BINA PATHWAYS

Social value

BP-PUB-15-20261106-v1 | Owner: Directors | Review by 6 November 2027 or earlier on material change

Purpose

We seek additional social, economic and environmental benefits from our staffing and learning activities while meeting agreed service and employment standards. Commitments are proportionate to Bina's size and the needs of the client and community; they are not retrospective claims of achieved outcomes.

Employment and inclusion

Offer fair access to roles, explain pay and charges clearly, make reasonable adjustments and challenge discriminatory requirements. Consider suitable local candidates without excluding people unlawfully. Protect workers from work-finding fees, exploitation and retaliation.

Skills and wellbeing

Provide required induction and support, recognise acceptable independent learning and keep optional Academy purchases separate from access to work. Use supervision and practical assessment to identify development needs. Encourage workers to report fatigue, safety or wellbeing concerns without pressure to conceal them.

Contract commitments and evidence

Where a client asks for social-value commitments, agree the activity, baseline, measure, delivery period, owner and evidence before promising a target. Measures may include accessible recruitment support, completed development activity, local employment outcomes and verified environmental improvements. Report actual results and limitations; avoid double counting.

Review

Directors review delivery at least annually and at agreed contract milestones, involving staff and client feedback where appropriate. Publish only supported results. No claim is made to another organisation's framework status, charitable contribution, accreditations or historic achievements.

Related controlled procedures: Corporate social responsibility policy; Environmental policy; Quality policy. Use Operational Action Guide BP-ACT-2026-11-06-v1 for the responsible person, action, deadline, escalation and record. Accessible copies: admin@binapathways.co.uk or 07337 541218.