

# INSPIRE NORTH'S SOCIAL VALUE PLEDGES

## Health & Wellbeing

### PLEDGE

We pledge to improve and sustain the health and wellbeing of our clients, tenants and employees, reducing risk of crisis and promoting resilience through innovative practices, excellent partnerships in our community, and a supportive, inclusive workplace that prioritises mental, physical, and emotional wellbeing.

### CURRENT KVI

% of clients reporting improved wellbeing

Sickness Rate (%)

## Social & Community

### PLEDGE

We pledge to improve the lives of clients and tenants supported in our communities and reduce social isolation.

### CURRENT KVI

Clients meet a stated personal aim without living in our housing: clients report an improved change in Mental Health

Clients meet a stated personal aim without living in our housing: clients report an improved change in Physical Health

Clients meet a stated personal aim without living in our housing: clients report an improved change in Social Networks

## Education, Training & Skills

### PLEDGE

We pledge to develop more meaningful learning opportunities and increase the skills of our employees and volunteers, clients, tenants and partners through increased accredited training and community education offers.

### CURRENT KVI

Accreditations achieved for Employees and Volunteers

Hours of training provided for partners

## Economy

### PLEDGE

We pledge to build our local economy by employing local people, engaging local volunteers and using local suppliers and partners in our work.

### CURRENT KVI

People employed from local area

£ spent with local suppliers

£ generated through contracts with local partners

## Employment & Volunteering

### PLEDGE

We pledge to help clients and tenants reach their potential, increasing employability with access to sustainable work and volunteering.

### CURRENT KVI

People accessing employability support attend an interview for paid work

People accessing employability support gain paid work

Hours of volunteering given to Inspire North

## Environment

### PLEDGE

We pledge to reduce our carbon footprint and negative impact upon the environment to improve the communities in which we operate.

### CURRENT KVI

Reduction in Scope 1 and Scope 2 emissions

## Crime & Justice

### PLEDGE

We pledge to work innovatively and in partnership, to reduce offending and the harm it causes. We do this by meeting practical and wellbeing needs to achieve independence and inclusion.

### CURRENT KVI

People with a history of offending didn't receive a further sentence/conviction during their time with the service

## Housing

### PLEDGE

We pledge to increase client's and tenant's access to safe homes, providing them with a foundation from which they can live aspirational and fulfilling lives.

### CURRENT KVI

People access our housing

People have positive move-on to sustainable accommodation

## Leadership

### PLEDGE

We pledge to improve equality in our workplace and community, develop strong partnerships, make services accessible and be innovative.

### CURRENT KVI

Pay Gap - Gender (Median)

Pay Gap - Ethnicity (Median)

Pay Gap - Disability (Median)

Employees affected by racism feel safe to talk openly at work about race