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**Last Reviewed: August 2024**  
**Next Review Due: August 2025**

## Social Value Policy

We will do the right thing, simply because it is the right thing to do. We are committed to using our business to create positive social change in the communities in which we operate. Levelling Up is at the heart of everything we do. We are driven by the principle that people have basic fundamental rights, irrespective of postcode.

**Quality of Education:** Education is essential in creating a fair and prosperous society. Every child deserves a quality education and we will help ensure schools have qualified and passionate staff to make that happen. We will always strive to deliver the best deal for pupils:

- We will provide reliable, qualified and passionate staff to schools to help ensure that all pupils have access to the education they deserve.
- We recognise that staffing shortages in schools has a significant impact on the quality of education that pupils receive and we will ensure our supply staff are equitably remunerated, supported and offered continuous professional development to remain motivated to remain in the profession.
- We provide high-quality training to our supply staff that is effective, engaging, and relevant to the needs of their pupils. We believe that high-quality training is essential to support the development of staff and improve the outcomes for pupils.

- We are committed to providing accessible and affordable training to all school staff.
- We recognise the impact that high quality tuition & interventions has in closing the attainment gap, especially for pupils in disadvantaged areas. Every one of our tutors will be assessed and regularly appraised and have met our 22 standards for tutoring excellence before deployment.

**Social Mobility:** We believe that everyone should have the opportunity to develop their career, skills and knowledge, regardless of their background or financial circumstances.

- We strive to create opportunities for local people to enter the teaching profession and particularly for members of under-represented groups and disadvantaged backgrounds.
- We offer a fully funded career pathway starting with functional skills to help people meet the minimum standard to secure work in schools.
- We offer formal qualifications for non-qualified teaching staff to work in support roles in the classroom or as tutors.
- We provide funded routes to formal teaching qualifications.

**Health & Wellbeing:** We recognise that our success is dependent on the dedication and hard work of our employees, supply staff and tutors.

- We will strive to create a positive workplace culture that promotes employee well-being, work-life balance, and personal development.

- We will promote diversity and inclusion and offer flexible working arrangements where possible.
- We are a mental health and wellbeing aware business. We provide Senior Mental Health Lead Training and have a wellbeing programme aimed specifically for people that work in education.
- Our staff are given paid days leave to work in their local community charities.
- Wherever possible we support community charities with direct donations and pro bono efforts. Our chosen charities are Magic Breakfast, with whom we have committed to funding 1 million breakfasts in schools where pupils regularly arrive at school hungry and Bee 1 an environmental charity that educates on the importance of pollinators to our natural ecosystem and also provides hives and gardens to local communities.

**Environment:** We believe that is our collective responsibility to protect the environment for future generations:

- We are committed to minimising our environmental impact and promoting sustainable practices in all our operations. As such, in June 2024 we achieved certification in the environmental standard ISO14001:2015
- We are lead partners for OUR CLASSROOM CLIMATE the first teacher led Environmental Change Education program for the UK's classrooms.
- We believe that Air Quality is a basic human right and provide carbon capture technology that cleans the air of particulate matter, volatile organic compounds and reduces carbon dioxide in classrooms.

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**Equal Opportunities and Inclusion:** We celebrate diversity and promote inclusion in all our operations. We are committed to creating a welcoming and supportive environment that values the contributions of all individuals.

- We will ensure our recruitment processes are designed to identify and select individuals who are passionate about education and are committed to making a positive impact in the lives of pupils and their local communities.
- We will ensure that our recruitment processes are inclusive and that all candidates are treated fairly and with respect.
- We will provide reasonable adjustments for candidates with disabilities.
- We will ensure that job descriptions and person specifications are free from bias.
- We will ensure our induction and learning & development content is inclusive and accessible to all.
- We will ensure that all candidates and supply staff, regardless of their background or personal circumstances, have equal access to employment opportunities.

**Accountability:** We are committed to transparency and accountability in all our operations:

- We will measure and regularly report on our social impact.
- We will continuously engage with stakeholders to ensure that our operations align with our social value commitments.
- We will strive to make a positive impact on the communities we serve and contribute to a fairer and more inclusive society.

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- We are committed to promoting equal opportunities and inclusion.
  - We will promote and live a positive workplace culture.
  - We will uphold ethical practices and be environmentally responsible.
  - By living these values, we will create a positive social impact while also providing excellent support to pupil and schools in the UK.