



## **SUSTAINABLE DEVELOPMENT POLICY & IMPLEMENTATION PLAN**

### **The Mayor's European Social Fund (ESF) 2019-23 Programme**

#### **Round 2 – Ex-Offenders – Positive TurnAround**

**Project ID: P1.4/EO/P17669:LTEN**

This document sets out the Sustainable Development Policy of the Positive TurnAround Project partnership. It explains why sustainable development is important to us, the basic principles we will follow, and how we intend to implement, monitor, and review it.

This policy applies to all aspects of project activities.

### **OPPORTUNITIES FOR EVERYONE**

Ex-Offenders are amongst the most disadvantaged in the UK labour market. Many lack basic and employability skills and suffer from additional barriers to work such as homelessness, long-term health conditions including mental health which lead to social and economic exclusion and lower job aspirations.

To achieve opportunities for everyone, the Positive TurnAround partners will:

1. Target project activities to Ex-Offenders especially those that suffer additional disadvantage such as those from BAME communities, women, older people and people with disabilities or health conditions. Partners will identify their needs and respond to those needs as they change over the project period.
2. Promote a system of referral within the partnership and outside it, to ensure that all participants have access to the best available opportunities.
3. Meet the cost of all project support expenses, thus contributing towards Ex-Offenders development and progression.

### **ENVIRONMENTAL PROTECTION AND ENHANCEMENT**

Positive TurnAround partnership recognises its responsibility towards protecting the environment in the delivery of the project.

To achieve this, Positive TurnAround partners will endeavour to:

4. Ensure services are provided in centrally and/or accessible localities to enable participants to use public transport, cycle or walk.
5. Use electronic methods of support, communications, and distribution of documents. Ensure less paperwork is needed on daily basis, meetings and for monitoring purposes.
6. Promote energy efficiency practices including the switching off PCs and lights when not in use.
7. Promote the recycling of paper.
8. Consider the origin of products and the commitment of the supplier to the environment before purchasing from a supplier and where possible buy fair trade products.



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## **PROVIDING SKILLS EMPLOYERS DEMAND & REQUIRE**

Positive TurnAround partnership aims to provide training and employment support packages to improve the employment prospects and the progression of all participants to the labour market.

To achieve this, Positive TurnAround partners will:

- 9 Work closely with employers notably to ensure the advice and guidance, training and employment support is consistent with skills shortages and employment opportunities.
- 10 Broker relationships between Ex-Offenders and employers to ensure the management of expectations and that employers are getting employees with the right skills and Ex-Offenders are getting the tailored training, advice and support they need to enter and progress in the labour market. In this way the project will maximise economic sustainability.

## Action Plan

Objective	Task	Target	Lead
1. All partners to identify the needs of the target beneficiary group(s) and respond to needs as they change over the project period	Evaluate how far the needs of participants have been addressed:	<ul style="list-style-type: none"> <li>Positive TurnAround external evaluation</li> <li>Collation of feedback from post training and support</li> </ul>	Partners/ Evaluator
2. All partners will promote a system of referral within the partnership and outside it, to ensure that participants have access to the best available opportunities	Evaluate how far project partners have referred within and outside the partnership.	<ul style="list-style-type: none"> <li>Participants' evaluation</li> <li>External evaluation of partnership working</li> </ul>	Partners / Evaluator
3. Meet the cost of support expenses to aid access of eligible participants	Evaluate how far this has improved accessibility	<ul style="list-style-type: none"> <li>Feedback from post training and support evaluation</li> </ul>	Partners/Evaluator
4. Ensure services are provided in centrally and/or accessible localities to enable participants to use public transport, cycle or walk.	Incorporation of commitment to environmental sustainable development in project activities	<ul style="list-style-type: none"> <li>Monitor implementation at partner monitoring visits</li> </ul>	Partners / LTEN
5. Use electronic methods of support, communications and distribution of documents.	Incorporation of commitment to environmental sustainable development in Positive TurnAround Partnership Agreements	<ul style="list-style-type: none"> <li>Monitor implementation at partner monitoring visits</li> </ul>	Partners / LTEN

Objective	Task	Target	Lead
6. Promote energy efficiency practices including the switching off PCs and lights when not in use.	Incorporation of commitment to environmental sustainable development in the Partnership Agreements	<ul style="list-style-type: none"> <li>Monitor implementation at partner monitoring visits</li> </ul>	LTEN
7. Promote the recycling of paper	Incorporation of commitment to environmental sustainable development in the Partnership Agreements	<ul style="list-style-type: none"> <li>Monitor implementation at partner monitoring visits</li> </ul>	Partners / LTEN
8. Consider the origin of products and the commitment of the supplier to the environment before purchasing & where possible buy fair trade products	Incorporation of commitment to environmental sustainable development in the Partnership Agreements	<ul style="list-style-type: none"> <li>Monitor implementation at partner monitoring visits</li> </ul>	Partners / LTEN
9. Work closely with employers to ensure the advice and guidance, training and employment support is consistent with skills shortages and employment opportunities.	Evaluate how far project support has responded to skills shortages and employment opportunities	<ul style="list-style-type: none"> <li>Report back through Quarterly Progress Reports</li> <li>Evaluate engagement with employers &amp; service provision</li> </ul>	Partners / Evaluator
10. Broker relationships between participants and employers to ensure that employers are getting employees with the right skills and that ex-offenders are getting the tailored advice and support they need to enter and progress in the labour market. In this way the project will maximise economic sustainability.	Evaluate how far partners have successfully brokered relationships between ex-offenders and employers and how successful the project is in meeting its employment outputs	<ul style="list-style-type: none"> <li>Report back through monthly progress reports</li> <li>Collate participants outputs and outcomes</li> </ul>	LTEN/Partners/Evaluator