

Approved by:	Board	Date of Approval:	28 September 2026
Date of Next Review:	September 2029	Document Owner:	Head of Business Development
SMT Approval Date:	13 October 2026	Version Number:	V1

Purpose

BHT Sussex is committed to creating and measuring social value in the economy, environment and community. Through socially responsible business practices, collaborative working and sustainable decision-making, BHT Sussex aims to create positive change that is inclusive, fair and leaves a lasting legacy.

The organisation recognises the importance of measuring social value to ensure accountability and effectiveness in improving the economic, social and environmental wellbeing of clients, tenants, employees and local communities. Measuring social value enables informed decision-making, efficient allocation of resources and continuous improvement of services and outcomes.

Scope

This policy applies to all BHT Sussex services, procurement activity, partnerships and organisational practices.

All employees, trustees, volunteers, contractors and partners are expected to support the delivery of this policy where relevant to their role.

Policy Statement

BHT Sussex is committed to creating social value through:

- The services it provides.
- The partnerships it develops.
- The contracts it procures and manages.
- Its day-to-day organisational practices.

To achieve this commitment, BHT Sussex will focus on the following priorities.

Training and Employment

BHT Sussex will:

- Employ people locally and provide local employment and volunteering opportunities for people from diverse and disadvantaged backgrounds, including people with lived experience of homelessness, mental health issues and people from minoritised ethnic communities.

- Deliver services that support local people to gain skills for employment and independent living.
- Provide employees with opportunities to develop future-focused skills.
- Remove barriers to employment for underrepresented and disadvantaged groups.
- Provide pathways into employment through work placements.
- Incorporate carbon reduction and sustainability principles into training and employment initiatives.
- Develop a workforce that reflects the communities we serve.
- Support and improve the health, resilience and wellbeing of clients, tenants and employees.

Economy

BHT Sussex will:

- Procure goods and services locally where possible.
- Pay employees at least the Real Living Wage.
- Maximise income for clients and tenants through welfare benefits advice and support to access grants and funding.
- Support charities, social enterprises and voluntary sector organisations that create both economic and social value.
- Promote and support small and micro-sized organisations to improve capability and sustainable growth.
- Include social value requirements within procurement and contractual arrangements and ensure these are fully utilised.
- Promote responsible banking and investment practices.
- Support circular economy initiatives that reduce waste and encourage reuse, recycling and repurposing.

Carbon Reduction and Environmental Sustainability

BHT Sussex will:

- Implement carbon reduction initiatives across its operations.
- Reduce greenhouse gas emissions, energy consumption and waste generation.
- Promote sustainable travel options including public transport, cycling and walking.
- Adopt energy-efficient practices across accommodation and office environments.

- Support tenants to improve energy efficiency and access energy-saving initiatives.
- Improve housing conditions and property energy performance wherever possible.
- Work with organisations that meet appropriate environmental standards.
- Promote sustainable and ethical procurement practices, including carbon reduction, the responsible use of resources and renewable or recycled materials.

Further information can be found in the BHT Sussex Environmental Strategy and Action Plan.

Community Engagement

BHT Sussex will:

- Support employees, clients and tenants to participate in volunteering activity that benefits local communities.
- Collaborate with local partners to deliver wider social, economic and environmental benefits.
- Work with educational institutions, training providers and charities to create work experience opportunities. Support access to wellbeing activities that promote healthier lives.
- Encourage community activities that improve environmental awareness and sustainability.

Responsibilities

Board of Trustees

The Board is responsible for:

- Providing strategic oversight of the organisation's social value commitments.
- Receiving and reviewing reports on social value performance.
- Approving and monitoring this policy.

Head of Business Development

The Head of Business Development is responsible for:

- Maintaining and reviewing this policy.
- Coordinating organisational reporting on social value outcomes and progress.
- Supporting the implementation of social value objectives across the organisation.

Managers

Managers are responsible for:

- Embedding social value considerations within their areas of responsibility.
- Contributing evidence, performance information and progress updates.
- Supporting delivery of the commitments contained within this policy.

Employees, Volunteers and Contractors

Employees, volunteers and contractors are expected to:

- Support the delivery of the policy objectives within their roles.
- Contribute to the creation of positive social, economic and environmental outcomes.
- Comply with relevant organisational policies and procedures that support social value.

Monitoring

BHT Sussex will:

- Maintain clear accountability arrangements for delivery of this policy.
- Engage employees, clients and tenants in identifying and shaping social value outcomes.
- Monitor social value generated through services using the annual Project Reports.
- Measure and report social value impact using recognised and independent methodologies where appropriate.
- Maintain evidence of outcomes, learning and impact.
- Use performance information to drive continuous improvement in standards, efficiency and effectiveness.
- Report social value outcomes and progress to the Board annually.

This policy will be communicated to employees, volunteers, clients, tenants, trustees and relevant partners.

Review

The policy will be reviewed every three years, or sooner where there are significant organisational, legislative or strategic changes that affect its content.

Associated Policies and Procedures

This policy should be read in conjunction with:

- Environmental Strategy
- Value for Money Policy
- Volunteer Policy and Procedure (when available)

BHT Sussex Social Value Outcomes and Example Measures

Theme	Outcomes	Example measures
Training and Employment	More local people gain employment and volunteering opportunities	Number of jobs created; volunteer opportunities offered; local recruitment figures
	Increased access to opportunities for disadvantaged and underrepresented groups	Work placements provided; work placements completed; peer mentor and peer consultant opportunities; volunteers with lived experience
	Local people gain skills, qualifications and experience that improve employability and independence	Training places provided; qualifications achieved; work experience completed; progression into employment, education or volunteering
	Increased employment opportunities for people with lived experience and other disadvantaged groups	Number of employees recruited from underrepresented groups; lived experience recruitment initiatives
	Improved employee wellbeing, resilience and job satisfaction	Staff survey results; wellbeing initiatives delivered; employee reward and recognition schemes; sickness absence data
Economy	Social value is embedded within procurement and supply chains	Contracts containing social value requirements; supplier social value commitments achieved
	Increased support for local SMEs, VCSEs and social enterprises	Local supplier spend; partnership projects delivered; mentoring and support provided to smaller organisations
	Ethical and responsible procurement practices are promoted	Suppliers meeting ethical procurement standards; responsible banking and investment activity
	Increased circular economy activity and responsible resource use	Reuse and recycling initiatives; furniture and equipment repurposed; waste diverted from landfill
	Increased local economic benefit through employment, procurement and partnerships	Local supplier spend; local recruitment figures; partnership activity with local organisations

Theme	Outcomes	Example measures
Community Engagement	Stronger and more connected local communities	Community projects delivered; partnership initiatives undertaken; community participation levels
	People are supported to live healthier and more independent lives	Wellbeing programmes accessed; life skills courses completed; digital inclusion support provided
	Safer, more connected and resilient communities	Number of community safety initiatives supported; resident perceptions of safety; neighbourhood improvement projects; community clean-up activities; partnership working with local agencies
	Greater community participation and volunteering	Employee volunteer hours; community volunteering activity; local engagement events
	Increased access to learning and development opportunities	Student placements; work experience opportunities; partnerships with education providers
	Enhanced community wellbeing and environmental awareness	Community clean-up activities; environmental campaigns; participation in sustainability initiatives
Carbon Reduction and Environmental Sustainability	Reduced carbon emissions and environmental impact across BHT Sussex operations and services	Carbon reduction initiatives delivered; energy consumption data; greenhouse gas emissions reporting
	Improved energy efficiency and environmental performance of BHT Sussex properties	Energy efficiency improvements completed; EPC ratings improved; energy-saving measures implemented
	Clients and tenants are supported to reduce energy use and household costs	Advice sessions delivered; referrals to energy support schemes; uptake of energy efficiency measures
	Increased use of sustainable transport and travel options	Bike-to-work participation; active travel initiatives; accessibility by public transport

Theme	Outcomes	Example measures
	Better maintained, greener and more sustainable communities	Green space projects; gardening and allotment initiatives; biodiversity improvements; BHT Sussex in Bloom activities
	Environmental sustainability is embedded within procurement and business decisions	Suppliers meeting environmental standards; use of recycled or sustainable materials; waste reduction initiatives
	Increased awareness and engagement in environmental sustainability	Staff, client and tenant participation in environmental projects; awareness campaigns and training