

PossAbilities

*There's no business
like good business*



Making sense of social value and building a plan

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Making sense of social value and building a plan

It's good to do good.

As a Community Interest Company which supports vulnerable adults, doing good is our day job.

Yet there is more to doing good than just doing the day job. More and more we are conscious that the things we do and the way that we do them can have a big impact on society, the environment and our local communities.

These extra bits of 'good' have become known as social value.

We've always created social value in many ways by being a good employer; protecting the environment; and engaging with and supporting our local communities. Not because anyone told us to, it's just who we are.

Now there is a growing impetus for us, and others, to demonstrate our social value by keeping track of it, measuring it and putting a monetary value upon it.

That's not an easy thing to do, yet if we are to focus on and improve our social value, we need to start to gauge the value of what we are doing and set ourselves some stretching targets so that we can add even more social value whilst we go about our business.

Using recognised methods, we are now able to put a monetary value on our social value. That's what this plan sets out to do as a starting point.

This will help us to understand how we can add more social value as a by-product of what we do naturally or through specific initiatives.

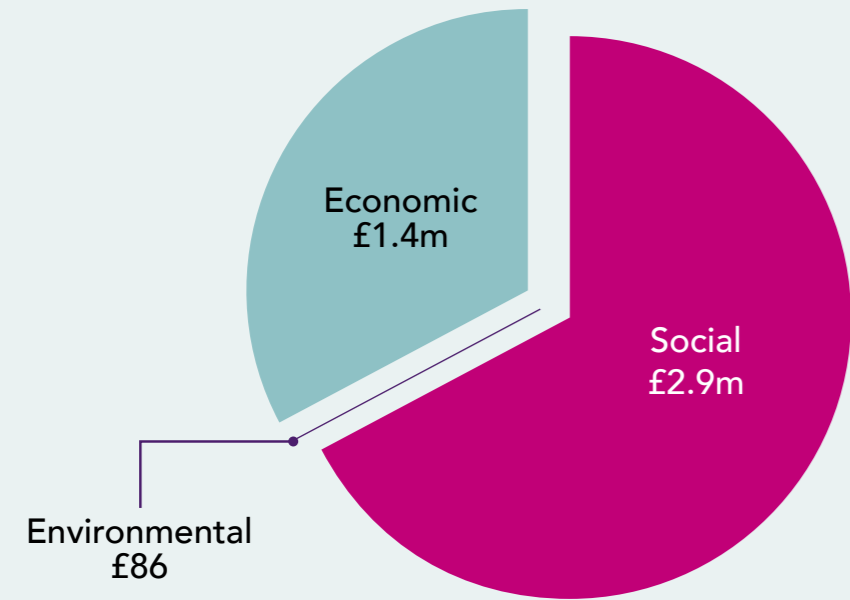
As with everything that we do, we want to get better and wherever possible be the best. The second part of this plan, sets out where we go from here and how we can go about adding more, richer and deeper social value.

Social value is everybody's business.

Because its good to do good.

We are using 2022–23 as our baseline year for measuring our social impact. That's because, although we've been creating loads of social value for a long time, we've never tried to measure it before.

We are now using a system called LOOP. Here's what it tells us about the monetary value of the extra things that we do:



Looking at it another way, for every £10 we spend on doing our day job, we create another £2 of social value.

That's our starting point. Each year we want to improve, which means we will have a greater impact on the people and places around us.

This years big number...we created £4,315,944 of social value!

Being a good employer

22 Mental Health First Aiders



£25,000 allocated to Learning at Work Week



£600,000 Staff Christmas gift vouchers



Monthly Employee Award

Annual Awards Dinner



60 subsidised holidays at our Ribby Hall Lodge



29,000 hours of training

25 WOW!



Cards & Fizz for great work

Inducted **228** new recruits



Safeguarded **750** jobs



Some of the things we did this year

668

staff had access to Employee Wellbeing Programme



213

Duvet Days for one year without absence



Engaging with and supporting our communities

Saved a riding stable from closure



Peel Mill project with Historic England



Some of the things we did this year

Funded and delivered 360 Christmas Hampers for those in need

Built a tipi for community events

Cherwell Chipmunks Day Camp

The People's Living Room

Created Santa's Grotto for local children

Adopted a Charity of the Year

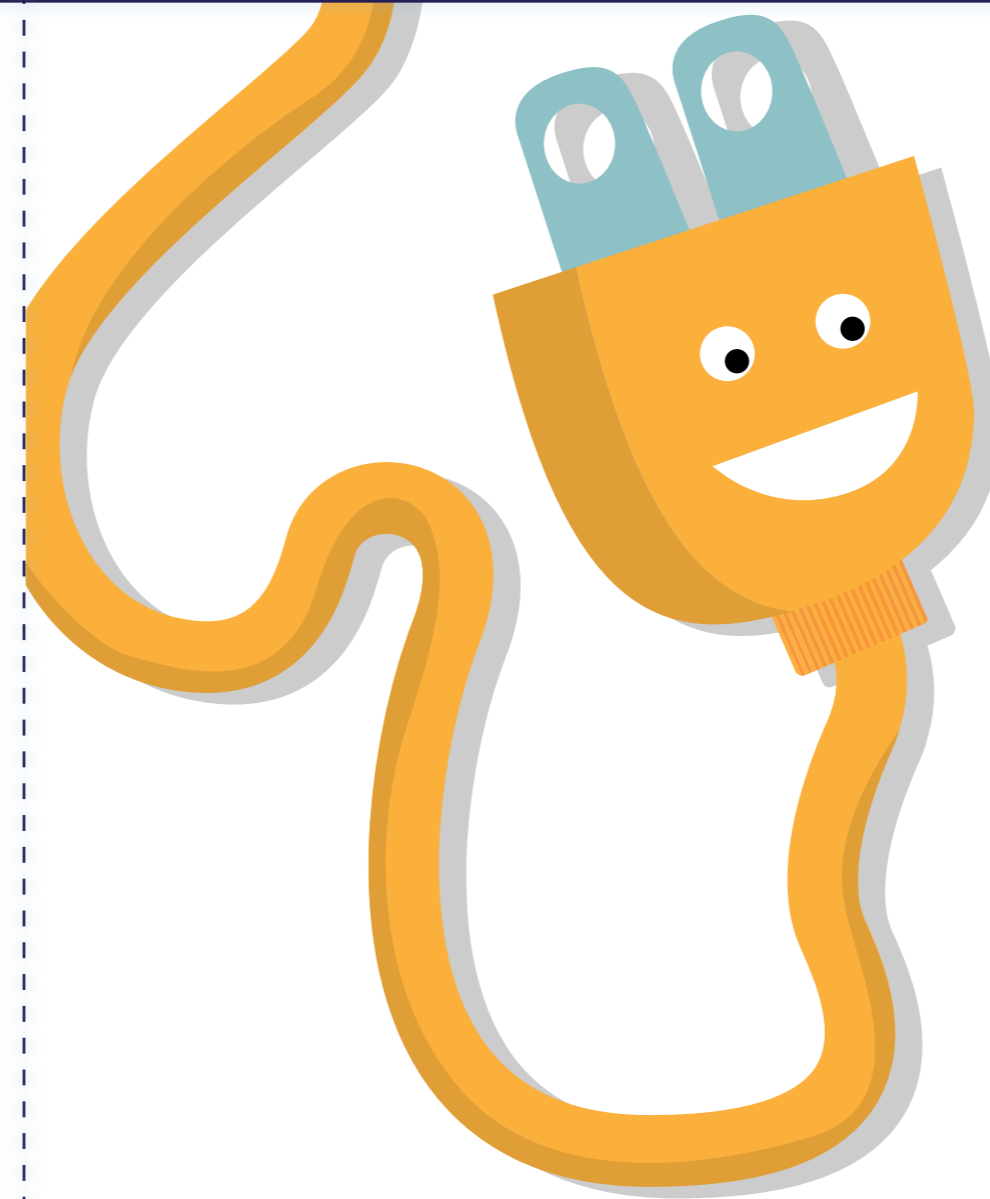
Mill de Gras Carnival through the township

600 people attend

Float in Manchester Pride Parade

Environment and sustainability

In a year when energy prices tripled, we still managed to make a small reduction in our use of energy.



There's a lot more that we are doing in this area. We just haven't found an easy way to measure it yet. That's one of our tasks for 2023-24.

Here's how we are going about measuring our social value



We concentrate on doing great things



We will work out how much time/money we put into it



Data goes into LOOP



LOOP does some complex calculations



Our social value comes to £4,315,944

This is split into
Social £2.9m;
Environmental £86;
Economic £1.4m



We set some targets for next year



**Social Value
Action Plan
2024 - 2025**

We want to continue doing this to support our social value contribution

Theme	Action	How measured?	Responsible Team?	When will the measures start?
1 Engaging with our community	We will commit to a % spend for community events in each area where we have a base. This may be our own event or sponsorship for an event organised by another organisation	Amount spent each year	Executive Leadership Team	April 2024
2 Engaging with our community	We will commit to providing Christmas food packs for families in need in all the areas that we work	Amount spent each year	Executive Leadership Team	December annually
3 Human rights and responsible supply chain	We will support local suppliers by spending in each local area where we have bases	Agree a definition of 'local' and then a postcode analysis of spend for each local office.	Finance/ Quality	March 2024
4 Creating a positive impact on the environment	We will continue our work towards a paperless environment by reducing spend on paper, stationary and photocopying	Reduction in spend per Whole Time Equivalent Staff member	Quality	We will agree a baseline figure for March 2024.

We want to improve what we do now to offer better social value for our people and communities

Theme	Action	How measured?	Responsible Team?	When will the measures start?
5 Workforce wellbeing, training and skills	We will be a living wage employer	Monitor % of staff paid living wage or above	HR	January 2024
6 Workforce wellbeing, training and skills	We will take further action to support the physical and mental health of employees	Hours of support provided	HR/ Mental Health First Aider Group	January 2024
7 Promoting equity, diversity and inclusion	We will celebrate diversity by creating and sharing a calendar of events which can be promoted on internal and external media	No of hours spent developing calendar	HR	January 2024
8 Promoting equity, diversity and inclusion	We will enhance staff education on religion, culture and identities	No of hours training	Training	January 2024

New things we want to try so we can improve our social value

Theme	Action	How measured?	Responsible Team?	When will the measures start?
9 Human rights and responsible supply chain	We will engage in supplier research to identify ethical suppliers including an ethical questionnaire for suppliers	% of providers who meet minimum standards	Finance/ Quality	June 2024
10 Creating a positive impact on the environment	We will implement an electric vehicle scheme	Transition of own vehicle fleet to electric	Facilities/ Finance	Start in 2024 and complete by 2026
11 Creating a positive impact on the environment	We will seek specialist advice with regard to improving our contribution to the environment and sustainability	Advice will provide actions which can be accurately measured	Executive Leadership Team	April 2024
12 Workforce wellbeing, training and skills	We will establish PossAbilities Academy	Hours of development time Number of learners Number of learner hours	HR	February 2024
13 Promoting equity, diversity and inclusion	We will conduct a workforce diversity review	Hours spent undertaking review and implementing strategies for improvement. Increase in diversity	HR	April 2024

A FEW NOTES

for the interested reader

We are a CIC

That means we are a Community Interest Company (CIC). There are no shareholders, only members. Everyone that is employed by us is a member as are the people we support. Because there are no shareholders, all of our profits stay inside the business and are reinvested to improve our services.

Social Value takes account of negative impacts too

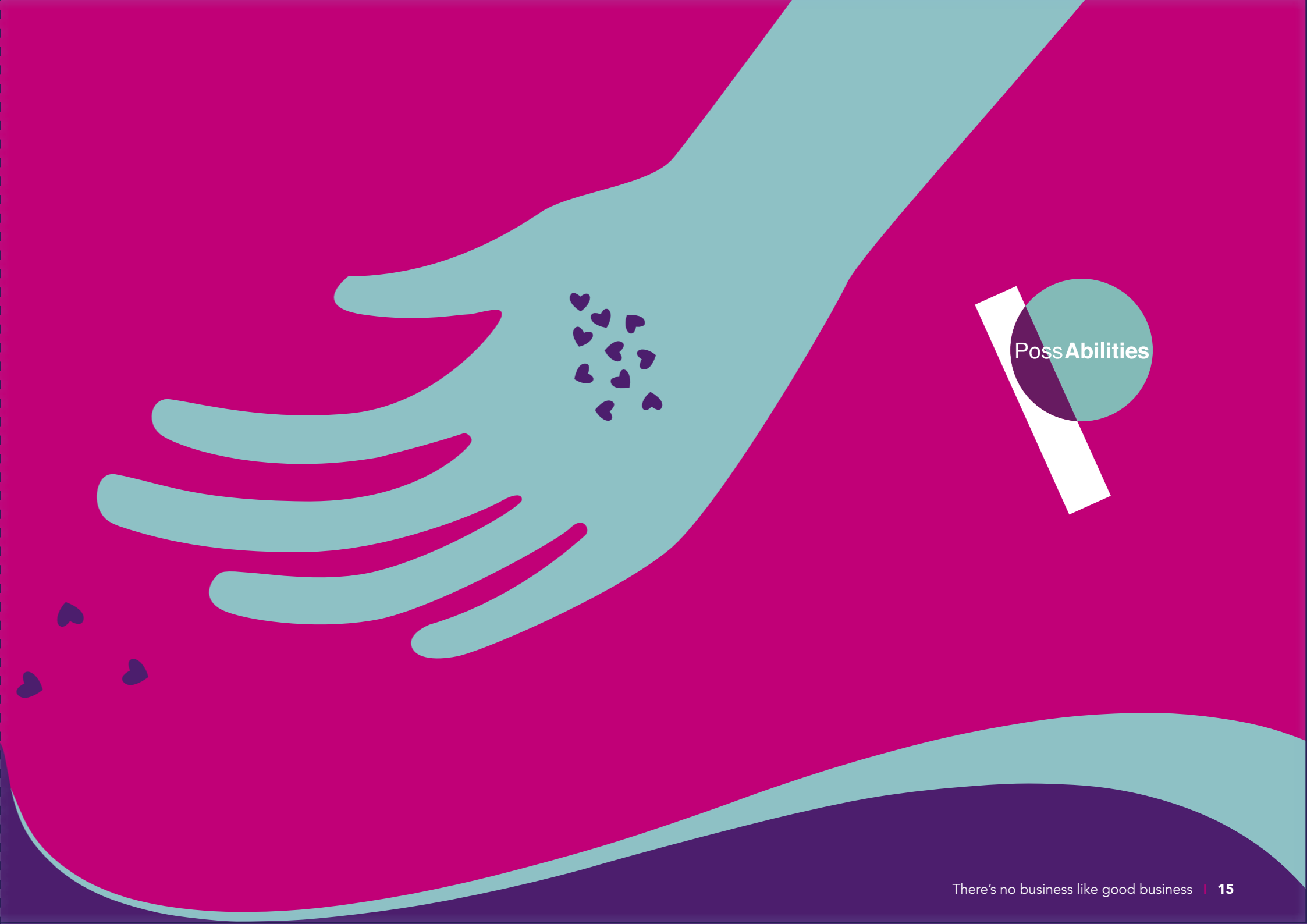
Social value uses £'s as a way of creating a common denominator for the good things we do. Yet to get true social value, we also have to take account of our negative impacts, like damage to the environment. That forces us to think about how we can improve.

Social Value is not real money

When we say we have created £4.3 million of social value, that doesn't mean that we have spent that. Activities are given proxy values in £'s so that they can be added together. What we can do with this figure is use it as a benchmark to see if we get better or worse in the coming years.

LOOP are helping us

A social value consultancy called LOOP are helping us to take a systematic and professional approach to measuring our social value. Our social value progress will be monitored by our board of directors.





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