

Our Social Value Charter

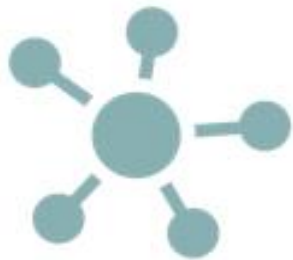


Social Value is:

- 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** as a good employer includes:

- Promoting fair employment and good work.
- Encouraging flexible working through various options.
- Paying the Real Living Wage under Agenda for Change.
- Offering in-work training for skill development and career growth.
- Supporting staff wellbeing based on diverse needs.
- Cultivating loyalty and motivation among employees.
- Ensuring inclusive recruitment and career progression.
- Creating opportunities where disadvantaged communities have access to jobs in health and care.

Our Commitments - Economic Inequality

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.

Our commitment to being Greener and Sustainable includes:

- Refreshing 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. Our Equal Opportunity goals include:

- Work and engaging 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.

Our goals include:

- Developing workforce volunteering programmes.
- Supporting volunteering to provide routes into employment.
- Providing excellent, well-supported volunteer opportunities that meet the needs of the volunteer and trust.
- Ensure effective governance and management processes to ensure volunteering within the Trust is safe, effective, high quality and to ensure its impact is measured.

Our Commitments – Volunteering (cont'd)

- 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.