”.

Social Value is therefore core to everything we do. This policy applies to all employees and projects delivered by the Broughton Trust.

Purpose

We are a Values based organisation whose purpose is to deliver person centred growth within a non-judgemental model, creating a future where everyone has the chance of a better quality of life, through gaining new skills and enhanced opportunities. The Trust and its staff promote, facilitate, support and influence the maximum benefits 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 provider of services.

Responsibilities

All the Trust's employees, are responsible for ensuring that this Policy is adhered to in accordance with our shared Values: Make positive differences within the communities they serve; by building on the individuals own strengths and those in their communities

Policy

We are a not for profit organisation driving forward residents development within localities by creating learning pathways, improving skills, wellbeing and employment opportunities to benefit the lives of residents, their families and the wider community.

We deliver activities across the four localities of our City.

In recognising this we are committed to contributing to a more sustainable society and to continually improve the positive impacts we make. As a local anchor organisation we

recognise the contribution we can make to increasing social value through our own direct impact. Our impact can be categorised in terms of four key areas:

Our commitment to the residents

We have our own unique community engagement model which supports and develops a sense of personal empowerment for the residents that are undertaking any journey with us that maybe strange and unfamiliar to them. We are there for the duration of this journey not just until the money goes. The residents, organisations and companies we work with all buy into the long haul view to ultimately change lives. Through the process of learning, training and engagement, a system of trust and understanding is developed and built upon. All of which contribute to raising aspirations, building confidence, removing barriers, creating employment opportunities, enhancing feelings of personal wellbeing, increasing prosperity, and economic growth, leading to a fairer society/community which is resilient and sustainable.

Our environmental impact

We have identified the key aspects where we have a negative impact on the environment, namely: heat, light, water, IT and paper; and we have a policy and systems in place to manage and reduce these impacts. We recycle all paper, glass and metal. All outside contractors are from a 16 mile radius of the organisation to the West (the length of the City) and 6 mile radius to the North, East and South (the width of the City).

Our organisational development

All our staff live within a 5 mile radius of the Trust, All staff are encouraged not to over print, not to use colour and print on both sides of paper, font size 10. The lighting is being changed over to LED, electric, gas and water consumption is monitored weekly and we have solar panels feeding into our electric.

Our support for our local communities

- ensuring we continue to develop and support services which meet the needs of those residents who are often less able or viewed as “hard to reach” to participate in mainstream support.
- ensuring we continually review how we can make improvements to our offers and thereby increase Social Value that we in partnership with the residents create in their communities with our support.

This includes supporting:

- people to enter or return to the labour market after periods of exclusion
- creating a learning offer that supports and encourages pathways to progression, through employment, training further or higher education...
- people entering or return to work place.
- people to realise their potential in higher paid roles by increasing their skills
- employers to recruit staff from local or excluded communities

To realise our Social Value objectives we recognise the need for and are committed to communicating these objectives to our stakeholders, potential and existing employees, residents, Web Site, Facebook and partners. This policy and the actions arising from it will be annually reviewed as part of our 3R's, process, Re-visit, Re-view, Re-fresh.