



POLICY - Social Value & Sustainability

At AC Training, we're all about creating real, lasting change – not just through education, but in how we impact society and the environment. Let's break down what Social Value and Sustainability mean for us.

1. Social Value: Making a Difference Beyond Classrooms

Social value is about the bigger picture: how we can uplift communities, break down barriers, and open doors for everyone. Here's how we do it:

- **Empowering Careers:** We equip people with the skills they need to land great jobs, especially those from disadvantaged backgrounds.
- **Championing Equality:** Our inclusive programs ensure everyone, no matter their background or needs, gets a shot at success.
- **Community Connections:** By partnering with local businesses, we're investing in communities.
- **Well-Being First:** A positive learning environment boosts mental health and encourages personal growth. We care about our learners, beyond just the academic potential.

In short, we're not just about profit – we're about development and progress.

2. Sustainability: Education That Lasts

Sustainability isn't just a buzzword for us; it's how we run things, from eco-friendly practices to building a future-ready workforce. Here's our triple threat approach:

- **Environmental Sustainability:** Going green with digital resources, reducing waste, teaching environmental awareness and trying to reduce our carbon footprint.
- **Financial Sustainability:** Smart planning and diversified revenue streams ensure we're here to support learners now and in the future.
- **Social Sustainability:** We adapt to society's evolving needs, promoting lifelong learning and resilience.

Our Mission: Shape a future where quality education is accessible, without costing the Earth.



How We Walk the Talk

Economic including Employment and Skills

- Delivering and promoting access to learning and upskilling individuals with the necessary knowledge, skills and behaviours through apprenticeships, qualifications and bespoke training.
- Empowering our employees through CPD and training with new skills to adapt to future demands.
- Generating career development opportunities and support for learners. This supports employability and addresses skills shortages in key sectors e.g. health service.
- Addressing barriers to employment for underrepresented and disadvantaged groups through inclusive learning and extensive networking across varied sectors e.g. sports development.
- Supporting and encouraging the growth, success and sustainability of all organisations by providing educational opportunities and fostering an environment that promotes employee development.

Social Engagement & Responsibility

- Engaging in volunteering activities that provide tangible benefits to local communities.
- Engaging with charities to support and deliver additional benefits to the communities we operate in.
- Educating employees and learners, promoting and ensuring the safeguarding and welfare of children, young people and vulnerable adults on programmes of learning. Implementing equality and diversity in the delivery, recruitment and support of learners and employees.
- Supporting neurodiversity and well-being through access to CognAssist and The Business of Mindfulness. Supporting our employees in leading healthier lifestyles and general well-being through dynamic and flexible working practices, training and support systems.

Environmental

- Using resources efficiently, minimising waste and maximising value in our operations. AC Training is committed to utilising digital platforms and resources to support individual/organisational need, remote learning and to lessen the carbon footprint.



- Implementing environmental responsibility through committing to reducing air pollution, carbon footprint and noise. AC Training supports this through homeworking, electric car and bike to work schemes, using public transport where appropriate and showing respect to the local community of Upton Magna through the maintenance and running of the head office.
- Actively promoting sustainable and ethical procurement practices utilising local businesses where possible.
- Having clear corporate accountability through governance. The Senior Leadership Team at AC Training is focused on continuously improving standards, efficiency, and effectiveness.

Review Cycle

To be reviewed annually.