

Social Value Statement

2026/2027

Our commitment to social value

360 are committed to being an innovative organisation that grows and develops social value initiatives that support our workforce, customers and local communities focusing on social, economic and environmental benefits.

We have six social value pledges:

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|--------------------------------|-------------------------|
| 1. Leadership | 4. Education skills |
| 2. Supporting local businesses | 5. Health and wellbeing |
| 3. Employment and volunteering | 6. Environment |

Pledge 1 – Leadership

Foster an inclusive and diverse workforce to enhance decision making and delivery.

How we will do this

- ☆ Mandatory EDI training for our whole team
- ☆ Track workforce diversity metrics
- ☆ Inclusive recruitment strategies

Pledge 2 – Economic inequality – supporting local businesses

Support local economies by prioritising procurement from local suppliers and supporting local enterprise.

How we will do this

- ☆ Procurement policies that support local suppliers (through our host organisation)
- ☆ Support programs for local suppliers to enhance their capacity to meet the needs of the NHS

Pledge 3 – Economic inequality - employment and volunteering

Enhance local employment opportunities and skill development.

How we will do this

- ☆ Develop our apprenticeship program
- ☆ Offer structured work experience to local communities

Pledge 4 – Education skills

Invest in continuous education and professional development of staff to maintain high service standards.

How we will do this

- ☆ Regular training and development opportunities for staff to upskill
- ☆ Provide financial and practical support for staff to obtain relevant professional qualifications
- ☆ Partner with professional bodies

Pledge 5 – Health & wellbeing

Create a supportive work environment that promotes the health and wellbeing of the team.

How we will do this

- ☆ Support comprehensive wellbeing programs that address physical, mental and emotional health
- ☆ Ensure all staff receive regular performance appraisals to support their professional growth
- ☆ Provide access to counselling and mental health resources

Pledge 6 - Environment

Implement sustainable practices to reduce our environmental impact.

How we will do this

- ☆ Implement financial initiatives for the use of low emission vehicles and reduce travel through virtual meetings and hybrid working
- ☆ Work with our IT provider to implement IT recycling program