

Social Value & Community Impact Policy

Document Control			
Title	Social Value & Community Impact Policy		
Date of review	01/05/2026		
Next Review	01/05/2027		
Document Owner	Salih Yilmaz		
Version Control History			
Date	Paragraph/section amended	Reason	New issue no.
01/05/25	Reviewed		V1
01/05/26	Reviewed	Annual review	V2

1. Policy Statement

Intech Centre is committed to creating meaningful and lasting social value through all aspects of its operations, training delivery, partnerships and engagement with local communities.

As an education and training provider, we recognise that our role extends beyond delivering qualifications. We aim to positively contribute to the economic, social and environmental wellbeing of the individuals and communities we serve.

We are committed to supporting inclusive growth, reducing inequalities, improving employability, promoting sustainability and helping individuals achieve long-term positive outcomes through education, skills development and progression opportunities.

Our approach aligns with the principles of responsible business practice and supports the wider objectives of local authorities, employers, funding bodies and community stakeholders across London.

2. Purpose

The purpose of this policy is to:

- Define Intech Centre's commitment to social value and community impact
- Promote inclusive and sustainable practices across the organisation
- Support individuals facing barriers to education, training or employment
- Strengthen engagement with local communities and employers
- Promote environmental responsibility and ethical business practices
- Ensure social value principles are embedded within operational and delivery activities
- Support compliance with funding, contractual and stakeholder expectations, including those of the Greater London Authority, Department of Work and Pension and Department of Education.

3. Scope

This policy applies to:

- All Intech Centre staff, managers and directors
- Tutors, assessors, consultants and contractors
- Learners enrolled on any programme delivered by Intech Centre
- Employers and external partners
- Community engagement and outreach activities
- Procurement, recruitment and operational practices
- All funded and privately delivered programmes

4. Our Social Value Principles

Intech Centre is committed to delivering positive impact through the following core principles:

4.1 Supporting Communities

We will actively support local communities by providing accessible education, training, careers advice and employability support designed to improve life opportunities and economic participation.

4.2 Promoting Equality and Inclusion

We are committed to creating an inclusive environment where all individuals are treated fairly, with dignity and respect, regardless of background or personal circumstances.

4.3 Improving Employability

We will support learners to gain the skills, confidence, qualifications and experience required to progress into employment, self-employment or further learning.

4.4 Supporting Economic Growth

We will contribute to local and regional economic development by supporting workforce skills, employer engagement and sustainable employment pathways.

4.5 Environmental Responsibility

We will seek to minimise environmental impact through responsible operational practices and promote sustainable behaviours amongst staff and learners.

4.6 Ethical and Responsible Operations

We will conduct our activities responsibly, transparently and ethically while promoting safeguarding, wellbeing and social responsibility.

5. Community Engagement and Impact

Intech Centre works closely with local authorities, Jobcentres, employers, charities, community organisations and training providers to support individuals who may face barriers to learning or employment.

Our community impact activities include:

- Delivering employability and vocational training programmes
- Supporting unemployed adults into learning and employment
- Delivering ESOL and digital inclusion programmes
- Providing careers education, information, advice and guidance
- Supporting refugees, migrants and disadvantaged learners
- Delivering outreach activities within local communities

- Working with employers to create progression opportunities
- Supporting learners into apprenticeships, further learning and sustainable employment
- Offering flexible learning opportunities to improve accessibility
- Supporting adults with low confidence, low qualifications or limited work experience

We aim to create measurable and sustainable outcomes that improve social mobility, confidence, wellbeing and economic participation.

6. Equality, Diversity and Inclusion

Intech Centre is committed to promoting equality, diversity and inclusion throughout all areas of delivery and operations.

We will:

- Promote equality of opportunity for all learners and staff
- Prevent discrimination, harassment and victimisation
- Support individuals with additional learning or support needs
- Respect cultural diversity and promote community cohesion
- Ensure recruitment and training opportunities are accessible and inclusive
- Promote a safe, respectful and welcoming environment

We actively support learners from diverse backgrounds, including:

- Unemployed adults
- ESOL learners
- Refugees and migrants
- Learners with disabilities or learning difficulties
- Individuals from disadvantaged communities
- Adults returning to learning
- Learners facing financial hardship or social barriers

7. Employability, Skills and Progression

Improving employability and progression opportunities forms a key part of our social value approach.

Intech Centre will:

- Deliver training aligned to local and regional labour market needs
- Support learners to achieve recognised qualifications

- Provide careers advice, mentoring and employability support
- Support learners with CV writing, interview preparation and job searching
- Promote digital skills and workplace readiness
- Work with employers to support recruitment and progression opportunities
- Encourage lifelong learning and professional development
- Support progression into apprenticeships, employment or higher-level learning

Our programmes aim to equip learners with practical skills, confidence and knowledge that support long-term career development and sustainable employment outcomes.

8. Staff Wellbeing and Development

We recognise that our staff play a vital role in delivering positive social impact.

Intech Centre is committed to:

- Providing a safe and supportive working environment
- Encouraging professional development and continuous learning
- Promoting equality and wellbeing within the workplace
- Supporting flexible and inclusive working practices where appropriate
- Encouraging staff engagement and participation
- Promoting safeguarding, mental health awareness and professional conduct

9. Environmental Sustainability

Intech Centre recognises the importance of environmental sustainability as part of responsible business operations.

We are committed to:

- Reducing waste and unnecessary paper usage
- Promoting digital learning and communication systems
- Encouraging remote and blended delivery where appropriate to reduce travel emissions
- Using energy-efficient systems and equipment
- Recycling and reducing environmental impact wherever possible
- Promoting environmental awareness amongst staff and learners

This policy should be read alongside the Intech Centre Sustainability Policy.

10. Partnerships and Ethical Procurement

Intech Centre values collaborative working and responsible procurement practices.

We aim to:

- Work with organisations that share our values and commitment to equality and sustainability
- Support local businesses and community organisations where possible
- Promote ethical and transparent working relationships
- Encourage suppliers and partners to adopt socially responsible practices
- Build strong partnerships that support learner progression and community benefit

11. Safeguarding and Wellbeing

Intech Centre is committed to safeguarding the welfare of learners, staff and visitors.

We will:

- Maintain robust safeguarding and Prevent procedures
- Promote safe learning and working environments
- Support learner wellbeing and mental health awareness
- Encourage respectful behaviour and positive relationships
- Ensure staff receive appropriate safeguarding training

12. Monitoring and Continuous Improvement

The effectiveness of this policy will be monitored through:

- Learner feedback and satisfaction surveys
- Progression and employment outcomes
- Equality and diversity monitoring
- Community engagement activities
- Quality assurance processes
- Stakeholder and employer feedback
- Internal audits and management reviews

We are committed to continuous improvement and will regularly review our social value objectives and community impact activities.

13. Review

This policy will be reviewed annually or earlier where required due to:

- Legislative or regulatory changes
- Funding or contractual requirements
- Organisational developments
- Feedback from stakeholders or quality assurance processes

14. Related Policies

This policy should be read alongside the following Intech Centre policies:

- Sustainability Policy
- Equality and Diversity Policy
- Safeguarding and Prevent Policy
- Health and Safety Policy
- Learner Code of Conduct
- Complaints and Appeals Policy
- Data Protection Policy
- Quality Assurance Policy