

Social Value Policy

Meadows Care

This policy sets out Meadows Care's commitment to creating positive social, economic and environmental impact through the way we deliver services, support children and young people, work with colleagues and partners, and contribute to the communities in which we operate. Social Value represents our environmental, social and governance (ESG) framework. This framework is used to evaluate a company's sustainability and ethical impact.

1. Purpose

The purpose of this policy is to formalise Meadows Care's approach to social value and to ensure that social value considerations are embedded into decision-making, service delivery, workforce development, procurement, community engagement and environmental responsibility. This policy supports Meadows Care's wider mission to improve outcomes for children and young people, while also contributing positively to the wider community.

2. Scope

This policy applies to all Meadows Care operations, employees, contractors, suppliers and partners where relevant. It applies to all areas of business activity, including care delivery, recruitment, learning and development, purchasing, property and facilities, community partnerships, and contract or tender activity.

3. Policy Statement

Meadows Care recognises that social value is created when an organisation intentionally delivers benefits beyond its core operational and contractual requirements. In line with the principles of the current UK Social Value guidance, Meadows Care is committed to maximising the wider value generated through its activities by initiating social value in 5 different areas; job opportunities, environmental sustainability, innovation, sustainable growth and community benefit.

4. Objectives

- Support positive outcomes for children, young people and communities.

- Promote fair opportunity, equality, diversity and inclusion in employment and service delivery.
- Invest in workforce skills, wellbeing, development and retention.
- Strengthen local communities through partnership working, volunteering and social impact activity.
- Support local economies through responsible and, where practicable, local procurement.
- Reduce environmental impact and contribute to long-term sustainability goals.
- Provide a clear framework for planning, monitoring and reporting social value activity.

5. Our Commitments

5.1 Workforce and Employment

Meadows Care will recruit fairly and responsibly, seek to remove barriers to opportunity, and promote inclusive employment practices. Our commitment to training, development, and career progression ensures that our team members have the tools and opportunities to thrive, contributing to a stronger, more sustainable future. We will also support the health, safety and wellbeing of our workforce, recognising that a supported and skilled workforce is central to strong outcomes for the children and young people in our care. In addition, Meadows Care is dedicated to creating social value through job creation and local employment opportunities. By prioritising recruitment from within the community through local job fairs, we aim to support economic growth and enhance livelihoods.

5.2 Environmental Sustainability

Meadows Care is committed to reducing the environmental impact of its operations. Meadows Care is committed to our Net Zero Plan, marking the first step in our Sustainability & Social Value Commitment movement. This plan outlines our dedication to reducing our carbon footprint and fostering a more sustainable future for all. Meadows Care's Net Zero Plan - <https://www.meadowscare.co.uk/net-zero-plan/>.

5.3 Community Engagement and Partnerships

Meadows Care will develop and maintain positive relationships with local communities and partner organisations. Where possible, we will support community initiatives, volunteering, local charitable activity, education links and opportunities that benefit our local community. We will aim to ensure our presence in local areas is constructive, respectful and responsive to local needs.

5.4 Responsible Procurement and Local Economic Value

We will consider social value in our procurement and purchasing decisions wherever proportionate and appropriate. This includes seeking value beyond cost alone, encouraging ethical business practices, considering environmental impact, and supporting local suppliers, small businesses, community-based enterprises where this aligns with quality, safety and compliance.

5.5 Innovation and Sustainable Growth

Meadows Care is dedicated to growth by making a positive impact on more young lives through expanded services. We invest in our staff by offering clear career progression and funding diploma qualifications, ensuring their continued professional development. Our growth is further supported by the launch of Meadows Psychology Service, our sister company, which enhances our ability to provide comprehensive care and support. In addition, we are committed to innovation by continuously improving our services and adopting new approaches to enhance our organisation. We embrace creative solutions to address the unique needs of those we support, ensuring better outcomes. Through ongoing staff training and collaboration, we remain at the forefront of care innovation, striving to provide the highest quality of service and support.

6. Implementation

Meadows Care will embed social value through business planning, service delivery, recruitment, procurement, contract mobilisation, partnership activity and continuous improvement processes. Social value considerations will, where relevant, be reflected in objectives, action plans, tender submissions, supplier discussions and operational decision-making. Meadows Care have an initiative to commit 10,000 hours each year through different outlets and projects to benefit Social Value in our local areas.

7. Governance and Responsibilities

Overall accountability for this policy sits with our Social Value Working Group. The Social Value Working Group are responsible for promoting and implementing the policy within their areas of responsibility. Employees are expected to understand the principles of this policy and to contribute to social value through their day-to-day practice. Procurement, operational and support functions should consider social value in relevant decisions and maintain appropriate records of activity and outcomes.

8. Monitoring, Measurement and Reporting

Meadows Care will monitor progress against this policy through appropriate qualitative and quantitative measures. These may include workforce development activity, retention data, wellbeing initiatives, community engagement, volunteering, local spend, environmental activity, partnership working and evidence of outcomes for children and young people. Social Value information may be used to support internal review, external reporting and tender submissions where relevant.

9. Communication and Review

This policy will be communicated to employees and, where relevant, to partners, commissioners, suppliers and other stakeholders. It will be reviewed at least annually, or sooner if there are significant legislative, operational or organisational changes. Any updates will be approved through Meadows Care's governance arrangements.