

Social Value Policy



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Introduction to Godiva Access & Scaffolding's Social Value Policy

This policy outlines Godiva's approach to social value measurement and management.

The policy is in seven separate sections, each specifically addressing a social value that Godiva Access & Scaffolding want to achieve, and outlines how they will be incorporated into the way we run and review our activities.

The contents of this policy will be reviewed annually by Karl Degroot Managing Director on 26/6/19.

Policy brief and purpose

Godiva's social value policy outlines our commitment towards measuring and managing the social value our organisation is creating. We understand that this process is important for four reasons:

- i. To be accountable to our stakeholders and ensure that we are taking responsibility for the role we are playing in their lives.
- ii. To manage our activities to be able to maximise the social value we are creating.
- iii. To enable best practice as an organisation.
- iv. To reduce our assumptions about the way our activities create value through outcomes to stakeholders.

Scope of the policy

This policy applies to all of our organisations names and activities.

Section One: Employment and Skills:

- Enabling local people to obtain the skills needed to access employment providing our employees with new skills for the future and supporting the 5% Club in their aim to getting 5% of all our workforce to be on or from apprentice schemes within 5 years.
- Creating employment opportunities within the communities that we work removing barriers to employment in the construction industry for underrepresented and disadvantaged groups.
- Offering employment opportunities to those who serve or have served in our armed forces



Section Two: Local Business & Economy

- Providing work opportunities for small, medium, micro-sized businesses, social enterprises and minority owned businesses
- Procuring goods and services locally where possible
- Supporting small, medium, micro-sized businesses, social enterprises and minority owned businesses to improve capability and grow sustainably

Section Three: Community Engagement:

- Carrying out volunteering activities that deliver benefits to local communities e.g. helping a community charity events in the aim of breaking World records
- Being a member of the Supply Chain Sustainability School, and attending courses held by the school to improve sustainability to local areas and areas of work
- Working with local charities and heading up charity events
- Working with education and training providers, industry bodies and charities to offer curriculum support and work experience opportunities to our employees and apprentices
- Supporting our people with time to talk mental health awareness days, activities and courses



Section Four: Only include what is material

Consider the additional details associated with our outcomes

For the outcomes that we have chosen to measure / report on, we will estimate and collect the following supporting information:

Inputs	Hours spent, volunteers used, financial resources
Output	Area improved by input
Outcome	People using the output for their benefit
Impacts	Who is benefitting?

This above information, when considered in full, helps us understand whether an outcome is significant and is material to decisions.

There may be outcomes that we consider relevant, even though they are not significant. We will ensure these are still included in the analysis.

Section Five: Environment:

- Using resources efficiently to reduce waste and maximise value
- Playing our part to reduce air pollution, noise, vibration and nuisance within local communities to improve health
- Attending Sustainability days set up by the Supply Chain School to try and get action plans to reduce the impact we have on the environment
- Promoting sustainable and ethical Procurement
- Promoting green and blue space and increasing biodiversity net gain in recognition of the social value this brings



Section Six: Governance, Measurement & Reporting

- Maintaining clear accountability for delivering this policy
- Monitoring and reporting our social value impact by using recognised independent tools
- Continuously improving our standards, efficiency and effectiveness

Section Seven: Verify the results

Godiva's policy on verification will depend on the audience and purpose of our analysis.

Verifying results for internal reporting purposes

For analyses entirely intended for internal feedback and management use, useful verification will come in the form of requesting representatives from each stakeholder group to review the analysis, specifically the results and recommendations section, to ensure it is consistent with their experiences.

Verifying results for external reporting purposes

For analyses that will be circulated to external stakeholders, such as partner organisations and funders, all reports will be reviewed internally by at least two people, with at least one being a member of the senior management team, in addition to the representatives from each stakeholder group being shown the report.

Godiva will also ask external 'critical friend' organisations to feedback on an informal basis before circulating more widely externally.



A list of provisional 'critical friend' organisations that we will use for this purpose is below:

Contact name	Organisation	Email address	Telephone number
Gill Cronin	5% Club	gillcronin@5percentclub.org.uk	07970 673975
Chris Nagle	C&W Chamber of Commerce	ChrisN@cw-chamber.co.uk	024 7665 4321
Luke Selibas	St Basils	Luke.Selibas@stbasils.org.uk	0121 772 2483
Becky Bryant	Supply Chain Sustainability School	becky@supplychainschool.co.uk	020 7697 1977
Hannah Beecham	RED Together	hannah@redtogether.co.uk	020 8519 2122

Where appropriate, we will seek a more formal assurance process.

This policy outlines Godiva's commitment to implementing policies that will improve the management and maximisation of our social impact.

We will review it annually, and amend or change it as necessary.

Karl Degroot
Managing Director

Signed

Date26/6/19.....

Date of review26/6/20.....