

Report

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Report to:	Employee Issues Forum
Date of Meeting:	5 June 2018
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Social Impact Pledge
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise forum members of the suggested actions around the Social Impact Pledge

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the contents of the report be noted.

3. Background

3.1. The Scottish Government circulated to all authorities some work they had been progressing on the Social Impact Pledge. The Pledge enables organisations to demonstrate leadership by challenging their policies and practice to ensure they make a positive contribution to their communities.

4. Social Impact Pledge

4.1. To sign up to the Pledge organisations are asked to complete a Pledge Form (attached at Appendix 1), signing up to three commitments to improve their policies or operations to deliver benefits to their communities. These should be new, but they don't have to be big, and they should make a tangible impact on people and communities.

4.2. Following discussion at the Corporate Management Team suggestions came forward from Resources and the three commitments selected are summarised below:-

- ◆ we will provide support for social enterprises to develop and deliver their business plans in manner that benefits the community
- ◆ we will offer care experienced young people the opportunity to explore future career options, including offering work experience tasters and appropriate learning opportunities. An Education link will be maintained with the council's Learning and Development and Employability Teams throughout secondary school to ensure a wide range of options are explored
- ◆ we will run a small pilot for a new social group model for young people with an Autism Spectrum Condition that are at risk of social isolation

5. Next Steps

- 6.1. Following discussion, Executive Directors agreed that it would be appropriate for the Council to sign up to the Social Impact Pledge. It is a straightforward process to complete and submit the Pledge using the three commitments outlined above in completing the form.
- 6.2. Suggestions for future pledges will be welcomed.

6. Employee Implications

- 6.1. There are no additional employee implications arising from the commitments selected but employee support is essential in the delivery of the pledges.

7. Financial Implications

- 7.1. There are no additional financial implications arising from the commitments selected.

8. Other Implications

- 8.1. There are no other implications in terms of risk or sustainability associated with this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.
- 9.2. Appropriate consultation will take place with employees and the Trade Unions in applying these commitments.

Paul Manning

Executive Director (Finance and Corporate Resources)

16 May 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ None

Previous References

- ◆ Finance and Corporate Resources 25 April 2018

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Kay McVeigh, Head of Personnel Services

Ext: 4330 (Tel: 01698 454330)

E-mail: kay.mcveigh@southlanarkshire.gov.uk

Appendix 1

Social Impact Pledge Form

_____ pledge to:
Challenge ourselves to increase the positive impact we make on our local community and make better use of our assets – our buildings/grounds and our people.
In the next six months we will do at least three things that we don't do at the moment to improve our social impact.

Signed by CEO or Chair: _____

1st Commitment:

Geographical location of impact:
Contact details:

2nd Commitment:

Geographical location of impact:
Contact details:

3rd Commitment:

Geographical location of impact:
Contact details:

If you have any other relevant information you would like to provide please use box overleaf.

Additional Information:

A large, empty rectangular box with a thin black border, intended for providing additional information. It occupies the majority of the upper half of the page.

Company Logo:

Guidance Note for Completing Social Impact Pledge

The form is designed that the information can be pulled straight onto the website.

Box 1

Include here the name of the body/organisation along with the electronic signature of the Chief Executive or Chair. The signature will be added to the website and helps to add to the personal nature of the commitment.

Boxes 2-4

A brief outline of each commitment that you have decided to make together with the impact that this could make in the community. A new commitment can be something completely different to anything you are currently doing but it could also be a significant increase or change to an existing activity. Below are some questions you can use to tease out ideas. What if...



People

- we helped staff to become mentors to young people in the area?
- we encouraged charities to recruit volunteers from our staff – let them pitch to us?



Buildings & physical assets

- the ground around our buildings wasn't landscaped but used for community gardens?
- allowed small businesses to set up stalls in our grounds e.g. a venue for a farmer's market?
- the public could use our carpark(s) at weekends?
- community organisations could use our buildings to hold meetings?
- we provided free wi-fi facilities



Operations

- all of our recruits in the next year were MAPs?
- our Board and/or executive meetings were open to the public to observe?
- we worked with local schools and colleges to provide work experience placements?
- we developed links with local business?

Geographical Location

Please provide a geographical location for where the impact of the pledge will be. This could be the postcode for a school/college that you will be taking work placements from, the location of building that you have decided to open for public access or if it is a commitment to hold open board meeting you could provide the postcode of where the meeting will be held. The location information is important as it will allow us to build a map showing the location of where the

impact will be felt. This will then allow communities to see what is happening in and around their community.

Contact Details

Add the name and contact details for the employee in charge of making sure that you meet the commitment that you have made. We will add these to the website to allow member of the community or other organisations to be able to contact you directly if they are looking for more information/ have questions or if they have suggestions of how the commitment could work better.

Additional Information

This section allows you to add further details about the pledges you have made or tell us about work that you have done in the past that has had a positive social impact. This will then be added to our inspiration page on the website so if you have photos or testimonials from community groups it would be great to include these also.

Organisation's Logo

Please attach a copy of your body's logo that we can add to your pledge on the website.

If you have any questions about the Pledge itself, the process of signing up or the website, please get in touch with:

Joanna Murray	joanna.murray@gov.scot	0131 244 1534
Ian Thomson	ian.Thomson@gov.scot	0131 244 1528