



# BLACKBURNE HOUSE

## Social Value Policy

|                              |                                       |
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| <b>Version</b>               | 3                                     |
| <b>Title of Policy</b>       | Social Value                          |
| <b>Policy Owner</b>          | ELT                                   |
| <b>Date of Authorisation</b> | September 2023                        |
| <b>Authorised by</b>         | ELT and Finance and Risk<br>Committee |
| <b>Date for Review</b>       | September 2024                        |

## **Social Value Policy Scope:**

The vision of Blackburne House is to educate and up-skill women so that they can pursue professions in every sector and at every level – including construction and digital, where women are still typically under-represented.

We aspire to give confidence to the women we work with so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible.

We want to instil a culture of empathy and understanding; of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn and grow.

Social Value is therefore intrinsic to everything we do and this policy applies to all Blackburne house Group employees and third parties who undertake an 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:**

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 in, both as an employer and a provider of services.

## **Responsibilities:**

All employees and third parties are responsible for ensuring that this Policy is adhered to in all purchasing decisions and following our Values – Inspiration, Transformation, Equality and Independence.

## **Policy:**

We are a social enterprise group driving forward education, skills, employment and enterprise to benefit the lives of residents and the wider community.

We recognise the contribution we can make to increasing social value through our impact as an employer and we believe this can be captured in four key areas:

## **Our supply chain - the goods and services we purchase:**

We will use our purchasing power to support, influence and secure social value from our suppliers, asking them to evidence how they support our key Social Value objectives, namely: the provision and promotion of education and employment opportunities for women, the development of women in their own and the wider workforce, and the promotion of diversity and inclusion in their workforce and own supply chains. This forms part of our evaluation process.

## **Our environmental impact – living as lightly as possible:**

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

### **Our organisational development – growing a strong and diverse workforce:**

We use our recruitment policy to ensure roles are designed to attract a broad range of people who feel encouraged to apply; these roles are advertised in ways to ensure they are aware of the opportunities using accessible formats and application processes.

We use information from our applicant pool to inform our reach in terms of equality and diversity and this is shared with the Equality, Diversity and Inclusion Steering group which oversees the development and delivery of all related policies, systems and procedures.

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

### **Our engagement with local communities:**

We can make a positive difference through the services we provide by: • ensuring we deliver support services such as free/affordable childcare that supports women returning to education and employment

- ensuring we continue to develop services which meet the needs of women who are 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.

To achieve our Social Value objectives, we communicate them to our suppliers, potential and existing employees, customers and wider stakeholders. We do this through our procurement practice and our recruitment processes as well as existing communication channels including the Business Plan, website, newsletters, 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 our senior leadership team and the BH Group Board.