

SOCIAL VALUE POLICY



Policy Group: Curriculum

Effective: February 2026

Approved: Rachel Butt, Chief Learning Officer

Responsible Officer: Yvette Hall, Contracts Manager

Next Renew Date: February 2027

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GUIDANCE

Vision

Transform lives through learning

Values



PASSIONATE - We are passionate about inspiring young people, adults and our Purple People to be their best and we take pride in creating a positive learning environment to fulfil their potential.



UNSTOPPABLE - We are unstoppable in our quest for the pursuit of excellence. We are dedicated and resilient to develop ourselves and our learners.



RIGHT - We treat each other with respect and strive to do the right thing through insight, inclusion, honesty, growth and trustworthiness.



PARTNERSHIPS - We support the people surrounding us in our everyday lives, building effective partnerships with businesses, learners and all stakeholders where we can pass on our knowledge and skills to help them meet their goals.



LEARNERS - Learners are at the centre of everything we do and we are driven to provide life-changing and life-long learning for them.



EMPOWERED - We encourage our Purple People to be independent and autonomous to maximise their goals surpassing their barriers and targets. Feel it, believe it, live it.

Tone of voice

Our tone of voice takes its direct influence from our core values. We are passionate about people and learners and are driven to get the best out of everyone by understanding them. We are caring and supportive, as well as being determined and striving for growth. We talk with purpose and enthusiasm in a way that connects and empowers people.

Innovation is at the heart of Learning Curve Group and we're always thinking about what's next!

SUMMARY CHANGES

Date	Page	Details of Amendments
February 2024	Whole document	New policy
February 2025	All	Annual Review
February 2026	All	Annual review, updated approver

INTRODUCTION

Learning Curve Group (LCG) is one of the largest national training providers in the UK, providing education and training nationally. All companies within the LCG family uphold the same company Vision, Mission and Core Values and follow our group policies and procedures.

Learning Curve Group take our responsibility to not only meet our own social values but to also assist our customers in maximising their social, economic, and environmental well-being of local communities in accordance with The Public Services (Social Value) Act 2012.

We ensure we deliver community benefits and additional social value by creating infrastructure, supporting communities, and enabling growth as well as raising funds for local charities.

This policy is supported by our sustainability strategy and implemented through our commitment through the social values of each funding contract, alongside our own ethics and continued supported charity work. We are committed to promoting collaboration with our supply chain and all subcontracts by upholding the following commitments.

Applies to

This policy has been adapted by the Group and is to be adhered to by all employees and stakeholders across the business.

Reason for policy

This policy is in accordance with the Public Services (Social Value) Act 2012 and all other relevant legislation and funding requirements linked to social values.

This policy and procedure do not form part of your terms and conditions of employment and can be changed at any time we deem appropriate.

POLICY

This Policy is in accordance with The Public Services (Social Value) Act 2012 and all other relevant legislation, and associated updates. It applies to all Learning Curve Group sites and activities. The Chief Executive is responsible for ensuring policy formulation and development, and implementation throughout the organisation by operational management teams.

Learning Curve Group provides vocational education and training programmes to a wide range of learners and employers. Our aim is to engage actively with learners and employers to identify their training needs, and then provide cost effective, flexible, and high-quality training programmes that enable learners to achieve and progress. We demonstrate a commitment to a healthy environment through our Directors and Senior Managers, who fully accept responsibility for our environmental performance and the public who may be affected by our activities. We will ensure that adequate resources and time are available to carry out this policy and monitor its implementation.

This policy is implemented by active cooperation of all our colleagues through the process of voluntary activities, charity work, facilitation training by hiring local communities, employing local people.

Effective implementation of this policy will contribute to an improved local economy, securing further educational opportunities and real employment opportunities for all local communities where we offer educational training across the country. Compliance with legal requirements is considered as a minimum level to be achieved and we will seek, through a programme of continual improvement, to achieve higher than regulatory standards wherever possible.

The continuing development, education and training of colleagues will be a key activity in the implementation of our social values management systems. Adequate resources will be used to ensure that any social value objectives are achieved.

This policy statement must be communicated to all colleagues. It will be reviewed at least every twelve months or if changes are made due to deficiencies highlighted by a review, new legislation or by business development, with any revisions being further communicated to all employees.

We will achieve results by setting social value targets and measuring performance while working with our colleagues, suppliers, and local communities to improve social impact.

PURPOSE AND SCOPE

Employment and Skills

- Facilitating access to employment by equipping local individuals with the necessary skills.
- Empowering our employees with new skills to adapt to future demands.
- Generating employment opportunities within the communities we operate in.
- Addressing barriers to employment for underrepresented and disadvantaged groups.
- Empowering our unemployed learners to access real approved accredited courses with opportunities to successfully secure employment opportunities on completion of their educational journey.

Local Businesses & Economy

- We support and encourage the growth and success of small, medium, micro-sized businesses, social enterprises, and minority-owned businesses by providing work opportunities and fostering an environment that promotes their development.
- LCG prioritise the procurement of goods and services from local suppliers whenever possible. This helps to support the local economy, create jobs, and reduce the environmental impact associated with long-distance transportation.
- We prioritise hiring local community-based buildings to not only provide access to educational courses but also to ensure that the financial benefits support the community by providing a sustainable social meeting space.
- We support small, medium, micro-sized businesses, social enterprises, and minority-owned businesses in improving their capabilities and ensuring their sustainable growth. This can be done through such things as, mentorship programs, training initiatives, access to resources, and networking opportunities.

Community Engagement

- Engaging in volunteering activities that provide tangible benefits to local communities.
- Partnering with local charities through our LCG Charity Foundation to address key community

issues and deliver additional benefits to the communities we operate in.

- Collaborating with education and training providers, industry bodies, and charities to offer curriculum support and work experience opportunities for students.
- Supporting our employees in leading healthier lifestyles.

Environment

- **Efficient Resource Management:** We strive to use resources efficiently, minimising waste and maximising value in our operations.
- **Environmental Responsibility:** We are committed to reducing air pollution, noise, vibration, and nuisance within local communities to enhance overall health and well-being and reduce our carbon footprint.
- **Sustainable and Ethical Procurement:** We actively promote sustainable and ethical procurement practices, ensuring that our supply chain aligns with our values and contributes to a more sustainable future.

Governance, Measure and Reporting

- To ensure the effective delivery of this policy, we are committed to maintaining clear accountability.
- We will monitor and report our social value impact using recognised independent tools.
- Additionally, we are dedicated to continuously improving our standards, efficiency, and effectiveness.