

Social value policy

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 Team.

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 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 boards, jobsgopublic.com and lgjobs.com, offer easy access to job roles across England. Users have access to accessibility tools (Recite Me) and can sign up for job alerts based on their search criteria and get assistance 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.

As part of our commitment to fostering a positive and supportive workplace culture, we provide all employees with a dedicated Wellbeing Day each quarter.

During these days, the entire company pauses operations to ensure that every team member can fully disconnect from work. These quarterly shutdowns are designed to encourage mindful activities, personal reflection, and meaningful rest, supporting mental health and helping to restore a healthy work-life balance.

By embedding this practice into our operational rhythm, we demonstrate our belief that employee wellbeing is fundamental to both individual and collective success.

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 the 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.

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 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.

Webinars – We have been supporting our candidates in their job search by running webinars and regularly publishing guidance on our [Careers advice](#) page.

Our commitments

We will hold workshops and training events to advise on alternative recruitment practices which promote inclusive practice and result in a higher-than-average employment 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 promoting 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 accessibility for disabled job seekers.

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 candidates with up-to-date CV advice to target employment, internships, work experience, apprenticeships, and traineeships.

Partnership with Recite Me

In 2023, we partnered with [Recite Me](#), a leading assistive technology provider, to support our commitment to digital inclusion. This tool is now embedded across our core job boards and all application forms hosted by Jobs Go Public, ensuring that all application environments we host are accessible to everyone.

20% of the world's population experiences 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.

Recite Me helps break down barriers for individuals with disabilities, learning difficulties, visual impairments, or those who speak English as a second language.

By integrating this technology with a best-in-class provider, we are actively working toward a fully inclusive digital experience that supports equality, fairness, and opportunity for all.

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 also partnered with [Carbon Neutral Britain](#), a non-governmental organisation that aids British businesses to offset their carbon emissions.

We are excited to announce that we have been a certified Carbon Neutral Business since 2023, and we look forward to our continued carbon reduction projects.