

Trust Board – 26 September 2023

Report title: Social Value

Purpose of the report

- 1) To inform Trust Board of progress and next steps in addressing Social Value.
- 2) To request Trust Board approval of the draft Social Value Charter for the Leicestershire Partnership and Northamptonshire Healthcare Group.

Analysis of the issue

Our approach is based on the Government's Social Value Model. Our Social Value priorities have been informed by the needs of our population, patients and workforce and by those of our local partners, including our Integrated Care Boards and local authorities. Our strong Social Value offer will:

- ✓ Enable us to achieve additional environmental, economic and social benefits within our communities.
- ✓ Help build capabilities, strengths and assets - enabling people to live a 'valued and dignified life'.
- ✓ Be an enabler for the growth of 'Social Innovation', helping reduce avoidable inequalities.
- ✓ Ensure compliance with the Public Services (Social Value) Act (2013) requirement as an Anchor Organisation to use our purchasing power to build capabilities, strengths and assets within our communities, ensuring our organisations are great places to live and work.

Our goal is that everyone will recognise their own contribution to Social Value and the changes it can bring about to reduce avoidable inequalities and improve health and wellbeing.

Our approach focuses on, the key areas of:

- Organisational resilience
- Economic inequality
- Climate change
- Economic opportunity
- Volunteering

Proposal

We aim to make Social Value central to our organisational culture and values. To achieve this we have:

- ✓ Co-designed a Social Value Charter (**Appendix 1**)
- ✓ Developed an initial iteration of a reporting dashboard to monitor our commitments and contributions in activity and monetary terms
- ✓ Developed a Communications Plan to promote wider engagement across both Trusts.

Stakeholder engagement to date includes:

Board Development workshops	April 2023
NHFT and LPT Senior Executive Meeting	May 2023
Joint NHFT and LPT Working Group	May 2023
NHFT Council of Governors	May 2023
NHFT Senior Leadership Team and LPT Senior Leadership Forum	May 2023

This approach will:

- ✓ Enable us to **deliver on its Social Value commitments.**
- ✓ **Increase staff recruitment and retention** through organisational resilience and equality of opportunity
- ✓ Strengthen local population **community cohesion**
- ✓ Increase the likelihood of **winning and retaining contracts** where these undergo competitive tender

Subject to Trust Board approval, Autumn 2023 will see the:

- Launch and promotion of the Charter
- Development of Social Value training workshops to increase staff awareness and guidance on using the Social Value Dashboard
- Reaching out to external partners and joining the Social Value Network to share mutual learning and identify best practice
- Strengthening links with key partners across the wider ICS
- Identification of and support for staff willing to act as Social Value Champions.

Decision required

Trust Board is requested to:

1. Approve the proposed Social Value Charter.
2. Support and champion the delivery of Social Value across our organisations with partners.

Governance table

For Board and Board Committees:	Trust Board 26 September 2023	
Paper sponsored by:	David Williams	
Paper authored by:	Glyn Edwards	
Date submitted:	18 September 2023	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	Listed in the paper	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:	Assured	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	One-off	
STEP up to GREAT strategic alignment*:	High Standards	
	Transformation	X
	Environments	
	Patient Involvement	X
	Well Governed	X
	Reaching Out	X
	Equality, Leadership, Culture	X
	Access to Services	
	Trustwide Quality Improvement	X
Organisational Risk Register considerations:	List risk number and title of risk	Risk 64 If we do not retain existing and/or develop new business opportunities, we will have less financial sustainability and infrastructure resulting in a loss of income and influence within the LLR system.
	Is the decision required consistent with LPT's risk appetite:	Yes
False and misleading information (FOMI) considerations:	Nothing identified	
Positive confirmation that the content does not risk the safety of patients or the public	This proposal does not risk the safety of patients or the public	
Equality considerations:	This proposal will not negatively affect individuals or groups with protected characteristics	

Our Social Value Charter



Social Value is:

- The good that we can achieve within our communities, related to environmental, economic, and social factors.
- Our approach to building capabilities, strengths and assets and enabling people to live a 'valued and dignified life'.
- An enabler for the growth of 'Social Innovation' (SI) and helps to reduce avoidable inequalities.
- A requirement of the public sector as 'Anchor Organisations' to use their purchasing power to build capabilities, strengths, and assets within our communities, ensuring our organisations are great 'Places' to live and work.

“Our vision for Social Value across the Leicestershire Partnership and Northamptonshire Healthcare Group is that everyone recognises their contribution to Social Value, including the changes it can bring about to reduce avoidable inequalities and improve health and wellbeing.”

Our Social Value Charter is focused on...



Organisational
Resilience



Economic
Inequality



Climate
Change



Equality of
Opportunity



Volunteering

It is based on the Government Social Value Model. Our priorities are informed by the needs of our population, patients, and our workforce. The priorities identified by local partners, including our Integrated Care Boards and local authorities, also help to define them.

Our Principles

- We provide more than just healthcare services – as Anchor Organisations we are also a contributor to the local communities we serve, providing jobs, advice, our impact on the environment and the way we interact with local businesses, charities, education providers and the Voluntary Care Sector.
- As part of our commitment to Organisational Resilience, we provide outstanding careers, ensuring our employees have a positive and fulfilling experience. We create opportunities for our people to develop skills and further their careers. We work together in line with our Trust values – Compassion, Respect, Trust, and Integrity whilst empowering staff to deliver outstanding services, sustainably, every day.
- We will embed Social Value in all our activities.

Our Commitments - Organisational Resilience

Our commitment to delivering **Organisational Resilience** through being a **good employer** includes:

- Creating fair employment and good work for all.
- To support flexible working by considering/providing a range of flexible working options.
- To pay the Real Living Wage, within the context of Agenda for Change.
- To provide in-work training opportunities for our people to develop skills and further their careers.
- Understand the different needs of our workforce and implement policies that support their health and wellbeing.
- Foster a loyal and motivated workforce. Work to ensure recruitment practices for new applicants and opportunities for career progression are inclusive of all. Ensure that equality strands are supported through transparent and fair employment processes.
- To create opportunities where disadvantaged and underrepresented communities have access to jobs in health and care.

Our Commitments - Economic Inequality

To ensure we fulfil our commitment to **Economic Inequality**, we strive to increase employment and training opportunities for local people, especially from areas of high deprivation and unemployment. This includes people with disabilities and learning disabilities, Black, Asian, and Minority Ethnic communities, LGBT communities and young people especially those leaving care, supporting people into work, apprenticeships, and work experience placements. Our commitment to tackle Economic Inequality includes:

- Commit to create employment and training opportunities for residents; including opportunities which contribute to improved social mobility and enable career progression.
- Seek opportunities to work with education and training providers to help ensure young people are equipped with the right skills to match the requirements of the NHS labour market.
- Seek to provide employment opportunities for all ages including those older age groups and those seeking a late-stage career change.
- Promoting improvement and provision of local employment and training opportunities.
- Support the local economy to create jobs and apprenticeships, by adopting procurement strategies that remove barriers to local businesses.

Our Commitments – Climate Change

Recognising our commitment to **Climate Change**, we commit to refreshing our Green Plan to deliver long term improvements to the sustainability performance of our organisations. We value the impact we have on the environment and our responsibility to improve our sustainability and contribute to better health and well-being of our local community. We are working towards the Greener NHS Net-Zero objectives, committing to protecting the environment, minimising waste, water, and energy consumption and using other resources efficiently within our organisation and supply chains. Our commitment to being Greener and Sustainable includes:

- Refresh our existing Green Plan.
- Creating a ‘no mow’ approach to grounds maintenance.
- Seek to Recruit into 3 posts across both trusts to create specific a team to focus on delivering Net Zero/Sustainability/Green agenda.
- Develop our data infrastructure to accurately report on our carbon emissions.
- Focus on sustainable procurement.

Our Commitments – Equality of Opportunity

Equality of Opportunity is a focal point where we recognise that we must value the contribution of people of all backgrounds, abilities, and experiences to deliver outstanding services. We are working to ensure that our organisation is a place where all our staff and patients feel safe, listened to, and that they belong. Furthermore, we are working closely with local partners and community organisations to ensure that all voices are heard, and every member of the Group and our wider community has equitable access to the benefits that our Social Value programme will bring. Our Equal Opportunity goals include:

- Work and engage with our younger generation to establish wider and deeper Social Value commitments.
- Better Health Outcomes for All.
- Improved Patient Access and Experience.
- Empowered, Engaged and Well Supported Staff.
- Leadership at All Levels.

Our Commitments – Volunteering

As part of our commitment to **Volunteering**, we recognise that volunteering gives individuals the confidence and skills to take on new opportunities, provide fresh perspectives and make a real difference to the Group. Volunteers often provide a unique perspective and have the skills, time and energy to shape and enhance services therefore improving the patient experience.

Our goals include:

- Develop workforce volunteering programmes.
- Support volunteering to provide routes into employment.
- Provide excellent, well-supported volunteer opportunities that meet the needs of the volunteer and Trust.

Our Commitments – Volunteering (cont'd)

- Ensure effective governance and management processes to ensure volunteering within the Trust is safe, effective, high quality and to ensure its impact is measured.
- Ensure volunteering is resourced appropriately with necessary infrastructure to support volunteering across the organisation.
- Ensure the impact of volunteering is celebrated locally, regionally, and nationally.
- Continue to work with key partners to deliver our aims.
- Continue to develop an organisational culture that embraces volunteering.
- Ensure volunteers feel valued and have a good experience.
- Ensure staff have confidence in their volunteers and value their contribution.
- Ensure the Trust feels confident in the quality and governance of volunteer activity.