

Social Value at Arden & GEM



OUR SOCIAL VALUE DEFINITION



Increasing the benefits that our employees and customers receive from a social, economic and environmental perspective

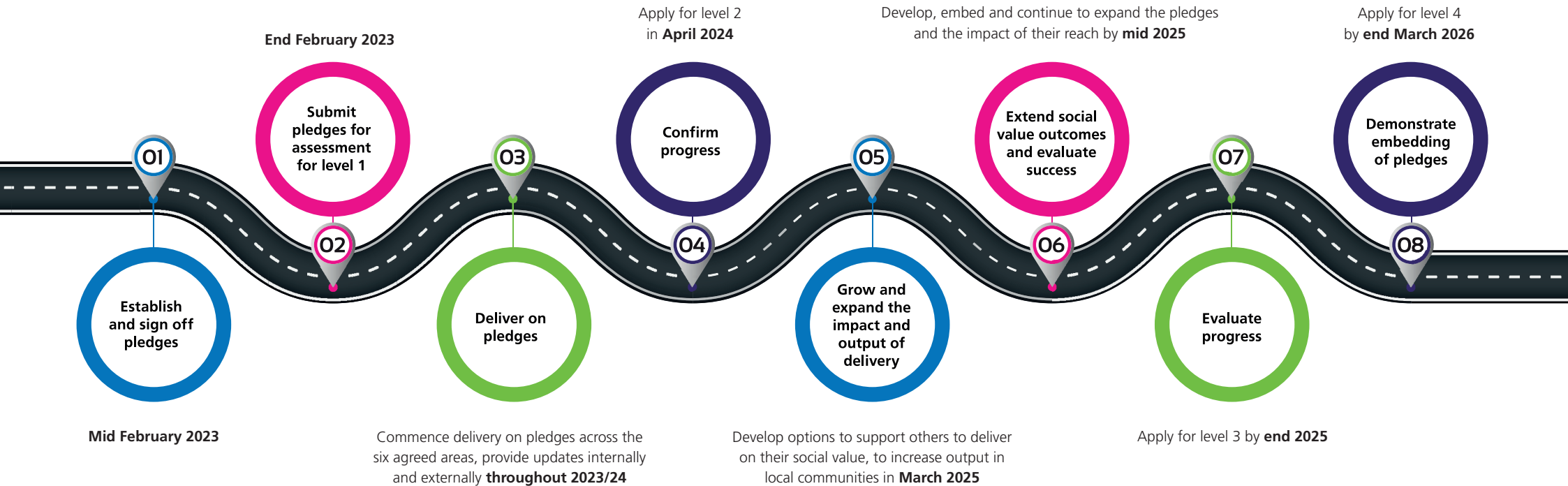


Being a growth enabler with a focus on reducing health inequalities



Growing capabilities within our customers across our organisation to deliver improved social value.

OUR SOCIAL VALUE QUALITY MARK ROADMAP



OUR SOCIAL VALUE PLEDGES



ECONOMIC

Pledges

- We pledge to only contract for supply of goods and services with organisations who align with our objectives, and ethical and integrity standards.
- We pledge to support local businesses by encouraging and actively providing networking opportunities across the family of public sector organisations in our footprint.

Key value indicators

- We will ensure that our procurement and contracting practices and procedures are designed to identify and place obligations upon 100% of our suppliers to ensure unethical practices are not undertaken in their supply chains, by end 2023.
- We will carry out all due diligence, on all potential contracts, to ensure all suppliers that are working with Arden & GEM match our values and principles. This is a stringent and ongoing process that will ensure social value principles can be delivered through all contracts, covering all suppliers and potential suppliers.
- We will run two supplier sessions a year, to bring potential local suppliers together and identify opportunities for them to work with Arden & GEM. We aim to increase the number of local businesses we work with by 5% by the end of 2025.
- We will take the lead on and facilitate periodic networking events to encourage 'buyers' to meet local providers of goods and services.

Delivery lead

Gavin Bennett, Procurement Director



EDUCATION AND SKILLS

Pledges

- We pledge that we will strive to maintain and increase employment both in terms of full and part time roles – maintaining a balanced workforce to allow us to remain sustainable but not stretched and overburdened.
- We pledge to continue to offer opportunities for people at all levels to access a wide range of training and education.
- We pledge to employing locally, where possible, to ensure the minimum impact on the environment and maximise the skills and expertise of local communities.

Key value indicators

- We pledge to increase the number of apprentices we work with, through our apprenticeship programme, year on year, from 60 to 80 by 2025.
- We pledge to support our employees to have access to learning opportunities to enable continual growth and development, improving their own skills base as well as strengthening Arden & GEM, with 50% take up by March 2025.
- We have a number of offices across the North West, Midlands and East of England and through those we are able to work with each local community to offer apprenticeships, training and local employment, increasing the amount of social value delivered.

Delivery leads

Maxine Bromley, Head of HR and OD Business Partners,
and Mike Walker, Director of Business Services



OUR SOCIAL VALUE PLEDGES



EMPLOYMENT AND VOLUNTEERING

Pledges

- We pledge to develop and adopt a volunteering policy, by the end of 2023, that provides employees with the opportunity to support relevant organisations, increasing social value and making a difference in the local communities.

Key value indicators

- We will develop and adopt a volunteering policy, by the end of 2023, that provides employees with the opportunity to support relevant organisations, increasing social value and making a difference in the local communities. The volunteering will link to professional skills, to maximise benefit to the local groups and Arden & GEM aims to have 20 early adopters of the scheme by the end of the first year.

Delivery leads

Maxine Bromley, Head of HR and OD Business Partners,
and Mike Walker, Director of Business Services



ENVIRONMENTAL

Pledges

- We pledge to achieve the net zero target required for NHS organisations by 2040, for scopes 1 and 2, and 2045 for scope 3.
- We pledge to increase the availability of access to low and zero emission cars through our employee car schemes, by 2024.
- We pledge to divert 100% of ICT waste from landfill.
- We pledge to expand flexible working options for employees.

Key value indicators

- We will develop and publish our Green Plan and Social Value Strategy, by the end of 2023, setting out our commitment to net zero and embedding social value in all that we do, to achieve the Greener NHS commitments.
- We will expand our existing car allowance scheme to promote low and zero emission cars, as well as providing access to bikes and reduced bus and train fares, by end 2024, encouraging maximum sign up across the Arden & GEM workforce.
- We will expand and be as flexible as possible with opportunities for remote, hybrid and flexible working options to encourage people to include active travel as a part of their day-to-day activities. This first process will be completed by end 2024 and will look to involve as many employees as possible.
- We will ensure that all reports from IT are included within the overarching environmental report, together with assurance reports from Green World, providing a robust and clear digital picture, that is integral to reporting processes.

Delivery leads

Justine Harding, Estates and Facilities Manager



OUR SOCIAL VALUE PLEDGES



HEALTH AND WELLBEING

Pledges

- We pledge to become a menopause friendly organisation.
- We pledge to increase our support for our Armed Forces Network.
- We pledge to introduce a cycle to work scheme to promote active travel and offer employees the opportunity to spend time outdoors.
- We pledge to achieve ISO 45001, replacing our existing OHSAS 18001.

Key value indicators

- We will have a Menopause Policy in place by end October 2023.
- We will ensure there is menopause guidance available for all staff and managers by October 2023.
- We will ensure all line managers have the relevant training to enable them to support their team by the end of September 2023.
- We will be assessed for Menopause Friendly Accreditation by October 2023.
- We will establish an Armed Forces Network to offer support and advice by end August 2023.
- We will hold quarterly focus meetings to access opportunities for support.
- We will use the Step into Health recruitment platform to streamline the process and maximise opportunities for users.
- We will establish an armed forces accreditation based on support offering, by end September 2024.
- We will set up online platform profile to give the message and allow colleagues to engage by end June 2023.
- We will ensure access and training is in place for key staff, i.e. payroll, finance and HR by the end June 2023.

- We will communicate the cycle to work scheme to all staff, by end June, to coincide with the scheme launch.
- We will carry out all the relevant requirements of shifting from a procedure approach to a process based one. This will be encompassed in the behavioural change required to provide a dynamic approach to delivering health and safety for employees, by April 2025.
- We will develop greater integration and coordination between our Health and Safety and Occupation Health provision by September 2023.
- We will expand and improve Health and Safety training for staff from January 2023.

Delivery leads

Maxine Bromley, Head of HR and OD Business Partners,
and Mike Walker, Director of Business Services



OUR SOCIAL VALUE PLEDGES



LEADERSHIP

Pledges

- We pledge to embed social value as a key element of the work that we deliver.
- We pledge to have an identified social value executive lead to drive the agenda forward, to ensure social value is considered a part of the day job.
- We pledge to support leadership by example through ongoing training and encouraging innovation.

Key value indicators

- We will introduce protected time for personal development, for all employees, at all levels, providing leadership by example, by end 2024.
- We will identify a senior leader to lead on social value, championing the principles across all the work that we do, by March 2023. This lead will be the beacon for change, encouraging continued focus on social value across Arden & GEM.

Delivery lead

Alison Tonge, Executive Director of Strategy and Innovation



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