

Social Value Policy

1. Introduction

- 1.1 At Bristol Together CIC, our core mission is to create social value by providing employment, training, and rehabilitation opportunities to recently released prisoners through the construction industry. We recognise our role in making a positive impact on society, the environment, and the local economy. This Social Value Policy outlines our commitment to delivering lasting social value in everything we do, from our operations to our partnerships and engagement with local communities.

2. Purpose

- 2.1 Define our commitment to social value and how it aligns with our core activities.
- 2.2 Ensure that social value principles are embedded across all levels of our business, from decision-making to operational practices.
- 2.3 Maximise positive social, economic, and environmental outcomes for the communities in which we operate.
- 2.4 Support the long-term reintegration of ex-offenders by providing meaningful employment, skills development, and personal growth opportunities.

3. Scope

- 3.1 All employees, contractors, and stakeholders of Bristol Together CIC.
- 3.2 All projects, partnerships, and activities undertaken by Bristol Together CIC.

4. Key Objectives

- 4.1 Bristol Together CIC is committed to creating and enhancing social value in the following areas:
- 4.2. Employment and Skills
- 4.21 Provide meaningful employment for individuals from disadvantaged backgrounds, including ex-offenders, ensuring fair wages, training, and career development.
- 4.22 Develop skills and qualifications through vocational training, mentoring, and apprenticeships, improving employability and long-term career prospects for individuals.

4.23 Encourage personal growth and confidence, helping individuals break the cycle of reoffending through stable and supported employment.

4.3 Supporting Local Communities

4.31 Engage with local communities to ensure that our projects and activities create value for the people and neighbourhoods in which we operate.

4.32 Support local economies by sourcing materials and services locally whenever possible, creating jobs and investment in the local supply chain.

4.4 Environmental Stewardship

4.41 Reduce our environmental impact by adopting sustainable construction practices, including the use of recycled materials.

4.42 Promote environmental awareness among employees and contractors, encouraging responsible practices on-site and in our day-to-day operations.

4.43 Support biodiversity and green initiatives, ensuring our projects consider the local environment and contribute to sustainability goals.

4.5 Ethical Business Practices

4.51 Foster an inclusive and diverse workforce that respects the rights of all individuals, irrespective of their background, gender, race, or ethnicity.

4.52 Ensure transparency and accountability in all of our business dealings, partnerships, and procurement processes, aligning with our values of integrity and fairness.

4.53 Promote social responsibility across our supply chain, encouraging our partners and suppliers to adopt ethical and socially responsible practices.

5. Implementation

5.1. Leadership Commitment

5.11 Our leadership team will champion social value by embedding these principles into our strategy, operations, and decision-making processes.

5.12 Management will regularly review our social value goals and achievements, making necessary adjustments to ensure we continue to create positive outcomes.

5.2 Measurement and Reporting

- 5.21 We will establish measurable targets for social value outcomes, such as employment opportunities for ex-offenders, local economic contributions, and environmental improvements.
- 5.22 Progress will be monitored and reported annually, including the impact of our social value initiatives and the benefits realised by our employees and communities.
- 5.3 Collaboration and Partnerships
- 5.31 We will collaborate with community organisations, local authorities, charities, and other stakeholders to maximise the social value we create.
- 5.32 We will actively seek feedback from our partners and the communities we serve to improve the impact of our efforts.

6. Monitoring and Review

- 6.1 The Social Value Policy will be reviewed annually to ensure it remains relevant and aligned with our mission, stakeholder expectations, and evolving societal needs. We will use feedback from employees, communities, and stakeholders to continually improve our social value efforts.

7. Conclusion

- 7.1 Bristol Together CIC is committed to making a meaningful difference in the lives of individuals, communities, and the environment. Through this Social Value Policy, we aim to demonstrate the power of socially responsible business practices and contribute to a more inclusive, sustainable, and prosperous society.

Paul Morgan, Managing Director

Bristol Together CIC

For inquiries related to this Social Value Policy, please contact Paul Morgan at paulmorgan@bristoltogether.co.uk.

Review Cycle:	Date of Review:	Reviewed by:	Next Date of Review:
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