



## **Social Value Policy**

December 2017 (To be reviewed December 2018)

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## 1. Purpose

In recognition of the Social Value (Public Services) Act 2012 the purpose of this policy is to demonstrate that Premier Advisory Group (PAG) believes that our approach to business has the potential to help society and communities to thrive.

The public sector must now consider social value as part of any procurement, therefore as a potential supplier PAG are committed to ensuring that we have social values at the heart of what we do.

## 2. Scope

This policy applies to all managers and employees (whether permanent, fixed -term or temporary), consultants, contractors, seconded staff, casual workers and agency staff, volunteers, interns, agents, or any other person associated with us, or any of our subsidiaries or their employees, wherever located (collectively referred to as staff or employees in this policy).

We recognise that the level and specifics of social value might vary across commissions, however as an organisation we believe we can add social value through our working practices.

## 3. Policy Statement

To ensure our organisation is able to make a tangible difference to the people and the communities it works with PAG intends to maintain the following commitments to:

### Skills Development

- Supporting client apprenticeships (as advised by the client) and where appropriate including apprentices in any activity as part of a commission, to develop their skills
- Supporting the skills and development of any staff that we work with, where appropriate, by inviting staff to take part in activities that could be beneficial for their skills development, as part of a commission
- Encouraging our external suppliers to support apprenticeships, skills and development

- Offering staff training and continuing professional development to ensure staff are competent to undertake their roles and responsibilities

### Community Value

- Encouraging participation and contribution from community members, local community groups, children and young people and valuing each one equally
- Supporting local suppliers, such as hotels and travel arrangements, where appropriate to the commission
- When working with children, young people and schools PAG staff are encouraged to promote insights from our employment and skills research experience, where appropriate

### Protecting the environment

- Adopting as many practices as possible which are 'green and sustainable'; for example, encouraging business travel through public transport
- Eliminate unnecessary waste by adopting the "reduce, reuse and recycle" philosophy including the elimination of unnecessary printing
- We use environmentally sustainable products and materials such as recycled paper

### Best practice processes

- Being a good employer; with employees being given a fair reward to help foster a loyal and motivated workforce
- Not discriminating based on race, national origin, religion, age, disability, mental health issues, gender, marital status, sexual orientation, union membership or political affiliation
- Refraining from using 'zero hours' employment contracts and adopting the National Living Wage as a minimum and requiring sub-contractors to do the same
- Not tolerating harassment or intimidation
- Delivering value for money and continuous improvement through the life of all contracts
- Paying suppliers and sub-contractors promptly



- Working to the highest standards of business integrity and ethical conduct ensuring that actions and behaviours are carried out in line with our values of accountability, fairness, quality, trustworthiness and compassion.

#### 4. Related policies and procedures

- Recruitment policy
- Health and Safety policy
- Equal opportunities policy

#### 5. Who is responsible for the policy?

The Directors have overall responsibility for ensuring this policy complies with our ethical obligations, and that all those under our control comply with it. The Managing Director has primary and day-to-day responsibility for implementing this policy and for dealing with any queries on its interpretation. It is the responsibility of all Managers and Supervisors and staff to ensure that they are familiar with the equal opportunities, and that they follow them accordingly.

#### 6. Date and frequency of review

This policy is to be review annually. The next review is due in December 2018.

If you have any concerns or queries in relation to this policy or your obligations, please make these known to PAG's Managing Director, Tom Legge.