Corporate Social Responsibility (CSR) Policy

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Key Governance & Social Value Contacts

Role / Authority	Contact Name / Detail	Contact Information
Social Value & Operations Lead	Christopher Murray	07583695771 / chris@reach-education.org
Executive Director	Andrew Mallin	07740606684
Community Engagement Lead	Jade Wilson	07772303522
Regulator of Community Interest Companies	Companies House / CIC Regulator	029 2034 6220 / cicregulator@companieshouse.gov.uk

1. Purpose & Statutory Community Benefit

Reach Education and Employment (REACH) is a Community Interest Company (CIC) incorporated under the Companies (Audit, Investigations and Community Enterprise) Act 2004. As a social enterprise operating under a statutory asset lock, our core commercial purpose is inseparable from our commitment to public benefit, social value, and ethical governance.

This Corporate Social Responsibility (CSR) and Social Value Policy defines our operational commitment to conducting our activities ethically, sustainably, and transparently. We exist to create life-changing educational opportunities, vocational skills, and inclusive supported employment pathways for young people and adults across Harrogate and North Yorkshire, specifically supporting neurodivergent individuals and learners with Special Educational Needs and Disabilities (SEND).

2. Scope

This policy applies across all Reach Education and Employment operations, governing employees, directors, sessional tutors, job coaches, volunteers, contractors, host employers offering supported internships or work experience, and commercial supply chain partners. All parties are expected to align with the standards, ethical thresholds, and environmental commitments established in this policy.

3. Core CSR & Social Value Principles

- **1. Community Purpose (CIC Model):** Statutory Community Purpose: Reinvesting surpluses and resources directly into improving educational facilities, assistive technologies, and supported employment coaching for local learners with SEND.

- **2. Measurable Social Value:** Social Value Alignment: Delivering measurable public value aligned with the Public Services (Social Value) Act 2012 and central government procurement standards (PPN 06/20).
- **3. Fair Work & Inclusion:** Workplace Equality & Neurodiversity: Upholding progressive fair work standards, workplace accessibility, employee wellbeing, and Real Living Wage commitments.
- **4. Environmental Sustainability:** Environmental Stewardship: Actively reducing waste, promoting a digital-first paperless approach, and managing our operational carbon footprint toward net-zero.
- **5. Ethical Supply Chains:** Supply Chain Integrity: Enforcing prompt payment, ethical labour warranties, and absolute zero tolerance for modern slavery or labour exploitation.

4. Ethical Business Conduct & Stewardship of Public Funds

As an educational provider entrusted with public education and training funds, REACH adheres strictly to the highest standards of financial integrity and the Seven Principles of Public Life (The Nolan Principles: Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, and Leadership):

- Zero tolerance toward all forms of bribery, corruption, fraud, kickbacks, or facilitation payments, compliant with the Bribery Act 2010 and Fraud Act 2006.
- Transparent stewardship of public funds received via the ESFA, Department for Education, or local authorities, with zero tolerance for the manipulation of learner registers, guided learning hours, or Education, Health and Care Plans (EHCPs).
- Strict adherence to defined financial thresholds for gifts and hospitality, mandatory declaration of personal conflicts of interest, and open accounting practices.

5. Workplace Responsibility, Fair Work & Neuroinclusive Employment

REACH models the inclusive employment practices it champions for its learners by creating an exemplary, supportive workplace:

- **Fair Remuneration:** Real Living Wage Commitment: Ensuring all direct employees and regular contracted staff receive fair remuneration meeting or exceeding the Real Living Wage, with equal pay for equal work across all roles.
- **Accessibility & Inclusion:** Workplace Neurodiversity & Reasonable Adjustments: Providing tailored workplace adjustments, assistive technology, sensory accommodations, and structured onboarding for neurodivergent staff and colleagues with disabilities.
- **Wellbeing & Safety:** Health, Safety, Welfare & Mental Health: Maintaining robust health and safety procedures, access to Mental Health First Aiders, confidential counselling support, and supportive workload management.

- **Professional Growth:** Continuous Professional Development: Investing in annual training across statutory safeguarding, Prevent, trauma-informed pedagogy, and specialized SEND coaching.

6. Environmental Responsibility & Carbon Reduction

REACH recognises its responsibility to protect the environment, combat climate change, and support the UK's transition to net-zero carbon emissions:

- **Paperless Working:** Digital-First & Paper Reduction: Operating cloud-based e-portfolios, paperless student management systems, and double-sided digital workflows to minimize paper consumption, aiming for an 80% reduction in printed instructional waste.
- **Energy Conservation:** Energy Efficiency & Facility Management: Utilizing smart heating controls, energy-efficient LED lighting, automated shutdown of IT suites, and procuring green renewable electricity tariffs across premises.
- **Waste Management:** Waste Hierarchy & Recycling: Enforcing the Reduce, Reuse, Recycle hierarchy across workshops, classrooms, and offices, ensuring zero electrical waste (WEEE) goes to landfill via accredited recycling partners.
- **Sustainable Transport:** Sustainable Local Travel: Encouraging public transit, walking, and cycling for learners and staff across Harrogate and North Yorkshire, and promoting remote video-conferencing for administrative meetings to reduce transport emissions.

7. Community Impact & Social Value Framework (PPN 06/20)

In alignment with the Public Services (Social Value) Act 2012 and the UK Social Value Model (PPN 06/20), REACH generates tangible community benefits across four key themes:

Social Value Theme	REACH Strategic Priority	Measurable Key Performance Indicators (KPIs)
Theme 1: Tackling Economic Inequality	Closing the disability employment gap across Harrogate and North Yorkshire through accredited vocational skills and supported internships.	• Number of SEND learners progressing into paid employment. • Number of local employers completing Disability Confidence training.
Theme 2: Fighting Climate Change	Minimising resource waste, promoting active travel, and embedding environmental	• 100% of redundant IT equipment recycled via certified WEEE channels.

	sustainability into vocational curricula.	• Transition to 100% renewable electricity tariffs.
Theme 3: Equal Opportunity	Fostering inclusive education, individual liberty, and equal access to accredited qualifications for marginalized and vulnerable cohorts.	• 100% completion of individualized SEND risk assessments and Access Arrangements where required. • Zero gender pay disparity across staffing.
Theme 4: Wellbeing & Community Cohesion	Enhancing learner and staff mental health, preventing social isolation, and active collaboration with North Yorkshire community groups.	• Termly delivery of mental health resilience workshops. • Documented learner participation in local community and volunteering initiatives.

8. Responsible Supply Chain & Prompt Payment Code

REACH expects its commercial partners, suppliers, and host employers to uphold identical ethical and social standards:

- **Prompt Payment:** Prompt Payment Commitment: In support of local economic resilience, REACH commits to paying 95% of undisputed invoices from small and local suppliers within 30 days of receipt.
- **Labour Standards:** Modern Slavery & Labour Warranties: All suppliers and work placement hosts must warrant compliance with the Modern Slavery Act 2015, confirming fair working hours, zero recruitment fees, and safe working conditions.
- **Local Sourcing:** Local Procurement Preference: Wherever feasible and consistent with value for money, REACH prioritizes local North Yorkshire suppliers and social enterprises to retain economic benefit within the community.

9. Governance, Performance Monitoring & Whistleblower Protection

The Board of Directors maintains strategic oversight of CSR performance, reviewing social value outcomes, environmental targets, and supply chain compliance termly. Social impact metrics are published annually in our statutory CIC Community Interest Report (Form CIC36) submitted to Companies House.

WHISTLEBLOWING & REPORTING CHANNELS:

Speaking Up & Whistleblower Protection:

REACH maintains a transparent culture where employees, partners, and stakeholders are protected when raising concerns regarding ethical breaches, environmental damage, or labour

malpractice. Reports may be made to Christopher Murray, Jade Wilson or Andrew Mallin. Under the Public Interest Disclosure Act 1998 (PIDA), whistleblowers are fully protected against detriment or victimisation.

10. Annual Review & Quality Improvement Plan

This policy is reviewed annually by the Board of Directors or immediately following significant changes to social enterprise legislation, public procurement regulations, or environmental standards. CSR and Social Value review outcomes directly inform REACH's overarching Quality Improvement Plan (QIP).

Executive Director Sign-Off: _____A.E Mallin_____

Date: 22/09/2026
Andrew Mallin, Executive Director

Social Value & Operations Lead: _____C.Murray_____

Date: 22/09/2026
Christopher Murray, Social Value Lead