

Corporate Social Responsibility and Social Value Policy

Version 1.3

Learn with Confidence is committed to ensuring that all business undertakings are conducted ethically and responsibly, and that as an education organisation, we actively contribute meaningful social value to our community.

Who We Are

Learn with Confidence is a small, not-for-profit independent education organisation providing personalised education for young people who are unable, or choose not, to attend mainstream schools. We also offer flexible working opportunities for qualified teachers who wish to continue supporting learners while maintaining a healthy work-life balance.

Our mission is:

A) To provide quality education to:

- Young people who have struggled in mainstream education and require personalised, confidence-building learning pathways.
- Students with Special Educational Needs (SEN) and Social, Emotional and Mental Health (SEMH) needs.
- Students experiencing Emotional Based School Avoidance (EBSA).
- Young people identified as vulnerable or requiring alternative provision through local authority education departments.
- Students on roll at local schools who benefit from respite, continuity of learning, or collaborative alternative provision.
- Families who choose home education and wish to access structured learning and nationally recognised qualifications.

B) To provide flexible working opportunities for educational professionals, enabling skilled teachers to remain in the profession without compromising personal or family commitments.

C) To offer Horsham and surrounding areas an education centre that fosters community cohesion, supporting families and young people who do not fit into, or do not choose, traditional education routes.

D) To support young people with guidance for further education, training, or employment pathways.

Our Stakeholders

As a not-for-profit organisation, Learn with Confidence has no investors. Our funding comes from families, local authorities, and charitable donations. Our key stakeholders include:

- Families who access our provision
- Local authorities and schools who commission places
- Teachers who work with us
- The young people whose needs and wellbeing remain our highest priority

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Everyone involved in Learn with Confidence has a voice in how the organisation develops.

Our Growth and Development

Learn with Confidence continues to expand its provision, premises, and community partnerships. We reinvest profits into improving our facilities, increasing our teaching capacity, and developing new opportunities for young people. We collaborate with other learning centres and local organisations to ensure flexible, accessible use of space and resources.

Supporting Teachers

Teachers are central to our service. All teachers work with Learn with Confidence on a self-employed basis and have autonomy over their workload, teaching approach, and availability.

We ensure:

- Equal opportunities in line with the Human Rights Act.
- Access to essential training through our learning portal.
- Additional training where students present specific needs.
- Regular meetings for support, guidance, and professional discussion.
- Team-building and social opportunities to strengthen cohesion.
- Pay above the National Living Wage.

We also invest in professional development, including CPD, specialist training, and opportunities to broaden skill sets.

Supporting Young People & Families

"Learn with Confidence places the individual using our services, and their family first."

All young people and families receive:

- An initial consultation to understand needs and introduce our provision.
- A bespoke timetable and personalised teaching package.
- Qualified, experienced teachers matched to the learner's needs.
- Consistent feedback after sessions and formal written reports each half term.
- Regular review meetings to discuss progress and any required changes.
- Access to staff Monday–Friday for support and communication.
- Updates about the development of Learn with Confidence as a not-for-profit organisation.
- A calm, welcoming environment with friendly and gentle teachers.
- Access to qualified mentors and coaches offering study skills and anxiety-management support.
- Opportunities to join clubs, social groups, and interest-based activities.

Provision of National Qualifications and Future Pathways

Learn with Confidence provides young people with access to nationally recognised qualifications through our registered exams centre. This forms a core part of our social value commitment, ensuring that learners who face barriers to mainstream education are not excluded from essential academic opportunities.

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Many of the young people we support would otherwise struggle to access exams due to anxiety, SEN/SEMH needs, EBSA, or difficulties engaging with traditional school environments. By offering a calm, supportive, and flexible exam centre, we remove these barriers and ensure that every learner has a fair chance to achieve qualifications that open doors to future education, training, and employment.

Our exam centre provides:

- A familiar, low-sensory environment designed to reduce anxiety and increase confidence.
- Access arrangements and personalised exam conditions for learners with SEN, SEMH, EBSA and neurodiversity.
- Qualified staff who understand the needs of vulnerable learners and provide reassurance throughout the exam process.
- Opportunities for private candidates, home-educated students, and those on roll at local schools to sit exams with dignity and support.
- A pathway for learners who have disengaged from education to re-enter formal learning and gain recognised qualifications.

The impact of this provision is significant. National qualifications enable young people to:

- Progress to further education, college, apprenticeships, or vocational training.
- Access employment opportunities that require GCSEs or equivalent credentials.
- Build confidence, independence, and a sense of achievement.
- Demonstrate academic ability despite previous challenges or disrupted schooling.
- Strengthen long-term life chances through recognised certification.

"Our aim is to react to community needs."

By providing accessible, inclusive exam opportunities, Learn with Confidence plays a vital role in improving educational equity and supporting young people to build secure, hopeful futures.

Suppliers

We use a mixture of high-street and online suppliers who adhere to the Modern Slavery Act 2015. Where possible, we prioritise local suppliers to support the local economy.

Community Engagement

As a community-focused organisation, we respond to local needs by:

- Providing education advice and guidance to families.
- Offering parent-support groups.
- Working with local schools to support vulnerable students.
- Running revision workshops open to all young people, regardless of where they study.

Engagement with Government and Education Policy

Learn with Confidence actively contributes to discussions around education reform and alternative provision. We engage with MPs, the Department for Education, and other stakeholders to advocate for young people with SEN, SEMH, EBSA, and neurodiversity. Our reports and contributions have supported national guidance, consultations, and policy development.

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Local Economy, Employment and Skills

Local Economy

- We aim to procure goods and services locally.
- We collaborate with local small businesses to provide wellbeing opportunities for staff.
- We work with local organisations to support clubs, tournaments, and enrichment activities.
- We use local community spaces such as museums, parks, and town centres for active learning.
- We maintain partnerships with local retailers to provide learning incentives and opportunities.

Employment and Skills

- We offer flexible, meaningful employment for teachers locally and nationally.
- We support teachers in developing new skills, including exam marking, moderation, CPD, and specialist training.
- We invest in qualifications such as AQA Unit Award Scheme, Arts Award, ELSA, mentoring, and other relevant programmes.

Measurement and Review

We regularly reflect on our service to ensure it meets our aims and continues to provide high-quality education and social value. This policy is reviewed annually by the director and assistant manager, with feedback from all members of Learn with Confidence.

Version Control			
Version No.	Date	Author	Notes
1.0	15 th October 2024	K Perry	Initial Draft
1.1	01 Sept 2025	KP	
1.2	5.9.26	KP	Updates made