



Ixion Group

Corporate Social Responsibility
Policy



Introduction

The Ixion Group (Ixion) help individuals transform their lives and assist economic growth through workforce skills development; helping the unemployed, employed, offenders, veterans and other individuals acquire new skills, gain confidence, sustain jobs and develop careers; and help business start-ups establish themselves, sustain and grow. We work across the whole of the United Kingdom. Our vision is to transform people's lives through Skills, Employment, Enterprise and Innovation, for growth. This document describes the way we make a difference to the social and economic well-being of our communities through our business operations.

We recognise that our business impacts on local communities and the wider world, and therefore take into account the economic, social, and environmental impact of our business operations in all of our business decisions. We aim to work closely with our employees, customers, suppliers, partners and local communities to ensure we achieve growth based on sustainable principles, strategies and resources, maximising the positive impact of operations and minimising any negative effects.

We partner with organisations in health, education, private sector, central and local government to deliver outstanding outcomes and achieve sustained personal, business and community growth through our:

- **Skills & Apprenticeships Division** – delivering high standards of training using the latest technologies to help individuals achieve their learning and development goals, up-skill the workforce and help businesses grow.
- **Enterprise & Start-up Division** – helping people set up new businesses, achieve inward investment and export, and promote a healthy economy.
- **Employment & Justice Division** – delivering innovative programmes for the Department for Work & Pensions, Ministry of Justice, and local authorities, which improve social inclusion, help people achieve sustainable employment and career progression, promote well-being, and contribute to a positive cohesive society where everyone plays a valued part.
- **Innovation & Consultancy Division** – supporting business to access EU research and innovation funding to help local companies grow and ensure a long-term future.

Our Corporate Values underpin the way we operate and do business and ensure we are a values-led organisation. They are:

- Future: Forward Thinking
- People: Inspiring
- Outcome: Successful
- How: Simpler, Faster & Personal

Ixion celebrate and promote the success that individual customers and partners achieve to inspire others to success. We are continually recognised for directly helping local communities with whom we work, such as through Business in the Community awards, and are committed to working with our partners in new and innovative ways for the benefit of all.



Associated Policies

Many of our company policies underpin the commitments outlined in this document, establishing effective business practices that support the company in discharging our responsibility to our staff, customers, direct stakeholders and partners, and the communities within which we work. Some policies have clear measurable targets, such as those around the environment and sustainability.

Relevant policies includes:

- Anti-Fraud & Bribery
- Anti-Harassment & Bullying
- Code of Conduct
- Equality & Diversity
- Health & Safety
- Recruitment & Selection
- Risk Management
- Sustainable Development & Procurement

Commitments

Ixion has prioritised a number of commitments to achieve change across key areas of social responsibility which highlight the positive impact we aim to make to individuals lives and communities with whom we work.

Ixion 3i Impact Indicators

As part of its corporate social responsibility and strategy planning, the Ixion Board set impact indicator targets (3i's) on an annual basis to measure the impact of the services we deliver to the community and our clients. The Board review progress against the 3i's on a quarterly basis.

High Level Impact Indicator Targets for 2016/2017 are:-

- **Ixion aims to transform lives by providing over 14,000 peoples with new skills, qualifications and training and sustainable employment in 2016/17.**
- **Ixion will help over 200 companies, apply for over €50 million in research and innovation funding to tackle major UK and EU issues and help improve quality of life for EU citizens."**

Ixion will deliver benefit to the community and the economy for every individual it trains, upskills or supports into sustainable employment or self employment per annum.

**Skills Impact:**

- We aim to transform lives by providing over 6,500 people with new skills, qualifications, training and sustainable employment in 2016/17.

Employability Impact:

- Ixion will improve the lives of 600 unemployed individuals by helping them to find sustained employment (6 months).

Enterprise Impact:

Ixion will support over 3,500 unemployed individuals in the community to develop a Business Plan of which 3,000 will enter self employment, with at least 2,500 still trading after 6 months.

Justice (NOMS) Impact:

- Ixion will impact on the social inclusion of over 3,000 offenders supporting them to achieve over 1,400 supportive measures (specialist referrals, mentoring or work experience), 580 short courses, 400 long courses and 170 into secured employment.

Innovation Consultancy Impact:

- Ixion will help over 200 companies, apply for over €50 million in research and innovation funding to tackle major UK and EU issues and help improve quality of life for EU citizens.

In 2015/2016 Ixion impacted on 16,500 individuals lives in the community in appositve way by providing skills, employment, enterprise and innovation support.

Environmental Sustainability

Ixion set annual targets for sustainability and has an Action Plan and Key Performance Indicator measurements in place for 2016/2017 in place within its Sustainability Policy covering:

Objective 1- Reduce the Environmental Footprint by:

- Minimising the use of energy, water and materials
- Promoting the use of green or public transport
- Minimising waste and increasing recycling levels
- Utilising Recycled Goods within Operations
- Providing effective low carbon delivery methods

Objective 2 - Contribution to Social Sustainability by:

- Providing adequate training opportunities for all employees
- Purchasing goods and services that are produced and delivered in line with International Labour Organisation principles in respect to human rights and conditions of employment
- Supporting a diverse supply chain by cultivating opportunities for Minority Owned Businesses



Objective 3- Driving Economic Sustainability by:

- Supporting job creation both locally and nationally
- Facilitating opportunities for Minority Owned Business and Small and Medium Enterprises

Promoting Diversity

We have set up an Equality and Diversity Champions Group across the company to promote diversity in all that we deliver.

We are looking to establish projects and activities with partners and customers that promote diversity to create a more understanding and cohesive society.

We have an Equality and Diversity Action Plan embedded within our Equality and Diversity Policy for 2016/2017 and Key Performance Indicator measurements in place for 2016/2017 covering:

1. **Effective use of data:** Ensuring we analyse data to review current participation and identify underrepresented groups in our client base
2. **Learner and Client Voice:** Servicing the needs of our clients
3. **Supply Chain Management:** Ensuring our partners are meeting the equality and diversity needs of their clients
4. **Accreditations:** Ensuring best practice within the business

Improving Opportunities

We have established an employer engagement team to provide support and advice for customers wanting to make a difference in their community, working with partners to establish local community projects, building on the success of initiatives such as those with Wates Construction bringing together learners, employers and communities.

We have established a volunteer mentor website which will enable on line mentoring to individuals to develop themselves and their business.

Creating internal opportunities for apprenticeship opportunities in growing parts of the business to open up new experiences for customers and local communities. This increases their long-term prospects through relevant experience and also benefits the business through the wider range of skills and diversity these people can bring.

We promote volunteering opportunities giving staff paid time to volunteer for a charity event or other activity in particular those that promote community cohesion.



Charity Support

We designate a “Local Charity of the Year” with whom we will work to support fundraising, charitable donations, profile raising and capacity building from Ixion and help to access funds and support that support them grow and sustain. Through the Ixion Staff Forum, staff will vote for their Charity of the Year to support.

Responsibilities

The Ixion Management Board are be responsible for leading the planning, implementation, measuring and reporting of outcomes on an annual basis.

Monitoring & Review

The Ixion Management Board report to the main Board quarterly on progress against impact indicators. An Annual Impact Summary will be produced detailing progress made and measuring the impact of Ixion on our customers and the communities in which we operate.

The Board will review this policy and update the commitments as part of our annual business planning process.