

Social Value Policy

January 2024

Introduction

This policy outlines Jobs Go Public's approach to social value measurement and management.

The contents of this policy will be reviewed annually by the Senior Leadership, in January 2025.

Policy brief and purpose

Jobs Go Public's social value policy outlines our commitment towards measuring and managing the social value our organisation is creating.

We understand that this process is important to ensure that we are taking responsibility for our activities and the role we play, to be able to maximise our social value and enable best practices as an organisation.

Operating procedures

At Jobs Go Public, we pride ourselves on our ability to make a positive difference to our clients and the people they serve.

As a small but perfectly formed business, we are agile enough to deliver significant value through innovation, research, and technological improvements. We are continually looking for ways we can contribute, and it is an important focus for us throughout the year.

We offer social value in the way we conduct our business. Being small and agile, we continually review our operating model to ensure efficiency and value for money.

We provide a work environment where employees are treated fairly and hire employees who share our commitment to providing value to the public sector. When joining us our employees are offered a chance to be involved with our various social value initiatives.

Social value goes beyond business alone to the collective benefit of a community and the wider world. As a company, we focus on our wider impact such as our employees' happiness and well-being, as well as how we can support community inclusion, equality, employment, and the environment.

To help inform workforce strategies at the local level, we provide labour market data insights to the public sector on applicant behaviour, trends, predictions, demand, and supply. This supports better workforce planning and helps the continuity of community services.

Employing people furthest from the labour market

Supporting our clients in being flexible in their recruitment and retention practices has allowed them to recruit a diverse workforce and benefits staff with more complex employment needs.

We advise on alternative recruitment practices which has led to a higher-than-average number of individuals with a disability or a mental health condition within these organisations.

Our job board, jobsgopublic.com, offers easy access to job roles across England. Users can sign up for job alerts based on their search criteria and get support

from our support desk when applying for roles. This increases the accessibility of our platform, resulting in a more diverse audience than competitor job boards.

Supporting good work

At Jobs Go Public, we firmly believe in work-life harmonisation, and we have supported flexible working for many years. As such, we can attract a diverse team that brings balance, creativity, and engagement which in turn gives a richer experience for our clients.

We are a fully remote business and promote electronic communication where suitable. Our business is also trialling a 9-day fortnight to encourage work-life balance for our employees.

Reducing unemployment

As specialists in public sector recruitment, we have supported several organisations to reduce unemployment and recruit from disadvantaged and underrepresented groups.

Using expertise and experience working across the sector, we advise on the review of recruitment processes, from advert through to selection. This includes advising on removing barriers to application in selection criteria, the use of psychometric and ability assessments to remove bias, and encouraging diversity on selection panels.

Some of the initiatives we have run this year

We recognise that volunteering can create a pathway into work, as well as several other benefits, including a positive impact on Mental Health.

We have launched a volunteering campaign that will offer free advertising for voluntary organisations to attract new volunteers. There are two key aims for this. The first is to support the public sector workforce to access volunteer opportunities and contribute to employee well-being for our clients. The second is to offer opportunities for our audience of job seekers to help them access the world of work.

Some of the volunteering work our staff have taken part in:

The Tree Council – In 2022 Jobs Go Public became a partner of The Tree Council as a Seed Funder. This fantastic non-profit aims to bring the nation together to plant trees and protect the planet's future.

We are proud to support The Tree Council and continue to participate in their exciting natural regeneration projects.

Resurgo is a coaching organisation on a mission to transform society. Their name means to 'rise up again' and their work seeks to inspire and equip organisations to do just that – rise up and play their part in bringing about ambitious and sustainable social change. Our team have taken part in mock interviews to help those on the program to reach their full potential.

Webinars – Over the last 12 months we have been supporting our candidates in their search by running regular webinars and publishing tips and advice on our [careers blog](#).

Our commitments

We will hold workshops and training events to advise on alternative recruitment practices which promote inclusive practice and result in organisations hiring a

higher than average number of individuals with a disability or a mental health condition.

We will encourage employers to actively promote roles to applicants with disabilities, ensuring the requirements of the role are clear, and promote these roles via our extensive networks.

We will work with experts to continually review our application form to ensure it meets the highest standards of disability accessibility.

We will support career education in education settings for students with special needs in conjunction with the Careers and Enterprise Company.

We will continue to run webinars and workshops supporting students and job seekers with up-to-date CV advice and support on creating CVs to target employment, internships, work experience, apprenticeships, and traineeships.

We will continue interactive sessions where students can develop their interview skills by taking part in mock interviews.

Partnership with Recite Me

In 2023 we partnered with [Recite Me](#), an assistive technology that works towards a fully inclusive digital world for all, breaking down barriers for those with a disability, learning difficulty, visual impairment, or who speak English as a second language.

For many of us, it is hard to imagine a world where billions of information and services are not accessible with a few swipes of your phone.

20% of the world's population experience some form of disability that may cause them functional difficulties that affect their day-to-day lives, including when accessing the internet.

The Recite Me accessibility and language tools equip website visitors with a range of customisable tools. This includes screen reading functionality, multiple reading aids, customisable styling options, and an on-demand live translation feature that boasts over 100 languages including 65 text-to-speech and styling options.

Improved environmental practices

We have reduced the need for travel by implementing full-time remote working and digital communication and collaboration platforms.

Our procurement policy commits to reducing waste, lowering greenhouse gas emissions, conserving energy and water, and using renewable energy sources. When we replace electronic items, we ensure they are recycled. For example, we donate to schools where appropriate.

We are 'green event planners' and seek to find eco-friendly venues, materials, and accommodations.

Jobs Go Public has partnered with Carbon Neutral Britain, a non-governmental organisation that aids British businesses to offset their carbon emissions. We are also excited to announce that we have become a certified Carbon Neutral Business, and we look forward to our future carbon reduction projects.