

Social Value Policy Statement

Our Commitment:

Professional Training Solutions recognises the importance of Social Value and the part we have to play in the social, economic and environmental impact. As a responsible organisation, our values reflects our commitment to leave a positive lasting legacy that enhances our reputation and promotes us as a training provider to emulate.

We will assist our learners and employers to maximise social, economic and environmental wellbeing of local communities in accordance with The Public Services (Social Value) Act 2012.

This policy statement is supported by our our Carbon Reduction Statement, our Equality, Diversity and Inclusion Policy, our Safeguarding Policy, our Business Continuity and our Wellbeing policy, and our Learner Handbook which supports all of these elements for our learners.

Professional Training Solutions is committed to the following:

1. Support for the Unemployed and NEETs:

- To offer employability and retraining as part of our government contracts for the unemployed, those on benefits, economically inactive to gain new skills and qualifications to enable them to progress, move into work, gain confidence and self-esteem, improve their health and wellbeing as part of our apprenticeships and government funded training opportunities.
- We will support our sectors struggling at the moment, particularly with recruitment and retention, including supporting them with new ways of working.
- We will support the mental health and wellbeing of our learners and employers who were significantly impacted by COVID and whom were key workers in healthy, care, education, early years.
- We will work with employers to deliver new ways of training that means learners do not need to be out of the workplace for long periods of time, do not need to travel (so blended or fully remote/online training solutions).
- We will support our employers with IT training and with our work with Farnham Lions offer laptop loans so we can support those in digital poverty access online training.
- We continue to recognise the challenges our learners have with mental health and wellbeing. A designated member of staff is appointed to support learner's wellbeing.
- WE continue to support learners with Additional Learning Needs, but diagnosed and undiagnosed, and we have recruited a dedicated SEND Coach to support each learner with a bespoke plan.

2. Tackling Economic Inequality:

- We will support new and small businesses to recruit apprentices, and navigate the process. We will encourage employers to support and actively recruit learners who are SEND.
- We will offer standalone Maths and English Functional Skills to support people that have been unable to achieve their GCSEs in Maths and English, addressing the

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skills gaps and enabling them to progress onto further and higher education with GCSE equivalent qualifications, and progress their career and social mobility.

- We will offer employability programmes, working with the DWP/Jobcentres to support those who face barriers to employment, offering training, qualifications and work experience.
- We will work with our employers who are struggling with recruitment and retention and experiencing skills shortages to provide a package of support, as well as support through apprenticeship recruitment.
- We will use innovative technology so learners can do their learning in the workplace, reducing need/time/carbon impact of travelling.
- We will continue building on our partnership with charities to support both their staff, but also their clients, access government funded training to offer them the training, qualifications, knowledge and behaviours that will enable them to progress into work, progress in work, and remove barriers.
- We will build on our partnership with the Royal Association for Deaf People (RAD) to provide access to all our apprenticeship vacancies, and apprenticeship programmes for deaf people and the hard of hearing, by offering translators and British Sign Language. We will offer equality of opportunity for every deaf person.
- We will work with our learners and progress them through the levels of training and qualifications, giving our learners the skills, knowledge, behaviours and confidence to progress in their career, increase their earning and promotion potential.
- We will create a diverse supply chain, working collaboratively, that has the same values on supporting the unemployed and tackling inequality to increase resilience and capacity.
- We will support our employers with IT training and with our work with Farnham Lions offer laptop loans so we can support those in digital poverty access online training.
- We will work with our commissions to support training and qualifications that offer career progression and social mobility, and will monitor positive outcomes.

3. **Fighting Climate Change/Carbon Reduction/The Environment:**

- Our Carbon Reduction Statement outlines our commitment to achieving net zero emissions by 250 through a series of carbon reduction initiatives aimed at fighting climate change, and outlines our plans for tracking our baseline emissions footprint, and details the initiatives we are already implementing to tackle climate change and reduce our carbon footprint.
- We will be offering mandatory training to our staff, and knowledge sessions to our learners.
- We will track through our Due Diligence with our suppliers and supply chain their carbon reduction plan and how they are fighting climate change.

4. **Equality Opportunity**

- We will continue to work with RAD to ensure that deaf people have equal access to all government funded apprenticeships, training and qualifications. We will offer British Sign Language (BSL) as an acceptable alternative to English for those whose first language is BSL.
- We will ensure all apprenticeship vacancies are available to individuals with disabilities, and will work with employers to ensure there is equality of opportunity for all.
- We will work with the DWP/Employment Organisations to offer programmes of training and employability to provide disabled and SEND people with new skills and qualifications to enable them to progress into work, and progress in the workplace.

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- We will work with employers to employ older workers to address the skills gaps, and to retrain where appropriate and address the recruitment issue.
- We will work with our supply chain to ensure their equal opportunities policies are up to date and current, and that it is reflected in the learners they are recruiting and taking on.
- We will work with our employers to ensure that they are paying the National Minimum Wage/London Living Wage.
- We will work with our employers to ensure that they support a diverse workforce.
- We will work with our employers and stakeholders to ensure that disadvantaged or minority groups have equal access to training and qualification opportunities, and vacancies, and are offered progression and social mobility opportunities.
- We will work to our Modern Slavery Policy.

5. **Wellbeing:**

- We have a dedicated Health and Wellbeing Champion within our business (also our Designated Safeguarding Lead).
- We have numerous wellbeing initiatives for our own staff, including Employee Assistance, 2 days paid volunteering, day off for your birthday which supports out Employee wellbeing.
- We recognise and understand that Mental Health and Wellbeing for our staff is a challenge, and offer peer to peer support, training and support.
- All learners have monthly mental health and wellbeing checks.
- Our learner handbook includes support for Health and Wellbeing, and includes signposting to specialist agencies.
- We work with specialist Health and Wellbeing providers such as Catalyst, Oakleaf to ensure we offer the most current advice and support to our learners.

6. **Local Business and Economy:**

- Procuring local goods and services where possible.
- Supporting small, medium, micro-sized businesses, social enterprises and charitable, independent and voluntary sector to access government funded apprenticeships and training, and support with the recruitment and retention of their staff.

7. **Employment and Skills:**

- Upskilling our employees with new skills for the future, offering progression opportunities.
- Ensuring all our internal vacancies are Disability Confident compliant and we ensure applicants who are SEND or Neurodiverse are given the same opportunity as neurotypical people.
- Offering local jobs for local people.
- Creating employment opportunities within the communities that we work.
- We will adhere to all elements stated in our Modern-Day Slavery Act 2015 Policy Statement

8. **Community Engagement:**

- Carrying out volunteering activities that deliver benefits to local communities.
- Working with local charities on key themes to deliver additional benefits to the communities in which we work.
- Working with education and training providers, industry bodies and charities to offer work.experience opportunities.

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- Supporting our people to live healthier lives.

We will communicate this policy to our employees, supply chain partners and relevant interested parties and review it on an annual basis.

Declaration and Sign Off

This Social Value Policy Statement has been reviewed and signed off by the Board of Directors of Professional Training Solutions Ltd.



Jackie Denyer
Managing Director

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