



Social Impact Strategy

Issue 4 – 2024

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We are determined to deliver the maximum social impact from the **£2.8bn** of taxpayer money that we spend at Sellafield every year.

Introduction

Our Social Impact Multiplied programme seeks to create shared value. This means securing a positive return to all stakeholders throughout the Sellafield system. This ranges from the UK taxpayer, HM Government, the Nuclear Decommissioning Authority (NDA), local authorities, our supply chain and the communities in closest proximity to our sites. It is not an add on, it is an expectation.

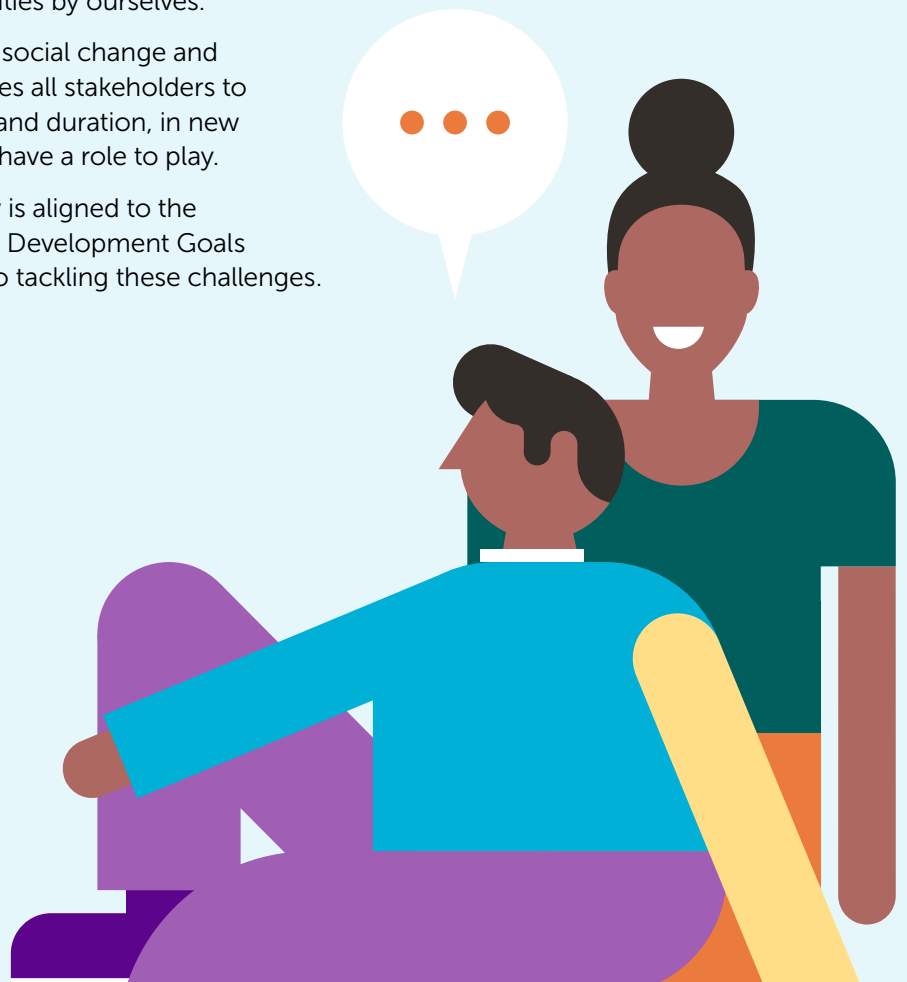
Unleashing and securing the significant potential for shared value from the investment in Sellafield Ltd requires long term and strong relationships with our stakeholders, supply chain partners and communities. Embracing new collaborations, partnerships and relationships is fundamental to the collective success of West Cumbria and Warrington both economically and socially.

The principles of community wealth building are at the heart of this strategy; from how we as a company spend money to how we work with partners to see benefits for the local area, such as economic inclusion, employment, skills, environmental impact and greater wellbeing.

Creating shared value also requires acknowledgement of shared responsibility. Addressing the entrenched social and economic inequalities closest to our sites cannot be solved by Sellafield Ltd alone. Nor can we realise all the opportunities by ourselves.

Significant and permanent social change and economic resilience requires all stakeholders to work together, with intent and duration, in new ways and accepting we all have a role to play.

This Social Impact Strategy is aligned to the United Nations Sustainable Development Goals and details our approach to tackling these challenges.





SUSTAINABLE DEVELOPMENT GOALS



Our Vision

Our vision is to develop a thriving community, through sustainable activities that enables a resilient and growing economy.

Our Objectives

Our Social Impact Strategy contains **five** social impact objectives supported by **one** enabling objective:



Our Strategy

Our Social Impact Strategy contains a vision, objectives and outcomes to provide our communities and taxpayers with a socio-economic growth return on their investment at Sellafield.



Resilient Economies

Social Impact Objective

To enable inclusive growth in the capacity, diversity and capability of our local economies.

Social Impact Outcome

Resilient, inclusive and growing local economies.

How this objective works

Addressing local economic inequalities using growth in the nuclear sector but also increasing the scale, diversity and development of existing sectors and new economic opportunities. Using our mission to attract and create new investment, knowledge, ideas, innovation, capability and resources that contribute to more inclusive and distributed local economies.

Our priorities are:

- **To enable and support conditions for inclusive growth and a diverse economy.** Focusing on:
 - Developing and strengthening local businesses and social enterprises.
 - Growing key economic sectors such as tourism, digital etc.
 - Collaborative ways to work with a diverse range of businesses as part of the supply chain (but not limited to) through co-design and co-creation of services.
 - Identifying opportunities for the Small and Medium-sized Enterprise (SME) community through the demand scope and the procurement delivery strategy.
 - Opportunities to grow local supplier diversity, including SME and Voluntary, Community and Social Enterprise (VCSE) participation and new business creation.
 - Activities that demonstrate a collaborative way to work with organisations and existing Social Impact Multiplied (SiX) initiatives to support new and growing businesses.
 - Ensuring that significant contract awards from Sellafield Ltd secure reciprocal business investment, relocation and commitments to West Cumberland, where relevant.
- **Improve infrastructure to allow businesses to be based and operate within communities closest to our sites.** Focusing on:
 - Business infrastructure and regeneration investment.
 - Maximising social impact from offsite building and office requirements.
 - Investment in local business presence.



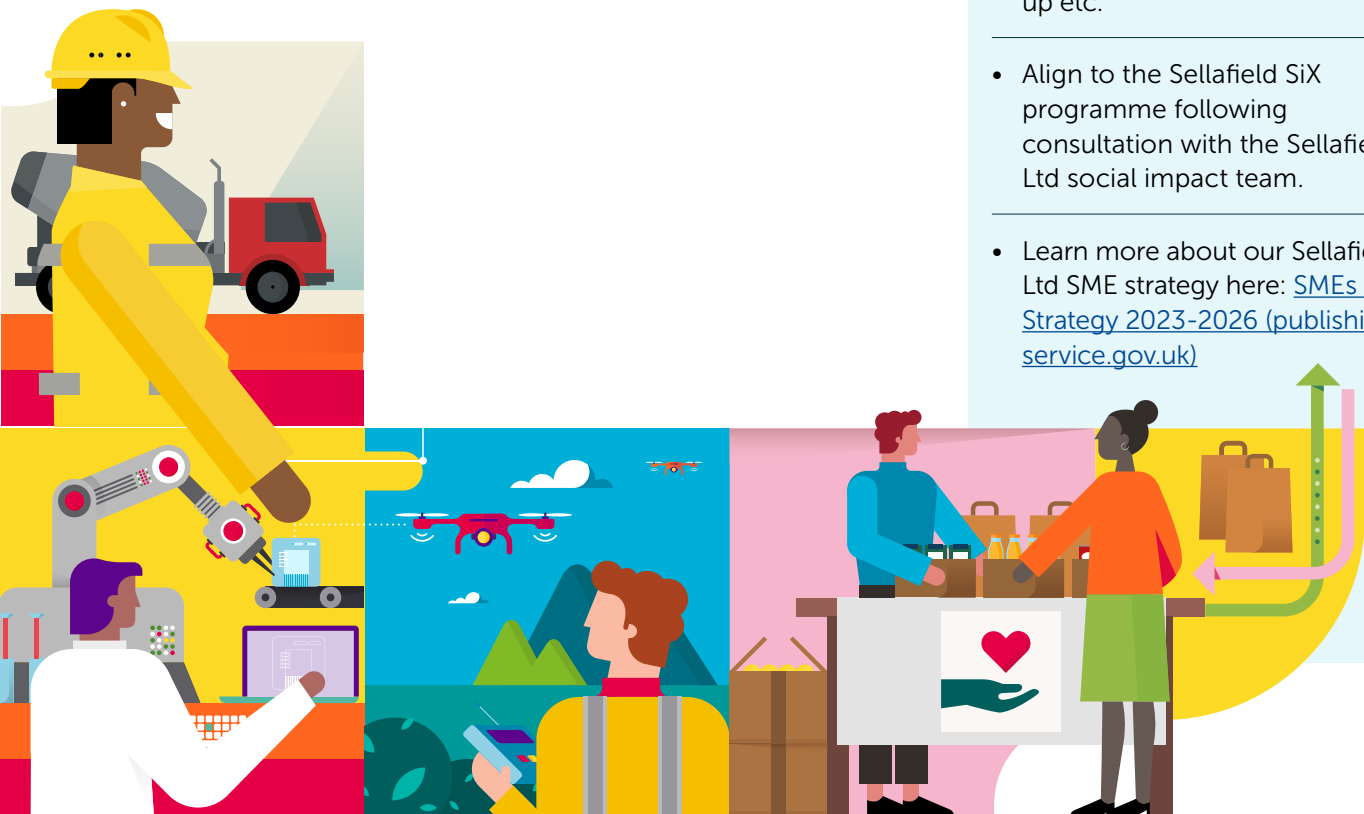
Resilient Economies

(continued)

- **To enable and support a diverse range of business start-ups and entrepreneurs.** Focusing on:
 - Incentivising innovative solutions to local economic issues.
 - Enabling and encouraging start-ups in key economic sub sectors such as tourism, digital etc.
 - Enabling, supporting and developing the conditions needed for start-ups to thrive.
 - Creating opportunities for entrepreneurship and helping new, small organisations to grow to support economic growth and business creation.
 - Activities that demonstrate a collaborative way to work with organisations and existing SiX initiatives to support entrepreneurs and new start-ups.

How our supply chain can support us

- Carefully consider how your accommodation requirements could have greater economic impact to local businesses
- Support the growth of SMEs and social enterprises through seed funding, skill development, mentoring and enabling access to opportunities beyond a specific contract or site.
- Provide industry specialist input into local industrial strategies and/or determine how your wider organisation can support the delivery of them.
- Consider how you can facilitate the delivery of projects through wider government schemes, such as town deals, levelling up etc.
- Align to the Sellafield SiX programme following consultation with the Sellafield Ltd social impact team.
- Learn more about our Sellafield Ltd SME strategy here: [SMEs Strategy 2023-2026 \(publishing.service.gov.uk\)](#)



Thriving Communities

Social Impact Objective

To assist our communities to thrive by supporting sustainable activities that create self-reliance and independence.

Social Impact Outcome

Social impact activities sustain and enhance community assets and address community needs.

How this objective works

Focusing our social impact resources into activities with organisations, partners and community assets that are addressing critical social and environmental issues in our communities. Targeting our resources to seek long term solutions, at scale if appropriate and to facilitate the financial independence, profitability and security of community anchor organisations.

Our priorities are:

- **Work with community partners to address current social issues at root cause.** Focusing on:
 - Helping to alleviate the impacts of child poverty.
 - Enabling young people and different parts of the community to identify and address community issues.
 - Partnering with local authorities and subject experts in design and co-creation to address the effects of poverty and health and wellbeing of the community.
 - Mental health.
 - Helping to secure equitable access to digital skills and services to participate in social and economic life.
 - Skills based volunteering to support third sector organisations to address social issues.
- **Develop public spaces to improve quality of life and pride in our communities to retain and attract people.** Focusing on:
 - Improving the public realm.
 - Investing in and support community fabric, assets, environment protection and improvement projects.



Thriving Communities

(continued)

- **Target resources and interventions to activities that improve the sustainability and resilience of community organisations.** Focusing on:
 - Directing Sellafield Ltd and its supply chain's working time volunteer resource to areas of greatest need.
 - Working with community groups to improve financial sustainability.
 - Skills based volunteering to support third sector organisations to be more resilient and sustainable.
- **Be a good neighbour within the community by supporting small scale donations to aid charity and volunteering activities** Focusing on:
 - Facilitating charitable donations to support needs in the local community (excludes sponsorship).
 - Encouraging and enable the workforce to do skills based volunteering within the community.

How our supply chain can support us

- Work with Sellafield Ltd and its partners to identify and support those in genuine need through the cost of living crisis.
- Provide support towards the long term sustainability and resilience of critical community organisations.
- Invest in environmental projects which benefit the local community and help to educate and up-skill across generations.
- Provide financial wellbeing training opportunities for those on low incomes through community networks.
- Utilise the "together for good" volunteering platform to provide volunteering expertise, training or surplus equipment to not-for-profit organisations in West Cumbria.



www.togetherforgood.co.uk

Social Value Chains

Social Impact Objective

To maximise social impact with our supply chain by providing clarity on our priorities.

Social Impact Outcome

Increasing impact, scale and duration of our supply chain activity in support of citizens, communities and our local economies.

How this objective works

Unlocking and securing significant social impact with our current and future supply chain partners, with the principle that we can achieve more by working together. Commissioning suppliers who share our desire for a positive step-change in the social, economic and environmental profile of our communities.

Our priorities are:

- **Drive Social Impact Multiplied commitments and delivery working with all supply chain tiers.** Focusing on:
 - Maximising effective social impact commitments through procurement and the supplier relationship management (SRM) program.
 - Measuring performance and holding our supply chain to account against their social impact commitments.
- **Work collaboratively with supply chain partners to increase impact and scale of SiX activities.** Focusing on:
 - Developing methods to easily engage supply chain in delivery of social impact initiatives.
 - Developing a collaborative and coordinated approach to maximise the impact of social impact activities.



Social Value Chains

(continued)

How our supply chain can support us

- Engage regularly with the Sellafield Ltd social impact team to understand priorities, minimise duplication and work collaboratively with the wider supply chain.
- Be part of our community and join our many engagement initiatives.
- You have an idea? Share it with us. We are committed to delivering an ambitious plan, and we know that there are great ideas out there!



Sustainable Incomes

Social Impact Objective

To improve access to sustainable incomes, within and beyond Sellafield Ltd, by increasing skills, knowledge, aspirations and access to opportunities.

Social Impact Outcome

Inspiring skills, education and personal development activities improve access to sustainable incomes.

How this objective works

Adapting our current and future workforce and citizens to the rapidly changing nature of employment practices and the future of work. Creating and designing new personal development approaches that support employees, job seekers and students to secure an income now and in the future.

Our priorities are:

- **Developing individuals with the aspirations, skills, qualifications and behaviours needed to succeed in achieving their future career ambitions.** Focusing on:
 - Improving educational attainment and progress, particularly for disadvantaged individuals and those who are not meeting age related expected standards.
 - Providing opportunities for individuals to gain meaningful industry experience and accredited qualifications useful in industry.
 - Developing work readiness and life skills through personal development and cultural enrichment activities. Increasing aspirations, challenging stereotypes and providing opportunity for under-represented groups to access opportunities.



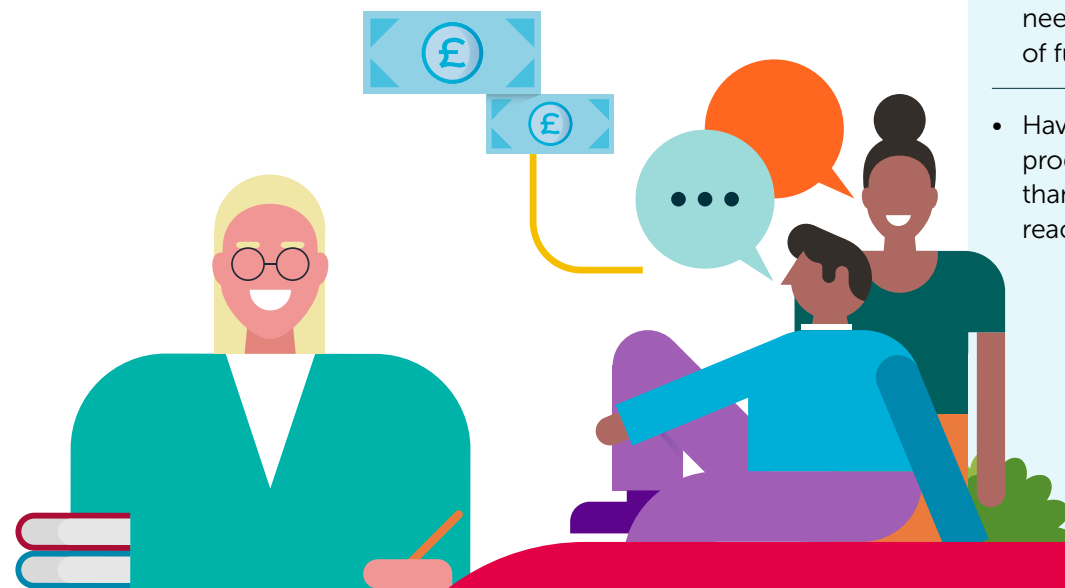
Sustainable Incomes

(continued)

- **Enhancing the education and training infrastructure and capability.** Focusing on:
 - Ensuring that fit-for-purpose educational, training and upskilling facilities are available in the local area.
 - Supporting training providers to deliver training which address current and future cross-industry skills needs.
-
- **Improving access to opportunities.** Focusing on:
 - Increasing visibility and removing barriers to accessing jobs.
 - Increasing collaboration between employers to prepare a workforce for future opportunities.

How our supply chain can support us

- Coordinate any activity through relevant brokerages or anchor organisations (e.g. Transforming West Cumbria, Building Extraordinary Communities, Industrial Solutions Hub) identified by Sellafield Ltd.
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- Identify and deliver proven interventions which address an evidenced priority need.
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- Work with employers in similar sectors to put in place the facilities and curriculums needed to develop a pipeline of future resource.
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- Have a coherent and joined up programme of activities rather than one-off or sporadic and reactive.



Collective Impact

Social Impact Objective

To leverage social impact and investment by working with our stakeholders, partners and communities to practise an integrated approach and culture of delivery.

Social Impact Outcome

Effective stakeholder and partnership working for collective impact from Sellafeld Ltd and its supply chain.

How this objective works

Improving current and creating new collaborative approaches that address priority issues in our communities. Focusing our objectives and assets at the point they can have the most impact. Maximising social impact from all that we do at Sellafeld Ltd making it a cultural strength that we can be proud of.

Our priorities are:

- **To co-create and co-deliver activities with stakeholders and partners to address community needs.** Focusing on:
 - Commissioning trusted partners to deliver co-developed programmes/projects which align to our Social Impact Strategy.
 - Identifying new partnership opportunities with organisations who have vision and capability to deliver projects aligned to our Social Impact Strategy.
 - Publicising success and sharing learning.
 - Ensuring that the conditions are in place to encourage the supply chain to collaborate and adapt or alter commitments as priorities and conditions change through contract management.

- **To utilise up to date sources of socio-economic information to understand the needs of the community to inform future SiX activities.** Focusing on:
 - Commissioning or developing needs analysis work which can inform our decision making.
 - Engaging with stakeholders and community to get a cross section of views and an understanding of mutual priorities.

- **To adopt a 'One Nuclear Decommissioning Authority (NDA)' approach to social impact.** Focusing on:
 - Influencing social impact practices across the NDA estate.
 - Sharing learning and better practice across the NDA estate.



Collective Impact

(continued)

How our supply chain can support us

- Ensuring opportunities and gaps in key issues are identified and addressed together.
- Share success, failure and learning with Sellafield Ltd and its supply chain.
- Work to an outcomes-based approach for delivery.
- Work together with partners in new ways to deliver collective impact.



Improved Performance

Social Impact Objective

To optimise social impact by measuring and evaluating our performance.

Social Impact Outcome

Robust evaluation and monitoring informing social impact decision making.

How this objective works

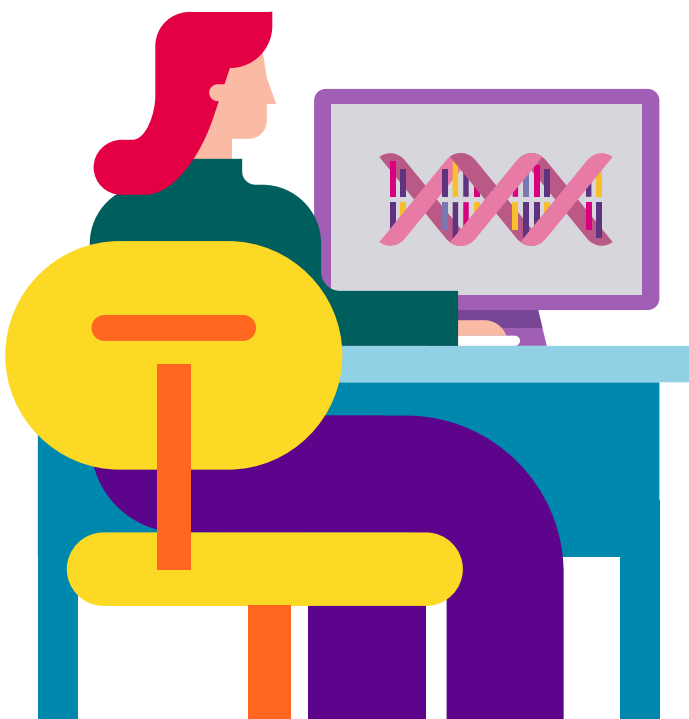
Measuring and evaluating our social impact using appropriate tools and processes. Using this information to continually improve what we do. Being transparent and open about what our impact is, why we do it and what we are learning from it. Sharing this learning openly with our stakeholders, employees, suppliers and communities.

Our priorities are:

- **To understand and demonstrate the impact of social impact activities.** Focusing on:
 - Measuring and evaluating our social impact activity using appropriate tools and processes.
 - Continually seeking to improve and maximise the impact of our activity.

- **To develop the professional capability and technical competence of personnel responsible for social impact.** Focusing on:
 - Embedding the social impact technical competency framework to drive continuous professional development.

- **To identify and implement better practice in line with our Social Impact Strategy.** Focusing on:
 - Engaging regularly with the Sellafield Ltd social impact team to understand priorities, minimise duplication and work collaboratively with the wider supply chain.
 - Gaining a detailed understanding of better practice initiatives.
 - Coordinating the implementation of identified better practice.



Improved Performance

(continued)



How our supply chain can support us

- Ensure your company is registered with our volunteering platform, Together for Good, and is used to drive and deliver your volunteering commitments. Sign up via togetherforgood.co.uk or its associated app if you would like to get involved.
- Provide quarterly progress updates against your commitments to the social impact team.
- Report six-monthly against the Social Impact Multiplied Themes Outcomes & Measures (TOMs).
- Participate in collaborative supply chain social pillar meetings and any subsequent working groups. Contact socialimpact@sellafieldsites.com if you would like to get involved.
- All suppliers can [register](#) to receive the monthly Sellafield Ltd supply chain bulletin to keep up to date with up-coming events and publications.

Useful links

<p>Together For Good</p>  	<p>How to do business with Sellafield Ltd</p>  	<p>Social Impact Multiplied (SiX)</p>  	<p>Sellafield Ltd SME Strategy</p>  
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Contact Us: socialimpact@sellafieldsites.com