

POLICY NAME:	Social Value Policy
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## Austin Dean Recruitment Social Value Policy

### Introduction

At Austin Dean Recruitment, we are committed to delivering exceptional value not only to our clients and candidates but also to society at large. Our Social Value Policy outlines our approach to integrating social, economic, and environmental considerations into our business operations and services. This policy is inspired by the UK government's emphasis on social value in procurement and our dedication to contributing positively to the communities we serve.

### 1. COVID-19 Recovery

**Objective:** Support the national effort for recovery by prioritising the health and well-being of our employees, clients, and candidates.

- Implement flexible working arrangements to accommodate personal circumstances.
- Provide mental health resources and support for employees.
- Engage with local health initiatives and campaigns to promote public health awareness.

### 2. Tackling Economic Inequality

**Objective:** Contribute to reducing economic disparities within the communities we operate.

- Offer fair employment opportunities, promoting diversity and inclusion in the recruitment process.
- Support local businesses and suppliers through our procurement practices.
- Develop partnerships with organisations focused on skills and employment initiatives for underrepresented groups.

### 3. Fighting Climate Change

**Objective:** Minimise our environmental impact and contribute to the fight against climate change.

- Implement a sustainability program to reduce waste, energy use, and carbon emissions.
- Encourage sustainable commuting options for our employees.
- Partner with environmental organisations to support local and national green projects.

### 4. Equal Opportunity

**Objective:** Promote equality, diversity, and inclusion across all aspects of our business.

- Ensure equal opportunity in recruitment, development, and advancement for all, irrespective of background or personal characteristics.
- Provide training and awareness programs for our staff on diversity, equality, and inclusion.
- Engage with community groups to identify and break down barriers to employment.

## 5. Wellbeing

**Objective:** Enhance the well-being of our employees, clients, and the wider community.

- Offer work-life balance initiatives and support flexible working practices.
- Provide programs and resources focused on physical and mental health.
- Support community well-being projects and initiatives through volunteering and sponsorship.

## Implementation and Monitoring

To ensure the successful implementation of this policy, Austin Dean Recruitment will:

- Assign responsibility for the policy's implementation to a dedicated team.
- Regularly review and update our policy and practices to align with evolving social value principles and legislation.
- Engage with stakeholders, including employees, clients, and community representatives, to gather feedback and improve our social value impact.

## Conclusion

Austin Dean Recruitment is committed to leading by example in delivering social value through our business operations. By aligning our objectives with the UK government's social value themes, we strive to make a positive impact on society and the environment, while continuing to provide exceptional recruitment services.