

# Social Responsibility Policy

Sept 2021

Version 1

## 1. Scope

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This policy applies to all staff at Expanse Learning.

**Our Mission is to improve student progression through education and care**

## 2. Our Methods

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- **Impact** - We do what we do because we're passionate about making a difference to the companies we work with in the long run.
- **Growth** - We focus on change and flexibility within the organisation, allowing our business to adapt and ensure sustainability and longer-term growth.
- **Relationships** - We enjoy working with like-minded partners, in all sectors including local authorities, education providers, local employers and delivery partners
- **Communication** - We believe communication is key to the success of any business and work hard to ensure all stakeholders have a voice and are listened to.

## 3. Our Commitment

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To maintain and improve our business and to achieve our objectives each of the following points are built into our day-to-day activities and work ethic:

### Social

- **Learning and Development:** We believe that quality service evolves from quality staff and therefore we pursue a policy of effective recruitment and employee development, encouraging staff members to achieve their potential through guiding, supporting, and investing in them. This enables us to consistently meet the changing needs and requirements of our students and the communities in which we serve.
- **Travel:** Our employees are aware of the impact that travel has on our future whether travel is required in association with the business or just in their commute to work. Where business travel is undertaken on the group's behalf the requirements and needs relating to the travel are assessed on an individual basis and means of transport resourced as the most sustainably as possible.
- **Diversity and Equality:** As a Group we strive to incorporate diversity and equalities into everything we do. We are committed to continued action in tackling inequality, promoting diversity and providing a socially inclusive service.
- **Duty of Care:** We are committed to producing a caring and supportive working environment which is conducive to the welfare of all employees and service users. We take seriously our duty of care for all employees whilst at work and to ensure all working practices are safe and all risks are assessed on a regular basis and that Health and Safety and welfare is of paramount importance.
- **Community:** Engagement - To ensure our efforts are having an impact on real local needs we endeavour to provide our students and staff with the opportunity to engage with and support the local community through a range of initiatives and activities.
- **Society:** We are proud of our charitable and community giving. We regularly contribute to worthy causes wherever we can and in doing so support a wide range of national and local charities and community groups. We strive to raise awareness and engender social consciousness with all stakeholders, encouraging participation, involvement, and sustainable support.

### Environment

- **Our Policy:** The Expanse Group is committed to the implementation of proactive measures to help protect and sustain the local and global environment for future generations. We recognise the impact of our operations on the environment and aim by increasing the understanding in respect of these activities to minimise any detrimental effects that may occur. By working together, we can create a safe and clean environment and ensure that environmental issues are kept at the forefront of everyone's mind and given proper attention at all times. We seek to conserve natural resources wherever possible by ensuring the responsible use of energy, water and materials.

### Economy

- **Our Product:** We will continue to invest and develop our services for our learners and partners. As part of this process we will endeavour to recommend alternative solutions that reduce the environmental costs of these services as well as focus on more sustainable service delivery.
- **Our Purchasing:** We will continue to promote transparent sustainable purchasing, ethically sourced from local suppliers where possible that have minimal environmental impact. These include items such as packaging, recyclable products, local sourcing of services and products and energy efficient electrical equipment.

#### 4. Monitoring arrangements

This policy will be reviewed every 12 months but can be revised as needed.

**Impact of non-compliance for:**

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| <b>Staff:</b>                                     | Support Plan   |
| <b>Student:</b>                                   | Poor Performance   |
| <b>Legislation/organisational:</b>                | Reputational damage, litigation, statutory and non-regulated compliance. |
| <b>Compliance lead:</b>                           | Safeguarding Lead/Governor   |
| <b>Policy Reference:</b>                          | ELGR-POL-ORG-016   |
| <b>Version:</b>                                   | 1  |
| <b>Agreed policy location:</b>                    | DatabridgeMIS and Company Website  |
| <b>Does the policy require Governor approval?</b> | No   |

**Approval**

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| <p><b>Prepared by</b><br/>Karl Wane<br/>01/09/2021</p>  <p>Director of Post 16 Education</p> | <p><b>Approved by</b><br/>Tony Brown<br/>01/09/2021</p>  <p>CEO</p> | <p><b>Counter Signatory</b><br/>Richard King<br/>01/09/2021</p>  <p>Director of Schools, Pre 16 Education</p> |
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**Version Control**

| Version | Date       | Revision      | Review Date |
|---------|------------|---------------|-------------|
| 1       | 01/09/2021 | Policy Review | 31/08/2022  |
| 2       |            |               |             |
| 3       |            |               |             |
| 4       |            |               |             |
| 5       |            |               |             |