



# **National Institute of Teaching**

## **Social Value Plan v2**

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## Social Value Plan

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## **1. Introduction**

The National Institute of Teaching (NlOT) is being delivered by a company formed by the Harris Federation, Oasis Community Learning, Outwood Grange Academies Trust and Star Academies. All are experienced teacher and leader training providers wishing to lead in a school system led by schools - schools that drive school improvement and ensure that all pupils can achieve beyond expectations.

This plan sets out the Institute's approach to implementing social value. It recognises the potential that social value has in supporting the Institute's overall aim and priorities.

The plan describes how social value principles will be embedded across the Institute's commissioning and procurement processes and demonstrates how these complement the Institute's commitment to working with local people and partners to achieve better outcomes for local communities.

The plan includes:

- The benefits of social value to the Institute
- Our aims, priorities and social value principles
- Key actions we will be undertaking
- Our approach moving forward
- Details of how we will measure and report progress

## **2. General Principles**

A social value approach encourages a way of thinking about how limited public resources are allocated and used to put the benefit to the community of a commissioning/procurement process over and above the direct purchasing of goods and services.

It involves looking beyond the price of each individual contract and considering what the collective benefit to a community is when an organisation chooses to award a contract.

Social value is intrinsic to all of the services the Institute commissions and procures. All of the services that are delivered by, or on behalf, of the Institute ultimately relate to the Institute's aims of improving the lives of our wider population. Some commissioned services already have a clear social value and are linked to the priorities of the Institute's key strategies.

However, even with services of this nature there is an opportunity to do more to produce social value with the Institute's commissioning approach, whether this is ensuring that services are locally based and employ local people, creating apprenticeships, using ethically sourced goods and actively encouraging volunteering.

## **3. Our Social Value Commitment**

Our Chief Operating Officer will be our Social Value Lead and have responsibility for delivering this plan.

- Social value will form an integral part of our overall business strategy, corporate planning and decision making.
- We will engage our employees to understand our social value plan and priorities, and how these are relevant to their day -to-day work.
- We will embed social value into procurement activity.
- We will establish an annual action plan - detailing the specific actions to be achieved that year.

#### **Agreed KPIs**

- Agreed Social Value Plan – November 2022
- Published results in Annual Report - from the reporting period to 31<sup>st</sup> July 2024

### **4. Aims, priorities and principles**

Our aims will be focused in four key areas:

- Investing in our people
- Supporting our suppliers and innovation
- Transforming local communities
- Reducing our carbon footprint

#### **4.1 Investing in our people**

Every NIoT employee brings to work a true blend of skills, life experiences and perspectives. Helping every employee to flourish in a truly inclusive workplace sparks the fresh ideas that will be the lifeblood of innovation and sustainable growth.

Key Commitments:

- To be a real wage employer
- 20% of NIoT staff who currently reside in the Social Mobility Commissions' quintile of 'worst areas of social mobility'
- >50% of jobs in our North East and North West campuses

Our priorities:

- Develop and engage people within all our workplaces
- Create inclusive workplaces and a diverse workforce
- Promote healthy lifestyles for all
- Promote continuous professional development

Actions:

- Inclusive recruitment policies and procedures including using the recruitment tool 'Applied' to reduce the effect of biases on our hiring decisions
- Weekly employee 'pulse' surveys to understand our workforce and measure and report engagement
- Up to £1,500 investment in each employee per year, above salary
- An outstanding CPD offer for all employees, utilising apprenticeships, internal CPD, online training, leadership coaching and mentoring (pro bono from Specialist Partners)
- An outstanding benefits package to support a healthy and balanced lifestyle
- Implement the '6 Standards of Mental Health at Work Commitment', '11 Workload Standards' and 'Education Staff Wellbeing Charter'
- Offer a 24/7 Employee Assistance Programme for all employees and their families
- Establish tools and systems for recording and publishing the socio-economic diversity of our staff
- Create apprenticeship opportunities for all sections of the workforce, with high quality training and mentoring
- Create work experience opportunities within the regional and central staffing structures, with high quality training and mentoring

#### Outcomes:

- Improve personal and professional skills of our people
- High employee engagement
- Jobs that offer security, rights and a fair income
- Below national average Gender Pay Gap
- Below national average absence associated with musculoskeletal and mental health issues
- Our people have healthy lifestyles
- Greater and improved digital skills

#### Agreed KPIs

- Proportion of SLDT staff based in bottom 20% of postcodes for social mobility (Target: 20%)
- Proportion of SLDT staff as: 1. First in family to receive Higher Education, 2. Receipt of FSM / EMA (No fixed target – published results)
- Number of people-hours of learning interventions (Target: 600 hours p/a at scale, >50% in North and East and North and West regions)
- Number of total employment opportunities created (Target: >120 FTE at scale with >50% in North & East and North & West regions)
- New apprenticeship starts as a proportion of SLDT total headcount (Target: 2.3%)
- Proportion of apprentices receiving a full-time job offer (Target: >65%)
- Number of PGTA's created (Target TBA in Year 2)
- Proportion of hiring managers receiving inclusive recruitment training (Target: 100%)
- Median and mean gender pay gap (No fixed target – published results)
- Workforce diversity by seniority e.g. gender, ethnicity, disability, socio-economic background (No fixed target – published results)
- SLDT staff participation in regular wellbeing pulse surveys (Target: 70%)\*
- Positive staff engagement scores (e.g. Net Promoter score – Target 70%)
- Staff turnover (Target: <15%)

- Proportion of staff responding positively on SLDT promoting good physical health in Pulse surveys (Target >50%)

## 4.2 Supporting our suppliers and innovation

Local businesses and organisations are the heartbeat of every community. It's why we support local suppliers and organisations of all sizes to stimulate economic growth, increase skills and job opportunities and make progress on social and environmental issues.

Key Commitments:

- Ensuring social value and best practice within our supply chain

Our priorities:

- Paying suppliers promptly
- Reducing the risk of modern slavery
- Promoting innovation and technology

Actions:

- Processing all invoices within 28 days
- Advertising procurement opportunities in ways accessible to SMEs
- Ensuring that modern slavery assessment is standard within all procurement
- Full employment checks to assess risk of modern slavery and human trafficking within the workforce
- Social value as standard within all contracts e.g. volunteering hours, training and coaching and hiring apprentices
- Confirming Living Wage is paid within supply chains
- Post-award Supplier contract management ensuring that SV commitments are enacted and monitored under the contract

Outcomes:

- More opportunities for SMEs
- All suppliers paid promptly, improving relationships with them
- Suppliers contribute to social value
- Employees understand social value and deliver these responsibilities
- A reduced risk of modern slavery with the NIOT and our supply chains
- No cyber security events
- Understand and can quantify the social, environmental and economic value the NIOT brings to local communities and the wider country

### Agreed KPIs

- Proportion of suppliers committing to the Mental Health at Work standards (Target: 100%)
- Proportion and number of suppliers that have committed to implement measures to improve the physical and mental health and wellbeing of employees (Target: 100%)
- Number of WCSPs agreeing to a Social Value Commitment to deliver employability programmes in SLDT schools (Target: 2)

### 4.3 Transforming local communities

Our success is intrinsically linked to the places and communities in which the NIoT is based. We do everything we can to be a good neighbour, working with local communities to tackle issues that affect their wellbeing and that seek to avoid creating unreasonable disruption.

We listen and engage with our communities. We give back and support those most in need, with an aim to create a positive and lasting legacy for generations to come.

Key Commitments:

- Providing 200 hours of community work per year
- Supporting the employment and progression of our participants

Our priorities:

- Involve, listen and connect with our local communities
- Give back to our communities to make a difference that lasts
- Open doors, educate and improve the skills and employability of people in these communities

Actions:

- Build community work within the contractual hours of all employees
- Arrange community projects in which the hours can be delivered
- Develop relationships with local schools and community groups
- Offer work experience opportunities for school leavers and those trying to enter the workforce
- Ensure all participants are aware of how to access the Student Support function within their region/campus

Outcomes:

- Local communities are engaged and involved and see teaching, and schools, as a profession of choice
- Employees give back to their local communities
- More opportunities to enter teaching for disadvantaged people and under-represented communities
- Improved social mobility throughout England

**Agreed KPIs**

- Proportion of participants with timely access to Student Support and Wellbeing services (Target: 100%)
- Positive participant feedback for use of service in post-interaction survey (Target 75%)
- Proportion of ITT alumni securing a teaching post following completion (Target: >90%)
- Number of children within SLDT school network accessing WCSP work experience programmes (Target: 100+)
- Number of work experience participants within SLDT (Target: 2.3%)

#### **4.4 Reducing our carbon footprint**

We want to create resilient communities by striving towards being a carbon neutral organisation. We will manage our carbon footprint by setting and achieving ambitious targets on carbon emissions and resource use, helping to minimise our own impacts and future proof our own operations.

Key Commitments:

- Working towards our journey to Net Zero Carbon

Our priorities:

- Reduce carbon footprint and adapt to climate change
- Use materials and products from sustainable resources
- Create greener and cleaner places to work

Actions:

- Offer electric car schemes
- Work with host campus sites to improve access to car charging points, recycling etc
- Avoid unnecessary journeys, utilising technology and digital solutions instead

Outcomes:

- Achieving a net zero carbon footprint
- Reduced contribution to climate change
- Less waste is produced
- Materials and products used come from sustainable sources
- Reduced water consumption
- Reduced air pollution

### **5. Review and Reporting**

The Chief Operating Officer, along with the directorate staff will be responsible for monitoring and reporting on Social Value initiatives and KPIs to the Executive Team. Data will be utilised from our CRM and workforce data.

Performance against our key commitments will reported to a subcommittee of the Board at least quarterly, providing a dashboard of performance against these. This dashboard will also be shared with the DfE quarterly as part of a quarterly review.

This plan will be reviewed by the Academic Board annually, and the action plan updated.

A report of progress against the plan will be submitted to the Academic Board at least annually.