

SOCIAL VALUE POLICY 2024 - 2025



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Our Mission Statement

Aim to deliver an engaging, positive learning experience every time.

Our Values

Our values encompass the achievement of all of our learners. Our values are HONESTY, INTEGRITY, SUPPORT, ETHICAL BUSINESS AND EQUALITY OF OPPORTUNITY FOR ALL. We support PREVENT, SAFEGUARDING, BRITISH VALUES, EQUALITY, DIVERSITY & INCLUSION.

Our Vision

To be the provider of choice for apprentices and clients, creating bespoke education and training that maximises opportunity and investment, both for now and in the future.

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1- Rationale and Scope

We believe that Social value within an organisation is a long-term, and an ongoing commitment to enhancing individuals and communities. This sits at the heart of our organisation to create as much positive impact as possible. This policy covers all staff within the Centre.

2 - Roles and responsibilities

Our SMT (senior management team) take overall responsibility for the provision of all policies within the Centre. The directors, Mark Webber, and Peter Carey, take overall responsibility for this policy, its application and sharing of appropriate information.

3- Covid 19 – Recovery

The COVID-19 pandemic has had a negative effect on the economy and has created many social challenges and created new ones. Social value provides positive support which can aid the recovery of local communities and the economy, especially through employment, re-training, upskilling and return to work opportunities, community support, and supporting the wellbeing of those affected by the virus. Due to the nature of our business, we can have a positive impact in supporting these areas and with increasing individuals physical and mental wellbeing, we will strive to engage with all parties to help support recovery.

4- Tackling economic equality

We aim to support businesses to fill vacancies and recruit candidates from all walks of life. We will support in developing the skill levels of the current and future workforce. We do this locally and nationally, especially in high growth sectors with known skills shortages, and for communities and individuals who are in deprived areas. We are also committed to extending our provision to engage with employers to upskill their workforce to increase their employee's knowledge, skills and behaviors which we believe will increase the company's growth and sustainability. We regularly liaise with local schools within our region to promote opportunities within the business community, and help support school leavers with Mock exams, CV writing, interview techniques, and discuss the benefits of Apprenticeships as a route for additional educational attainment.

5- Fighting climate change

In line with our Environmental Sustainability and Net Zero policy, our Centre is committed to making a positive impact through outstanding environmental sustainability performance. We are committed to making changes to support the environment and to support students in their awareness of the importance of environmental factors and carbon-footprints, we have moved to Electric company cars, we utilize a paperless, online student portfolio and resources, and all laptops/PCs are turned off after use.

We are aware that the apprentices of today could be the leaders of the future. We aim to promote positive climate change behaviors and the reduction of waste to apprentices and employees, as well as ensuring that our internal processes support the environment.

6- Equal opportunity

It is our policy at The NVQ Training Centre Ltd to ensure that all employees and learners are recruited, trained, and promoted based on individual ability, the requirements of the job, and that all staff and learners will have equal opportunity to access courses and learning opportunities.

In achieving this objective, there will be no discrimination on the grounds of all protected and non-protected characteristics under the Equality Act of 2010, to include age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race including black Asian and minority ethnic, religious belief, sex and sexual orientation, bullying, harassment, or victimisation. The company fully recognises its legal obligations under the Equality Act 2010, Sex Discrimination Act, the Equal Pay Act, the Disabled Persons Employment Act, the Rehabilitation of Offenders Act, and the Age Discrimination Act.

We review the employment selection criteria and procedures to maintain a consistent approach to all staff and learner appointment, we adhere to our modern slavery and recruitment policies at all times. We have a transparent remuneration process, we promote flexible working conditions,

We ensure that all employees and learners understand the need for equality and diversity inclusion policy and actively promote inclusion through embedding in staff training and continual professional development (Educare online E&D Course to be completed as per training plans) and throughout the apprentice learning journey.

7- Wellbeing

The NVQ Training Centre recognises that good health and wellbeing will reduce absenteeism and improve performance. The NVQ Training Centre is committed to: Promoting healthy lifestyle choices. We work with local and national partners such as LEP's and combined authorities to provide a range of services and support groups to improve the physical, emotional, and sexual health and wellbeing of our learners. We offer all employees a private health package which also covers mental wellbeing.

Empowering individuals to develop the knowledge and understanding to make informed choices about their health, wellbeing, and safety, and reduce risk-taking behavior. Providing a clear 'fitness to study' process by which it seeks to manage the progress and achievement of learners who are displaying visible signs of illness through behaviors of significant concern, (including mental health difficulties, psychological, personality or emotional disorders) which may have a negative impact on the individual and/or others around them.

Our Commitment:

- Promoting healthy lifestyle choices, by: providing free drinking water to all learners in-Centre.
- Providing and raising awareness of healthy lifestyle choices through the induction process and One File.
- Providing information on and making referrals to local support services where required.

- Working with local and national partners to provide a range of services and support groups to improve the physical, emotional, and sexual health and wellbeing of our learners.
- Working with local support services to provide individual and/or group support in response to specific identified needs.
- Establish support groups for learners such as Mencap, Women's Health and NHS Healthy Minds.
- Empowering individuals to develop the knowledge and understanding to make informed choices about their health, wellbeing, and safety, and reduce risk-taking behaviours.