



Corporate and Social Responsibility

Introduction

Hesley Group recognises that our corporate and social responsibility is crucial to us achieving our mission to, *enable people with complex needs to achieve their full potential.*

Our commitment to corporate and social responsibility is not only to those people we support but includes all staff, stakeholders and the wider community.

We have identified 3 key areas of corporate and social responsibility that are integral to our work:

- **Social**
Including staffing, people we support, wider stakeholders and the community.
- **Environmental**
Including the impact of climate change, resource efficiency, waste management and recycling across all of our sites.
- **Governance**
Including health and safety, legislation and regulation, quality assurance and ethical business practices.

We demonstrate our corporate and social responsibility through our day to day actions and within our policies.

This statement sets out some of the ways we are currently meeting those responsibilities and some key actions for us to take forward in the next year.

Areas of Responsibility

Social/People

We have established a Participation Team and will continue to work on embedding participation with all stakeholders as a core part of our work.

We continue to listen to staff.

We hold an annual Staff Survey and facilitate regular Employee Voice meetings (previously JCC).

We have agreed Pay Rises for our employees annually.

This ensures that we are not only a competitive and attractive employer but that we are paying our staff fairly for the good work they are doing.

We are investing in the Development of New Services.

This will ensure that there are the right kind of placements available for people with complex needs.



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We will focus on developing our Health and Wellbeing Strategy for staff and the people we support.

This will bring together the work we are currently doing alongside stakeholder feedback and inform future practice and development.

Including:

Health and safety
Employee wellbeing
Staff Recruitment and Retention
Workforce Development
Health Promotion, Obesity and Fitness

We will continue to support staff and the people we support to be involved in wider community events, charitable causes and ethical activities.

We will continue to forge effective partnerships with other community organisations and social enterprises.

We will continue to engage in national consultation and debate about the issues that impact on the people we support.

This ensures that we are sharing our knowledge and expertise whilst continuing to learn from others for the benefit of the people we support.

Environment

New Developments will consider environmental issues from the earliest possible stage.

This will include building design, consideration of alternative energy supply and biodiversity impact.

We will continue to care for the environment in which we provide services.

We have an Environmental Policy which identifies key aims for the group.

The focus for the next year will be to review the work already being undertaken and ensure that we are continuing to challenge ourselves at all levels to be as environmentally friendly as possible.

We will reduce the amount of waste we produce and increase reuse and recycling.

Governance

We will ensure that our Corporate and Social Responsibilities are considered within all our policies, as appropriate.

We will ensure that our procurement of goods and services is thoughtful in relation to our Corporate and Social Responsibilities.

This includes our commitment to the environment and our zero tolerance towards slavery and human trafficking.



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autism
learning disabilities
complex care needs

We will continue to support services towards not only being compliant with Legislation and Regulation but to be outstanding in their area.

This will include the development of systems to support Quality Governance.

Date of this Policy	Next planned review date
22/03/2023	23/02/2024

