



Social Impact Policy

October 2025

1. Purpose

At The Realise Training Group, we are committed to delivering meaningful, measurable, and lasting social impact. This policy outlines our integrated approach to embedding social impact, sustainability, and inclusive growth into our operations, partnerships, and services; ensuring we contribute positively to individuals, communities, businesses, and the environment.

2. Our Vision: Strategic Commitment to Social Impact

At our core, Realise is a social impact organisation. Our everyday work in apprenticeships and adult skills training is not ancillary to our impact strategy; it is the very means by which we tackle economic inequality, improve life chances, and build inclusive local economies.

Realise is committed to becoming a recognised leader in the delivery of social impact. Our vision is to generate measurable, long-term benefits for individuals, employers, and communities, with a focus on inclusion, resilience, and sustainability.

We understand social impact as a strategic imperative that underpins responsible growth, enhances public trust, and contributes to the wider economic, social, and environmental wellbeing of the communities we serve.

To achieve this, we will:

- Embed social impact principles into our organisational strategy, operations, and decision-making processes
- Engage constructively with stakeholders to support collaborative, place-based approaches to local need
- Continuously evaluate our impact to ensure accountability, transparency, and alignment with national frameworks, including the Social Value Model, National TOMs, and the United Nations Sustainable Development Goals

This vision reflects our intention to act as a socially responsible organisation that not only meets contractual obligations but contributes meaningfully to broader public value outcomes.

3. Our Framework: Realise

We use the Realise Framework; a bold, human-centred, and values-led model that integrates:

- **TOMs** (Themes, Outcomes, Measures)
- **UK Social Value Model (SVM)**
- **UN Sustainable Development Goals (SDGs)**

This ensures our impact aligns with national priorities and global sustainability goals.

4. Our Pillars of Social Impact

Real Operations

We embed sustainability, ethical practices, and inclusive policies into everything we do. Our core work, which includes delivering apprenticeships and adult skills training, is not just part of our impact strategy. It is the main way we help reduce inequality and support fairer economic growth. Every learner we support, every employer we work with, and every

opportunity we create is a step toward tackling disadvantage and building a more inclusive economy.

Real Communities

We work closely with local partners, charities, and grassroots organisations to support the specific needs of each community we serve. This includes helping people feel less isolated, working with schools, and supporting local health and wellbeing projects. Our goal is to build stronger, more connected communities where everyone feels they belong and have the chance to succeed.

Real Planet

We take our responsibility to the environment seriously. We provide training for green jobs, run our business in more sustainable ways, and encourage everyone we work with to take part in climate action. We want the move to a greener future to be fair and inclusive, so that no one is left behind.

Real Opportunities

We create real chances for people who face barriers to work, such as care leavers, lone parents, refugees, or those who have been out of work for a long time. Our programmes are designed to remove those barriers and help people into good jobs with fair pay and long-term prospects. We work with employers to make sure these opportunities lead to lasting change and better futures.

5. Our Commitments: Creating Social Impact and Positive Change

Social Value – Creating Change Through Public Good

At Realise, education and skills are our social impact strategy. We are a purpose-driven organisation, and everything we do, from funded apprenticeships to bespoke adult training, is focused on reducing inequality and enabling people to thrive. We are committed to contributing to stronger communities, more inclusive economies, and a more sustainable planet. Our approach is grounded in the belief that every person should have the opportunity to thrive, and that organisations like ours must lead by example in driving equity, inclusion, and impact.

Empowering Individuals

We champion social equity and personal agency by:

- Working collaboratively with community groups, charities, and local authorities to address barriers to opportunity, including poverty, social isolation, and systemic inequality.
- Supporting the most vulnerable in society through access to wraparound support, mentoring, and community-driven initiatives that build confidence, resilience, and connection.
- Enabling individuals to participate fully in civic, economic, and cultural life, regardless of background or circumstance.

Supporting Businesses

We help shape a more inclusive and responsible economy by:

- Encouraging businesses to adopt socially responsible practices, including inclusive recruitment, local employment, and support for underserved communities.

- Supporting employer partners to deliver social value outcomes that align with the Social Value Model, TOMs framework, and the UN Sustainable Development Goals.
- Acting as a convener and connector, bringing together employers, local organisations, and social enterprises to create shared value and stronger local networks.

Promoting Social Mobility

We are committed to levelling the playing field for all by:

- Creating and supporting pathways into employment for underrepresented and disadvantaged groups, with a particular focus on care-experienced individuals, NEETs, lone parents, refugees, ex-offenders, and ex-service personnel.
- Investing in community-led initiatives and partnerships that tackle the root causes of social inequality.
- Tracking and transparently reporting on outcomes to ensure that our work contributes meaningfully to upward social mobility and place-based regeneration.

Environmental Sustainability

We take a proactive role in supporting environmental and social justice by:

- Promoting environmental awareness and behaviour change in our organisation and among our stakeholders.
- Partnering with organisations that champion green jobs, sustainable practices, and carbon reduction to ensure environmental progress is inclusive and equitable.
- Embedding sustainability into our supply chain, governance, and decision-making processes, ensuring our impact aligns with the needs of future generations.
- Developing green skills pathways through training and apprenticeships that support the transition to a low-carbon economy.
- Applying the principles of Reduce, Repair, Recycle across operations.
- Using non-financial metrics to assess performance and adjust strategies for long-term value creation.

6. ESG Alignment and Integration

Realise recognises the importance of Environmental, Social, and Governance (ESG) principles in driving long-term, sustainable impact. While our Social Impact Framework is rooted in national and global standards such as the TOMs, the UK Social Value Model, and the UN SDGs, it also aligns closely with ESG priorities:

- **Environmental:** Our "Real Planet" pillar addresses climate action, carbon reduction, and green skills development, supporting a just transition to a low-carbon economy.
- **Social:** Through "Real Communities" and "Real Opportunities", we promote inclusion, equity, and social mobility, ensuring that our programmes uplift the most disadvantaged.
- **Governance:** We embed strong governance through transparent reporting, stakeholder engagement, ethical procurement, and values-led decision-making.

ESG principles are embedded across our operations, ensuring that our impact is not only measurable but also responsible, resilient, and future-focused.

7. Implementation Strategy

Stakeholder Engagement

- **Learners:** Gather feedback via surveys and consultations to address holistic needs (e.g. food vouchers, travel support).
- **Employers:** Partner with socially responsible organisations and facilitate levy gifting to SMEs.
- **Communities:** Collaborate with charities, schools, and councils to maximise local impact.

Delivery & Procurement

- Design programmes that prioritise community benefit.
- Evaluate suppliers based on their social value contributions.

8. Monitoring, Evaluation & Reporting

Impact Assessment

- Regularly assess the social impact of our activities.
- Track contributions to employment, inclusion, and community development.

Performance Metrics

- **Our primary measure of success is the extent to which our programmes reduce economic inequality.** We assess this by tracking a range of outcomes, including progression into employment, wage growth, learner satisfaction, community engagement, environmental contributions, and improved access to opportunities for underrepresented and disadvantaged groups.

Align KPIs with DfE, Combined Authorities, and other commissioning bodies.

- Monitor support for long-term unemployed, disadvantaged groups, and local economic growth.

Feedback Mechanisms

- Use surveys, evaluations, and consultations to gather insights from learners, employers, and community partners.

Transparency & Accountability

- Publish annual impact reports with case studies and testimonials.
- Report progress to stakeholders including the Local Authorities and Learning Excellence Board.

9. Continuous Improvement

- Regularly review policies to align with evolving standards and community needs.
- Invest in innovation and digital tools to increase access and inclusion.

- Prioritise professional development in social value, sustainability, and community engagement.

10. Realise Behaviours

Our Social Impact Policy is underpinned by the Realise Behaviours; eight core values that shape our culture and ensure we deliver meaningful, measurable, and lasting social value.

Openness

By acting with honesty, humility, and integrity, we foster trust with learners, employers, and communities; enabling authentic partnerships that drive inclusive and transparent social impact.

Inclusivity

We champion diversity and equity by ensuring every voice is heard and every person feels valued, helping to remove barriers and promote equal opportunities across society.

Togetherness

Collaboration is key to social value. By working across teams and with stakeholders, we build shared solutions that strengthen communities and deliver lasting, place-based change.

Passion

Our belief in the power of education and opportunity fuels our commitment to positive social outcomes, for individuals, employers, and the wider world.

Improvement

By constantly reflecting, learning, and innovating, we raise standards and create more impactful programmes that respond to real needs and deliver sustainable change.

Curiosity

Through curiosity, we better understand the challenges facing our communities and the systems we work within; allowing us to design solutions that deliver deeper social impact.

Impact

We hold ourselves accountable to achieving meaningful outcomes, consistently delivering high-quality work that contributes to economic inclusion, social mobility, and community wellbeing.

Judgement

Making smart, values-led decisions ensures we allocate our time and resources in ways that maximise positive outcomes and uphold our social impact commitments.

Version history and control

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