

Corporate Social Responsibility (CSR) Policy

Introduction

At Evermore Education, we recognise the integral role we play in shaping the future through our tutoring services. Our commitment to Corporate Social Responsibility (CSR) is rooted in our dedication to contributing positively to sustainable development. This policy outlines how we strive to deliver economic, social, and environmental benefits to all our stakeholders, including students, parents, tutors, local councils, and the broader community.

Purpose

The purpose of this CSR policy is to establish our approach to sustainable development, ensuring that our operations not only meet the needs of the present but also contribute to the well-being of future generations. This policy guides our actions in creating value for our stakeholders and fostering a positive impact on society and the environment.

Economic Responsibility

1. Quality Education for All:

- We are committed to providing affordable and accessible tutoring services that enhance educational outcomes for all students, regardless of their socioeconomic background.
- While we focus on safeguarding and health and safety as part of our professional development, we also offer small workshops related to Special Educational Needs (SEN) to equip tutors with an understanding of student diagnoses and effective strategies to support their learning.

2. Supporting Local Economies:

- By contracting local, self-employed tutors and collaborating with local businesses, we contribute to the economic growth and sustainability of the communities in which we operate. We work closely with local SEN groups, libraries, and community centres, and actively participate in local events to promote collaboration with other small businesses.
- We provide tailored parent support packages, especially for those who are home educating. These packages come at a variety of pricing levels and include low-income discounts to ensure that quality education is accessible for everyone.
- We engage with local councils to support educational initiatives that align with the economic development goals of the region. Additionally, we have created

programs to support multiple children with Education, Health, and Care Plans (EHCPs), which contribute to their home education initiatives, offering tailored support that aligns with their individual needs.

3. Ethical Business Practices:

- We adhere to the highest standards of business ethics, ensuring transparency, fairness, and integrity in all our dealings with students, parents, tutors, and partners.
- We are committed to responsible financial management, ensuring that our operations are economically sustainable and that we deliver long-term value to our stakeholders.

Social Responsibility

1. Equal Opportunities and Inclusivity:

- We promote diversity and inclusion within our organisation and ensure that our services are accessible to all students, including those with special educational needs and disabilities (SEND).
- We offer low-income discounts for private tutoring and seek funding from charities to provide fully funded places on our programs. These funded places not only ensure that children receive the education they need but also support local councils by helping to reintegrate children back into school and meet the provisions outlined in their EHCPs.

2. Targeted Learning Support:

- Our programs are specifically designed to help students who are behind in their learning, providing them with the focused support they need to reach the academic level appropriate for their age.
- We collaborate with parents, schools, and local authorities to create customised learning plans that address the unique needs of each student, ensuring that they receive the necessary support to succeed academically.

3. Student Well-being and Support:

- We prioritise the mental and emotional well-being of our students, offering a supportive and nurturing learning environment.
- We provide resources and training for our tutors to recognize and address the individual needs of students, fostering a positive and inclusive educational experience.

Environmental Responsibility

1. Sustainable Operations:

- We are committed to reducing our environmental footprint by adopting sustainable practices in our operations. This includes minimising waste by reducing excessive printing, working digitally for all office tasks, and incorporating digital tools into lessons where applicable.
- While in-person tutoring remains essential, we aim to minimise our carbon emissions by creating work patterns that reduce long-distance travel for our tutors.

2. Environmental Education:

- We try to incorporate environmental education where possible into our tutoring programs. Additionally, we are investigating options such as forest school and beach school to enhance our environmental offerings.
- We aim to work with suppliers who are environmentally conscious, ensuring that our partnerships align with our commitment to sustainability.

3. Resource Efficiency:

- We use environmentally friendly materials in our offices and promote recycling and waste reduction among our staff and students.
- We seek to partner with suppliers and vendors who share our commitment to sustainability, ensuring that our supply chain reflects our environmental values.

Monitoring and Reporting

We are committed to regularly reviewing and updating our CSR policy to ensure its relevance and effectiveness. We will monitor our progress against the goals outlined in this policy and report annually on our CSR activities and their impact.

Conclusion

Evermore Education's commitment to Corporate Social Responsibility reflects our belief that education is not just about academic achievement but also about nurturing responsible and engaged citizens. By delivering economic, social, and environmental benefits, we strive to make a positive and lasting impact on the communities we serve.

This policy is a living document and will evolve as we continue to grow and adapt to new challenges and opportunities in our mission to provide quality education for all.