

Social Value and Community Impact Policy

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Social Value and Community Impact Policy

Effective from: 01/08/2025

Last Updated: 01/08/2025

Review date: 31/07/2026

Signed: 

Position: Director

1. Policy Statement and Purpose

Rapid Improvement Training Ltd is committed to delivering meaningful social value and creating a positive, measurable impact within the communities it serves. The organisation recognises that its role extends beyond education and training delivery to include supporting social mobility, reducing inequality, and contributing to sustainable local development.

This policy sets out how the organisation embeds social value into its operations, decision-making, and service delivery. It reflects a commitment to improving outcomes for learners, supporting communities, and ensuring that public investment delivers wider societal benefits.

The organisation adopts a proactive approach to social value, ensuring that impact is intentional, measurable, and aligned with local and national priorities.

2. Scope

This policy applies to all areas of Rapid Improvement Training Ltd's work, including education and training delivery, learner support, employer engagement, and organisational operations.

It applies to all staff, contractors, and volunteers, and extends to relationships with employers, community organisations, and other stakeholders involved in the delivery or support of services.

3. Strategic Context

Rapid Improvement Training Ltd aligns its social value approach with relevant frameworks and expectations, including:

- Public Services (Social Value) Act 2012
- Ofsted Education Inspection Toolkit
- Funders, including Greater London Authority (GLA) funding and social value priorities
- Local and regional skills and employment strategies

The organisation recognises that social value is a key expectation of publicly funded provision and is integral to demonstrating quality, impact, and accountability.

4. Definition of Social Value

Social value refers to the wider benefits created for individuals, communities, the economy, and the environment through the organisation's activities.

For Rapid Improvement Training Ltd, this includes:

- Improving life chances and employability
- Supporting individuals into sustainable employment
- Promoting inclusion and reducing barriers to participation
- Strengthening community engagement and cohesion
- Supporting local economic growth

5. Organisational Commitment

Rapid Improvement Training Ltd is committed to embedding social value across all aspects of its work. This includes designing programmes that respond to community needs, supporting learners to achieve meaningful outcomes, and working collaboratively with partners to maximise impact.

The organisation seeks to ensure that its activities contribute positively to local communities, particularly those experiencing disadvantage or underrepresentation.

Social value is considered in planning, delivery, and evaluation, ensuring that it is not treated as an add-on but as a core organisational priority.

6. Roles and Responsibilities

Senior leaders are responsible for setting the strategic direction for social value and ensuring that it is integrated into organisational planning and performance monitoring. They are accountable for ensuring that commitments are delivered and that impact is evidenced.

Managers are responsible for implementing social value initiatives within their areas, including embedding inclusive practices, supporting learners effectively, and engaging with local stakeholders.

All staff contribute to social value through their day-to-day work. This includes supporting learners, promoting equality and inclusion, and identifying opportunities to enhance community impact.

7. Delivering Social Value

Rapid Improvement Training Ltd delivers social value through a range of interconnected activities.

Supporting Learners

The organisation prioritises improving outcomes for learners, particularly those who may face barriers to education or employment. This includes providing high-quality teaching, tailored support, and guidance to enable learners to progress into further learning or sustainable employment.

Learners are supported to develop not only technical skills but also confidence, resilience, and wider employability skills. Additional support is provided where needed to ensure equitable access and outcomes.

Promoting Equality and Inclusion

The organisation is committed to creating an inclusive environment where all individuals are treated fairly and with respect. Barriers to participation are actively identified and addressed, ensuring that opportunities are accessible to all.

Particular focus is given to supporting underrepresented groups and those at risk of disadvantage, contributing to greater equality of opportunity.

Engaging with Employers and Communities

Rapid Improvement Training Ltd works in partnership with employers to create opportunities for learners, including work placements, employment pathways, and skills development aligned to labour market needs.

The organisation also engages with local communities and stakeholders to ensure that provision is responsive and relevant. This includes collaboration with community organisations, local authorities, and support services.

Contributing to Local Economic Growth

By developing skills and supporting individuals into employment, the organisation contributes to local economic development. Provision is aligned with identified skills needs and supports workforce development within key sectors.

Environmental and Ethical Considerations

Social value is closely linked to environmental and ethical responsibility. The organisation seeks to operate sustainably and ethically, reinforcing its commitment to wider societal impact.

8. Measuring and Evidencing Impact

Rapid Improvement Training Ltd is committed to demonstrating the impact of its social value activities.

Impact is measured through a combination of quantitative and qualitative data, including learner outcomes, progression rates, and feedback from learners, employers, and stakeholders.

The organisation monitors performance regularly and uses this information to inform continuous improvement. Evidence of impact is used to meet the requirements of funders and regulators, including Ofsted and the GLA.

9. Continuous Improvement

The organisation recognises that delivering social value is an on-going process. Regular review and reflection are used to identify areas for improvement and to enhance impact. Feedback from learners, staff, employers, and community partners is actively sought and used to inform development.

The organisation remains responsive to changes in local need, policy, and funding priorities.

10. Communication and Engagement

This policy is communicated to staff and stakeholders and is embedded within organisational practice.

The organisation promotes awareness of social value and encourages active participation from staff and partners. Achievements and impact are shared where appropriate to demonstrate accountability and transparency.

11. Related Policies

This policy should be read alongside:

- Safeguarding Policy
- Safer Recruitment Policy
- Environmental and Ethical Practice Policy
- Equality, Diversity and Inclusion Policy

12. Review

This policy will be reviewed annually, or sooner where required due to changes in legislation, funding requirements, or organisational priorities.