

SOCIAL VALUE POLICY

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VERSION CONTROL

Version	Primary Editor	Reviewer	Changes made by reviewer	Approved by	Date
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QUICK OVERVIEW

For quick reference the guide below is a summary of the document. This does not negate the need for the document author and all members of staff to be aware of and follow the detail of this policy.

- Operating any business can have an impact on our wider environment. At Clarity Consulting Associates Ltd, we aim to leverage this impact in a positive way to benefit the people and communities we work with.
- This policy considers our effect on employees, clients, suppliers, communities, and the environment.
- We are committed to undertaking activities for the benefit of wider society which include, but are not limited to, working with charities, offering work placements, environmental responsibility through applying paper-light procedures, adhering to reduce, reuse and recycle guidelines, and maintaining compliance with ISO 14001 Environmental Management System.

1.0 INTRODUCTION

- 1.1 Clarity Consulting Associates Ltd (hereafter referred to as “Clarity”) has agreed this Performance Management Policy and Procedure. All existing staff have been informed about this policy and new staff will be made aware of the policy in the onboarding process.
- 1.2 This policy is not contractual; Clarity therefore reserves the right to amend this policy as necessary to meet any changing requirements.

2.0 PURPOSE

- 2.1 This policy articulates our commitment to creating, delivering, and measuring social value across all areas of our work. It does so by providing a framework for embedding social value principles into our operations, partnerships, and client engagements, in alignment with the UK Government’s Social Value Model and Social Value UK guidance.

3.0 SCOPE

- 3.1 This policy covers all employees and associates of Clarity, regardless of role, location or contractual status.
- 3.2 The principles of social value apply to all areas of our operations and are routinely considered when conducting all aspects of our work.

4.0 ROLES AND RESPONSIBILITIES

- 4.1 Liane Langdon (Director) is Clarity’s nominated CSR Officer and has overall responsibility for our CSR strategy and for implementing this policy. She has a key role in ensuring the systems and controls we have in place are effective.
- 4.2 All members of staff have a role to play in complying with our CSR objectives and are encouraged to make further suggestions in relation to initiatives we could undertake. If any staff member has a suggestion, they should contact the CSR Officer.
- 4.3 We are fully committed to the highest possible standards of openness, honesty and accountability. We actively encourage all staff members who ethical standard that we set to voice those concerns openly. We have a comprehensive Whistleblowing Policy to support this.

5.0 OUR COMMITMENT TO SOCIAL VALUE

We aim to maximise social value by:

- Supporting healthier, more resilient communities.
- Promoting equality, diversity, and inclusion.
- Reducing environmental impact and supporting the transition to Net Zero.
- Creating opportunities for skills development and employment.
- Strengthening the social infrastructure of the health and care systems we serve.

6.0 STRATEGIC OBJECTIVES

Aligned with the Social Value Model's five themes, our objectives are:

6.1 Theme 1: COVID-19 recovery

- Support NHS and care organisations in post-pandemic transformation.
- Promote mental health and wellbeing in our workforce and client teams.

6.2 Theme 2: Tackling economic inequality

- Provide fair access to employment and development opportunities within CCAL.
- Support SMEs and VCSEs through inclusive procurement practices.

6.3 Theme 3: Fighting climate change

- Implement our Carbon Reduction Plan to achieve Net Zero by 2050.
- Promote sustainable working practices, including remote work and low-carbon travel.

6.4 Theme 4: Equal opportunity

- Uphold our Equality & Diversity Policy to eliminate discrimination and promote representation.
- Monitor and report on workforce diversity and inclusion metrics.

6.5 Theme 5: Wellbeing

- Foster a supportive and flexible working environment.
- Promote staff wellbeing through professional development and mental health support.

7.0 IMPLEMENTATION

We will:

- Integrate social value considerations into all project planning and delivery.
- Use the TOMs (Themes, Outcomes, Measures) framework to assess and report impact.
- Collaborate with clients to co-design social value outcomes tailored to local needs.
- Train staff and associates on social value principles and practices.

8.0 REFERENCES AND ASSOCIATED DOCUMENTATION

Relevant policies can be found in the [All Staff QMS Current Policies folder](#):

- Equality & Diversity Policy
- Corporate Social Responsibility and Sustainability Policy
- Health and Safety Policy
- Training and Development Policy
- Data Protection (UKGDPR) Policy

9.0 MONITORING COMPLIANCE WITH, AND THE EFFECTIVENESS OF, PROCEDURAL DOCUMENTS

- 9.1 This policy will be reviewed on a biannual basis by Clarity's senior team, or earlier if appropriate/required.