



Social Value Statement

Introduction

Instep is committed to creating a positive social impact alongside our environmental goals. This social value statement complements our existing Carbon Reduction Plan, outlining our commitment to building a more inclusive, skilled, and sustainable future.

Social Value Pillars

We focus on three core social value pillars:

- **Empowering Individuals:** We equip individuals with the skills and qualifications needed to thrive in the workforce. Our apprenticeship programs offer accessible pathways to fulfilling careers, promoting social mobility and economic prosperity.
- **Building a Diverse Workforce:** We actively promote diversity and inclusion within our own organization and the wider community. We encourage applications from underrepresented groups in our apprenticeships, fostering a more equitable and representative workforce.
- **Supporting Local Communities: Building a Skilled Workforce:** We recognise the crucial role businesses play in creating a skilled and thriving local economy. We are dedicated to fostering strong partnerships with companies in the sectors we serve, particularly those focused on data and leadership development. Through these partnerships, we aim to:
 - **Address the Skills Gap:** We collaborate with companies to identify specific skill needs and develop targeted apprenticeship programmes that equip individuals with the qualifications and knowledge they require for success in those industries.
 - **Create a Talent Pipeline:** We work with businesses to create a steady stream of skilled talent to address their current and future workforce needs. This ensures companies have access to qualified employees while fostering a more stable and prosperous local economy.
 - **Facilitate Upskilling and Reskilling:** We offer flexible apprenticeship programmes that cater not only to new entrants but also to existing employees seeking to upskill or reskill in response to evolving industry demands.

Examples of Social Value Activities

- **Offering targeted outreach programmes:** We partner with organisations to reach individuals from disadvantaged backgrounds and those facing barriers to employment.
- **Providing mentoring and coaching:** We offer dedicated support to apprentices, including mentorship programmes and career coaching, to ensure their success.



- **Promoting sustainability within our programmes:** We integrate sustainability principles into our apprenticeship programmes, educating participants on environmentally responsible practices relevant to their chosen field.

Measuring Our Impact

We are committed to measuring and reporting our social value impact. We will track key metrics such as:

- Number of apprentices from underrepresented groups
- Increase in apprentice employability rates.
- Partnerships formed with organisations.

Conclusion

Instep believes in the power of education and skills development to create a positive social impact. By combining our commitment to Net Zero with our social value initiatives, we strive to create a more sustainable, inclusive, and prosperous future for everyone.

Alignment with Net Zero

Our social value initiatives and Net Zero goals are inherently linked. Building a skilled workforce empowers individuals to secure sustainable, well-paying jobs. Additionally, by encouraging sustainable practices within our programmes and supporting local environmental initiatives, we contribute to a greener future for all.

This social value statement, alongside our Carbon Reduction Plan, demonstrates our commitment to being a responsible and impactful organisation. We are confident that by focusing on both environmental sustainability and social value, we can make a significant positive contribution to society.