

# Corporate Social Responsibility and Social Value Policy

Learn with Confidence is committed to ensuring that any business undertakings are conducted as ethically as possible and that as an education organisation, we provide social value..

## Who we are and what we do

Learn with Confidence is a small, not-for-profit independent education organisation who strives to provide education for many students who are unable, or choose not to, attend mainstream schools, both state and independent.

We also provide flexible working for teachers who wish to remain helping others using their skills and experience in the classroom, but for whom full-time commitments to a school environment are not possible.

## Learn with Confidence's mission is:

**A)** To provide quality education to:

1) young people who have struggled in the school system, with an aim that they can gain confidence in their abilities, access education in a way that is **personalised** to them, and gain qualifications to enable them to return to their education setting, move on to further education or jobs;

2) Students with Special Educational Needs (SEN) and Social and Mental Health (SEMH) challenges;

3) Students with Emotional Based School Avoidance (EBSA) who would otherwise have no access to education;

4) Students who have been highlighted as vulnerable and are looking for alternative education placements through West Sussex County Council (WSCC) education department;

5) Young people on roll at local schools by offering respite and working with local schools to ensure continuity of education by collaborating with schools for provision

**6)** families who have opted to home educate their children as a lifestyle choice, with the aim of enabling them to achieve nationally recognised qualifications for later in life

**B)** To provide educational professionals with the opportunity for flexible working opportunities, something that is not easily offered in mainstream schools. This will enable skilled professionals who would otherwise leave the teaching profession to continue teaching without compromising on personal and family commitments.

**C)** To provide Horsham and the surrounding areas with an education centre that creates community cohesion between those young people and their families who do not fit into, or who do not choose, traditional routes of education.

**D)** To offer young people who come to us support and guidance for further education or employment opportunities

## Who are our stakeholders?

Learn with Confidence is a not-for-profit organisation and we have no investors. Our funds are raised by students who pay to use our provision, both privately and through WSCC, and through donations and fundraising.

Our main stakeholders are our families for whom we provide education, WSCC and local schools who fund students with us, and our teachers who work with us. Everyone who is a part of LwC has a voice in how LwC progresses and develops. Ultimately, it is our students who we place first, ensuring that their needs are met. In September 2021 we had 21 students who accessed education with us. In September 2022 we had 38 young people coming to us at LwC. LwC continues to grow. We form a part of each student's home education or plan

through WSCC. We have 25 teachers who work with us on a part time, self-employed basis, with Kat Perry leading as director and supported by Heather Jones as assistant manager.

In September 2022 LwC moved to new, larger and better equipped premises. This was able to happen through reinvestment of profits and by raising money through charitable donations. In September 2024 LwC took up another complete unit in the same complex. We are also in collaboration with other learning centres and providers within the Horsham area around a shared flexible use of space.

## Looking after Teachers who work with us

LwC works with teachers; they form a vital part of our service. All teachers work with LwC on a self-employed basis. They have control and autonomy over their workloads, how much time they offer LwC and when teaching, the freedom to teach what and how they feel is best for the student they are working with where appropriate.

LwC is an Equal Opportunities workplace and providing teachers with opportunities in line with the Human Rights Act 2010 is really important to us.

All teachers are signed up to our Flick Learning Portal on starting with us to provide teachers with training required for working with vulnerable children. Where young people come to us with specific educational needs, LwC will seek to train those staff working with them so they can feel confident in their working

relationship with the young person.

LwC supports teachers in their work with regular meetings to provide a space to discuss any concerns or guidance that may be needed.

LwC run team-building and social opportunities throughout the year, giving staff the opportunity to socialise with the whole team. As we are all part time, often there are staff who haven't met, and so social events are important for cohesion of the team.

LwC pay is above the National Living Wage

## Looking after Young People & Families

Learn with Confidence places the individual using our services, and their family first. All young people and individuals are offered:

- An initial consultation to give them an opportunity to see who we are, and for us to understand their needs.
- A bespoke timetable and teaching package that focuses on the young person's requirements to accessing and engaging in education
- Teachers who are qualified, experienced and matched to the young person's needs.
- Consistent feedback to the young person and their family to share their progress and achievements. Feedback mostly happens at the end of sessions, but more formally every half term with a written report.
- Formal review meetings to discuss any changes that need to be made or concerns that families may have.
- Someone available to contact Monday to Friday between 0800 and 1600 to talk through any concerns.
- Regular updates about the development of Learn with Confidence as a not-for-profit company.
- Friendly, approachable and gentle teachers in an environment that is welcoming and calm.
- We now have qualified mentors and coaches who can offer study skills sessions and coaching for managing anxiety with The Still Method.
- We will soon be opening a fantasy football club, a dungeons and dragons club and an opportunity for our young people to meet if they wish.

## LwC suppliers

Most of our resources come from high street stores or online suppliers, such as Amazon. These suppliers adhere to the Modern Slavery Act 2015 and their policies are found on their websites. Where possible, Learn with Confidence will aim to use local suppliers.

## Community Engagement

We are a community business and our aim is to react to community needs. We support our local community by:

- Providing education advice and guidance for families
- Offering a parent-support group for those families who attend or are looking to attend Learn with Confidence
- Working with local schools to support their vulnerable students
- Offering revision workshops for any young people wishing to attend, regardless of whether they attend LwC or a local school.

## Engagement with government to challenge change within education

- LwC are in continuous contact with our MP, Jeremy Quin, to discuss the challenges that our young people face as part of their SEN or mental health challenges.
- In January 2021, LwC wrote a report that was used in guidance published by the DfE to ensure that private candidates were awarded Teacher Assessed Grades as part of the cancelled exam process in 2021. This guidance gave private candidates security that they would not be dropped by exam centres like they had the previous year.
- In April 2022, Jeremy Quin came to our centre for a discussion with teachers, students and their families about the changes being proposed to the access of student loans for further education. LwC were invited to write a report, which was submitted to the education minister at the time to consider the alternative ways young people, specifically with neurodiversity, could gain entry to universities that would leave them without access to student loans. We are awaiting the publishing of this report.
- In October 2022 LwC was part of a focus group panel run by the Department for Education for consultation on the use of unregistered alternative provisions. The consultation period remains ongoing and LwC have been invited back for further discussions in the next round of focus groups.
- In November 2022, LwC contacted Jeremy Quin again for support in providing private candidates access to exams with specific special requirements. These discussions remain ongoing.

## Local economy, employment and skills

## Local economy.

- LwC aims to procure goods and services locally.
- We have relationships with local small businesses to provide wellbeing opportunities to teachers. We also are at the beginning of a discussion with a local comic store to support the running of Pokémon, Warhammer and Dungeons and Dragons tournaments.
- We regularly use our local museum, park and town centre for active learning sessions.
- We have a relationship with Horsham Waterstones who have offered all of our students the opportunity to have a free book of their choice when they visit as part of a LwC session with their teacher.

## Employment and skills

- LwC offers many local and national teachers the opportunity to do what they love in a way that gives them flexibility and autonomy.
- LwC works with teachers to offer opportunities to increase their skill set. This has included:
  - Providing references for teachers to undertake exam marking and moderation
  - Provision of yearly CPD that relate to our services
  - Paid for teacher training to run the AQA Unit Award Scheme, Arts Award, ELSA sessions and mentoring

## Measurement

LwC regularly reflects upon our service and whether it is meeting our aims. Our policy will be reviewed on a yearly basis by the director and assistant manager, with feedback from all of those who are a part of Learn with Confidence.

Version Control			
Version No.	Date	Author	Notes
1.0	15 <sup>th</sup> October 2022	K Perry	Initial Draft
1.1	10 Sept 2024	KP	
1.2	1 Sept 2025	KP	