

# Social Value & Community Impact Policy

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Policy Name	Social Value & Community Impact	Policy Number	1:2
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Effective Date	April 26	Date of Last Revision	March 26	Version Number	2
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Responsible Officer	Marlon Mason	Contact Email	Marlon@cecos.ac.uk
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## Scope

*This policy applies to all stakeholders associated with CECOS College, including:*

- *Learners and students*
- *Staff and governors*
- *Contractors and subcontractors*
- *Employers and placement providers*
- *Higher education partners*
- *Community organisations and external stakeholders*

*The policy applies across all areas of College activity, including:*

- *Further Education (FE) and Higher Education (HE) provision*
- *Curriculum planning and delivery*
- *Learner and student support services*
- *Community outreach and engagement activities*
- *Recruitment, employment, and staff development practices*
- *Partnership and subcontracting arrangements*
- *Procurement and operational activities*
- *Environmental sustainability initiatives*

*The policy applies across all College sites and delivery models, including classroom-based, blended, community-based, and online learning provision.*

## **Policy Statement**

*CECOS College is committed to creating positive social value through education, community engagement, ethical practice, and responsible organisational activity.*

*The College recognises the important role that Further Education and Higher Education play in:*

- *Supporting social mobility*
- *Improving life opportunities*
- *Developing workforce skills*
- *Strengthening local communities*
- *Promoting economic and social wellbeing*

*CECOS aims to:*

- *Widen participation and reduce barriers to education and training*
- *Promote inclusion, equality, diversity, and fairness*
- *Support learners and students to achieve positive educational, professional, and personal outcomes*
- *Operate responsibly and ethically across all areas of activity*
- *Contribute positively to local communities and stakeholders*
- *Promote sustainable and environmentally responsible practices*

*The College is committed to embedding social value considerations within strategic planning, operational decision-making, curriculum delivery, student support, procurement, and partnership activity.*

## **Relevant Legislation**

Title	Date
Equalities Act	2010
Human Rights Act	1998
Public Services (Social Values) Act	2012

## **Related Policies**

Title	Effective Date
Equality & Diversity Policy	April 26
Safeguarding Policy	April 26
Environmental & Sustainability Policy	April 26
Staff Code of Conduct	April 26

## **Version History**

Version	Approved By	Revision Date	Details of change
2	Marlon Mason	April 26	Refresh

## **Exceptions**

*Exceptions to this policy may apply where:*

- *Legislative, regulatory, contractual, or funding requirements take precedence*
- *External partner organisations operate under their own approved policies and procedures*
- *Operational limitations restrict the immediate implementation of specific social value initiatives*

*Any exceptions must:*

- *Be proportionate and justifiable*
- *Be considered in line with legal and regulatory obligations*
- *Not compromise safeguarding, equality, or learner/student wellbeing*

## **Policy Detail**

### **Community Engagement and Inclusion**

CECOS College is committed to supporting local communities and widening access to education and training opportunities.

The College will:

- Deliver provision that responds to community, employer, and workforce needs
- Engage with disadvantaged, underrepresented, and hard-to-reach groups
- Promote inclusive and respectful learning environments
- Support learners and students with additional needs through appropriate guidance and support services
- Work collaboratively with community groups, employers, universities, local authorities, and external agencies where appropriate
- Promote learner and student wellbeing, confidence, and personal development

The College recognises the importance of flexible delivery models and outreach activities in supporting participation and inclusion.

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### **Employability, Progression, and Student Development**

The College is committed to supporting learners and students to progress into:

- Further or higher education
- Employment or career advancement
- Apprenticeships or professional pathways
- Positive personal and social outcomes

The College will:

- Embed employability, wider skills, and personal development within learning programmes
  - Support the development of communication, critical thinking, confidence, and work-readiness skills
  - Provide information, advice, and guidance to support progression planning
  - Promote aspiration and progression opportunities at all levels
  - Work with employers and stakeholders to support progression pathways where appropriate
  - Encourage learners and students to contribute positively to their communities and professional environments
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### **Ethical Practice and Responsible Partnerships**

CECOS College is committed to maintaining high standards of integrity, accountability, and professionalism.

The College will:

- Promote fair, transparent, and ethical decision-making
- Maintain inclusive recruitment and employment practices
- Work with partners, subcontractors, and stakeholders who share the College's commitment to safeguarding, equality, quality, and learner/student wellbeing
- Ensure public funding and student finance arrangements are managed responsibly and in accordance with regulatory and contractual requirements
- Promote a culture of respect, professionalism, and accountability

All staff, contractors, and partners are expected to act in accordance with the values and standards of the College.

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## **Environmental Sustainability**

The College recognises its responsibility to minimise the environmental impact of its operations.

CECOS will:

- Encourage responsible use of energy, water, paper, and other resources
- Promote digital working practices to reduce unnecessary waste
- Support recycling and responsible disposal of waste materials
- Consider sustainability within procurement and operational decision-making where practical
- Promote environmental awareness among staff, learners, and students

The College recognises that continuous small-scale improvements can contribute positively to wider sustainability objectives.

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## **Governance and Accountability**

The Board of Governors and Senior Leadership Team are responsible for ensuring that social value, community impact, ethical practice, and sustainability remain embedded within organisational strategy and operational activity.

Responsibilities include:

- Monitoring implementation and effectiveness of this policy
- Supporting continuous improvement
- Ensuring compliance with funding, regulatory, and partnership requirements

- Promoting a culture of inclusion, integrity, and responsible practice

All staff share responsibility for supporting the principles outlined within this policy through their day-to-day conduct and professional activities.




## Monitoring and Review

The effectiveness of this policy will be monitored through:

- Learner, student, employer, and stakeholder feedback
- Quality assurance and self-assessment activities
- Learner progression and destination data
- Community and partnership engagement outcomes
- Review of operational and organisational practices

The policy will be reviewed annually, or sooner where required due to legislative, contractual, regulatory, or organisational changes.

## Approval and Sign-Off

Role	Name	Signature	Date
Chief Executive	Dr Mudassir Tanveer		20/04/2026
Principal	Chris McLean		20/04/2026
Governance Board Representative	Paul Jones		20/04/2026