



Social Impact at BPP

2023/24

Foreword

From the Heads of Social Impact...

Doing good business is not just about making money. Good business is about making strategic decisions to deploy a range of actions which make a real difference to people's lives. Through this approach, an organisation creates a social value footprint that supports meaningful, sustainable positive change in the economy, community and environment.

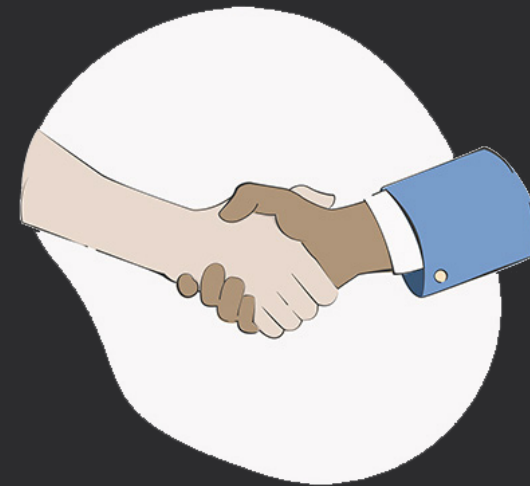
This Report explores how the staff, students and learners within the BPP Education Group ("BPP") are working collectively towards the growth of BPP's social value footprint. Applying metrics built using the Social Value National TOMS Framework, this Report, for the first time, quantifies the social value added by BPP activity.

- BPP's commitment to social value includes what we do as our core purpose as an education provider. But it is also what we do beyond our core purpose. From environmental stewardship to social justice advocacy, our social impact activity is far reaching and includes legal advice services, outreach initiatives, sustainability projects and wellbeing and mental health support.

This Report is more than a collection of statistics and achievements; it is a testament to the BPP values, demonstrating

how our actions embody the core values of Stronger Together, Trust and Respect, Everybody Matters, and Building Careers Through Education.

The feedback and testimonials weaved throughout this Report demonstrate how our students, learners and staff have not only enriched their own lives through their social impact experience but have also made tangible differences to the lives of others. It is these stories, stood alongside the measurable value of our social impact activity, that makes this Report a true celebration of the dedication and creativity of our unique, and growing, BPP community.



Our Mission

To generate sustainable, measurable social change that supports our organisation, our community and our environment.



Our Priorities – The UN SDGs

Social Impact at BPP sits within the Group's Corporate Social Responsibility strategy.

The strategy aligns to our priority UN Sustainable Development Goals, with a focus on the following key areas:

SUSTAINABLE DEVELOPMENT GOALS

Our People:

We aim to find, support and develop great people throughout their BPP journey

Our Community:

We aim to make a positive social contribution to the communities in which we operate: supporting strong communities

Our Environment:

We aim to minimise the impact of our business on the environment: working towards net zero and sustainable practices that tackle climate change

8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



4 QUALITY
EDUCATION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



13 CLIMATE
ACTION



These themes embrace the BPP values: Trust and Respect, Everybody Matters, Student, Learner and Client centric, and Stronger Together.

How We Measure Social Value

About the TOM's Framework

To measure our social value, we utilise the National TOM System Framework, a nationally recognised system for articulating social value outcomes in measurable terms. This allows us to capture the impact of our initiatives and demonstrates our commitment to generating sustainable change across economic, social, and environmental dimensions.

Measuring Positive Outcomes

Each outcome is achieved through the delivery of specific measures - the activities or actions that align to our priority UNSDGs. Where measures have an associated financial proxy value, we can now describe the benefits delivered in financial terms.



How Our Areas of Focus Align to the TOM's Framework



Our People

Growth

Improving staff well being and mental health

Jobs

Promoting local skills and employment
Improved employability of young people

Our Community

Growth

More opportunities for VCSEs and MSMEs

Social

Healthier, safer and more resilient communities
Working with local communities

Our Environment

Environment

Carbon emissions are reduced
Safeguarding the natural environment
Resource efficiency and circular economy solutions are promoted
Sustainable procurement is promoted

Outcomes

Where we delivered the most value in 2023/24:

£349,864

NT15

Provision of expert advice to VCSEs and MSMEs

£21,450

NT17

Number of voluntary hours donated to support VCSEs

£14,416

NT8

Number of staff hours spent on local school and college visits, supporting pupils

£14,976.84

NT20

Number of employees who have had access for at least 12 months to comprehensive and multidimensional wellbeing programmes

£66,993.30

NT21

Equality, diversity and inclusion training provided for staff

£2,404.40

NT86 and NT90

Volunteering time for environmental conservation and ecosystem management initiatives

Activities to influence staff, suppliers, customers and communities to support environmental protection and improvement

2023/24 Highlights

Input

5449

hours recorded by students, learners and staff

1237

students and learners engaged

2231

enquiries received from members of the public requiring pro bono assistance

100%

- firms surveyed agreed BPP Reverse Mentoring Scheme was relevant to their future ED&I strategy.

Output

1066 clients

advised across all projects

1700

members of the public empowered with legal information

100%

client satisfaction

1853

skills claimed by students and learners

Impact

£210K+

recovered for members of the public.

48% of all

deliveries were to education providers or community groups in the 20% most deprived local authorities in the country.

69% of LTSB

learners completing the BPP bootcamp have been placed in professional employment since 2022

Our Social Value themes explored

Our People

We aim to find, support and develop great people throughout their BPP journey

BPP is proud of its commitment to creating new jobs and providing new skills - Building Careers through Education. BPP's Social Impact Team leads the activity that widens access to further and higher education. In the last year, the team has won the ED&I Award at the **AGCAS Awards for Excellence** and the prestigious Leadership Award at the **UK Social Mobility Awards**. These achievements underscore BPP's commitment to fostering a more inclusive and equitable society by working to promote and increase EDI and social mobility.

UK
SOCIAL
MOBILITY
AWARDS



AGCAS
AWARDS FOR
EXCELLENCE



“BPP Education Group (BPP) is a global leader in professional and vocational education and leading apprenticeship training provider, with a mission statement of building careers through education.

BPP provides supportive, equitable opportunities to aspiring professionals looking to access careers in sectors such as finance, law, nursing, and technology. The organisation sees advancing social mobility as part of being an inclusive, diverse workforce which uses its connection to employers to nurture current and future talent from all backgrounds.”

“For BPP, driving diversity within a range of professions is important and vital. This involves us accessing diverse talent pools, providing access to professional careers, and enabling connections with our client employers.”

UK Social Mobility Awards: Advancing Social Mobility - Key findings from the 2023 Awards

Promoting apprenticeships

BPP's Apprenticeship influencer Scheme uses more than 90 apprentice volunteers to engage, educate, and inspire young people from lower socio-economic backgrounds to consider different pathways into professional careers. BPP learners, as influencers, share their experience and career journeys with young people, empowering them to overcome challenges, pursue their goals, inspiring the apprentice talent of the future.

This year, several BPP apprentices have taken part in high profile events at BPP, including meetings with the Skills Minister, the CEO of IfATE and the Deputy Mayor for Skills.

Launched this year, BPP's Share the Levy campaign connects large organisations with the third sector and small businesses, using unspent levy to reduce skills gaps, increase economic strength in local areas and to support apprenticeship training in social welfare.

- As one of the largest apprenticeship providers in the country, BPP is an ambassador for apprenticeships across all sectors. Reflecting this in our recruitment practice, BPP currently employs apprentices within 15 different business functions across the organisation, including legal, HR, Finance and Marketing.

Supporting positive mental health

Mental Health First Aiders at BPP are specially trained employees who are available to provide support to a colleague, student or learner who is experiencing emotional or mental health distress. Mental Health First Aiders offer reassurance and guidance, particularly on mental health issues, and provide information on the support available and how to access that support. BPP now has 387 members of staff trained in MHFA across the Group.

“Overall outstanding training! I found it invaluable in supporting me both in my professional and family life. It was a wonderful, positive life-changing experience.”



MHFA England



“The course was fantastic and so beneficial on a work and personal level.”

Staff wellbeing

Aviva Digicare Services is offered to all eligible employees. Through this app, users can access various health and wellbeing services. Feedback from users has been overwhelmingly positive, with an average rating of **4.5/5**, and **97%** of users reported that the expert fully addressed their concerns. These services are invaluable to employees and their families to contribute to maintaining a healthy work and life environment.

BPP acknowledges that wellbeing is closely tied to work-life balance, and this is reflected in our flexible working options and benefits. **418 BPP employees** are working under flexible arrangements, which include part-time and compressed working hours. Additionally, we offer hybrid working options, allowing employees to better manage their personal and professional lives.

To support wellbeing and promote a culture of giving back, BPP also offers its staff volunteering hours to be taken in working time to assist in their local community. Introduced in 2023, this initiative has so far attributed **341 volunteering hours** to our local communities.



Summer Steps Challenge

One of our most successful initiatives was the BPP Steps Challenge, which saw 314 participants walking a collective 75,214,568 steps—the equivalent of walking from the Eiffel Tower in Paris to Stonehenge! This collaborative activity not only promotes physical fitness but also fosters team spirit and collective achievement.



Recognition and Rewards

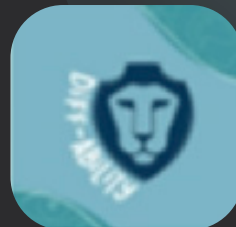
Recognising employees' efforts and contributions is essential to maintaining morale and motivation at BPP. In FY24, over 400 employees were recognized through our "Thank You" rewards program. This initiative has helped build a culture of appreciation and collaboration within the company, reinforcing positive behaviour and increasing employee satisfaction.

ED&I at BPP

We celebrate difference at BPP; bringing together people from different backgrounds, skillsets, and perspectives to create an energised and dynamic community of students, learners, clients, and employees.

BPP's Reverse Mentoring Scheme supports organisations to attract a more diverse range of employees from under-represented groups. Flipping the traditional mentoring concept, BPP students mentor senior leaders by reviewing their organisation's approach to ED&I. This could include website and social media presence, recruitment and progression policies. Using BPP's diverse student body, the Scheme aims to increase access to professional careers, using future professionals to influence and lead change and to give underrepresented individuals a voice. The Scheme is offered free of charge and, since its inception in 2022, has partnered **145 student mentors** with **34 organisations**.

BPP believes that creating an inclusive culture is embedded in behaviours and how we treat each other, ensuring that all employees feel psychologically safe to drive innovation and a sense of belonging. This culture is supported by our five Employee Resource Groups (ERGs): Diff-ability, CHEER, Womens' network, Unity and Working Families. **54% of our workforce** is actively involved in one or more ERGs. BPP's Social Impact team deliver workshops to our ERGs throughout the year to educate and empower them through thought provoking topics that affect our communities.



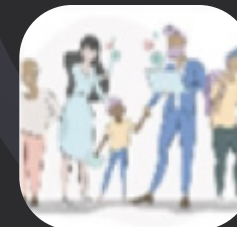
Diff-Ability

Diff-Ability brings together colleagues across BPP who are disabled, neurodiverse, have a physical or mental health condition or otherwise affected by disability - supporting in the embodiment of our company value of Everybody Matters.



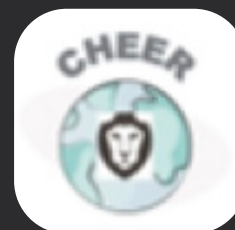
Women's Network

The Women's Network offers a supportive and safe space for women across BPP to connect, network and share insights, ideas, and experiences - which helps to underpin our company value of Everybody Matters.



Working Families

The aim of Working Families is to support parents and carers and provide them with a safe environment to share their experiences and receive information and guidance about working family life.



CHEER

CHEER is open to anyone who wishes to celebrate different cultures, ethnicities, and backgrounds, and it stands for Cultural Heritage Equity, Ethnicity and Race.



Unity

Unity supports colleagues who identify as LGBTQ+ and allies by providing a safe space and peer-to-peer support for specific needs and issues facing our LGBTQ+ colleagues, both inside and outside the workplace.

Our Community

We aim to make a positive social contribution to the communities in which we operate.

We recognise that every staff member has considerable professional and practical skills that are valuable to the communities we operate in. We encourage and empower our employees to engage with their local communities through volunteering opportunities. We support and promote fundraising activities, and we work in our communities to raise educational aspirations.



Improving access to free legal advice

BPP's Social Impact team delivers free Legal Advice Clinics in five areas of law: Consumer, Enterprise, Family, Housing and Welfare Rights. Clinics are nationwide and provide pro-bono advice to the public, delivered by BPP staff, students and external lawyer volunteers.

In 2023/24, in total 5449 pro bono hours were given by staff and students, in advising 435 clients. Whilst the cases we advise on are about much more than money (access to children or to a home for example) some cases are about financial claims and this year we helped clients to recover, obtain or avoid liability for a total of £218,148.88.

“No one was here to help us but...I found your Clinic and we realised that someone is here for us. Someone in the legal system is here to support those people who are not rich. I don't have words to express my gratitude...thank you very much for your kind help.”

“At a time when headlines are full of stories about difficulties and long delays in dealing with legal problems, this is a service that is almost too good to be true – but it is true! I am tremendously grateful to BPP for their support and free advice.”



Working in collaboration with Southwest London Law Centre, BPP's Social Impact team also facilitates free employment law advice for people living in and around London. The project deals with a broad range of issues faced by employees – from unfair dismissal and unpaid wages to discrimination and support at Employment tribunals. In 2023/24, 87 volunteers supported 293 members of the public to access advice through the project.

“I am so grateful to the team for giving me access to justice and supporting my efforts to represent my case to the best of my ability as a litigant in person.”

“I felt heard and understood...which is very considerate when giving advice and dealing with sensitive matters.”

Volunteering partnerships

BPP has a proven track record of delivering charity partnership initiatives. **LTSB** is a social mobility charity that supports talented young people from lower socio-economic backgrounds into professional roles. For the last three years we have supported LTSB to co-deliver legal skills bootcamps, which prepare participants for legal apprenticeships. We are working with LTSB to provide similar opportunities in Accountancy and Digital Technology. Following the most recent LTSB bootcamp, **69% of participants** secured a role in their chosen profession or went on to further education.

“Completing the paralegal apprentice bootcamp was one experience I will never forget. I am so grateful for the skills that I have been able to develop over the past six weeks...”

Skills bootcamp participant



The **RISE** Initiative works with schools in areas of social deprivation, helping young people to learn new skills that support lifelong learning. This year, BPP staff have delivered skills sessions in **13 schools** in lower socio-economic areas, helping to change the lives of the young people they support, as well as their families and communities.



BPP has joined the **Future in Finance** early careers platform, a new initiative, designed to bring together information and advice about careers in the Financial Services sector to young people across the UK. As the only education provider on the platform, BPP shares information about the apprenticeship pathway, together with access for young people to mentorship from BPP staff and students working and studying in the financial services sector.

This year, BPP has also collaborated with the following organisations that champion widening participation, including: Uptree, CodeHers, techshecan,



SEO/LONDON
SPONSORS FOR EDUCATIONAL
OPPORTUNITY

AS ASPIRING
SOLICITORS

Community workshops

By providing accessible and engaging legal education in schools and community groups, we are not only equipping individuals with the knowledge and skills to advocate for themselves, but also promoting social justice and equality.

“It is fantastic working with BPP and we’d love to further strengthen this partnership”

PGCE Lecturer, workshop on best practice for delivering democracy and law themed lessons to primary school children

In 2023/24, 107 hours of free public legal education were delivered across the UK by 55 BPP volunteer learners and members of staff, to approximately 1700 members of the public. 48% of all deliveries were to education providers or community groups based in the 20% most deprived local authorities in the country. 67% of events delivered in secondary school settings were in schools meeting widening participation criteria (specifically, being above the national average for percentage of children eligible for free school meals).

This year, BPP University’s School of Nursing developed its own first aiders outreach programme, which was piloted in July 2024 with primary schools in the London region. The programme was hugely successful, training 358 young people in CPR in just two weeks. By providing essential and age-appropriate information about first aid, the initiative not only empowered the young people involved, but also aimed to inspire many of them to consider a career in Nursing.

“One of the most touching moments for me was with a child with special educational needs. Initially, we thought he might not participate and could potentially disrupt the session. However, he not only sat quietly and attentively listened to everything discussed but also actively joined in during the practical part. He placed his hands on top of mine to feel how CPR was done, and that moment truly made me smile. It was a beautiful reminder of the potential that lies within every child, given the right environment and support.”

First Aiders initiative



Our Environment

We aim to minimise the impact of our business on the environment.

BPP acknowledges the climate crisis threatening our planet and takes responsibility for creating a more sustainable present and future. Environmental sustainability is embedded in how the company functions and extends to educating the next generation about addressing climate change and protecting our future.



Net Zero and Carbon Reduction Plans

BPP's Carbon Reduction Plans detail commitment to achieving Net Zero by 2050. These cover every aspect within BPP's operation and supply chain that has a material impact on the environment and are categorised into three emissions scopes.

Find out more on our Carbon Reduction Page: <https://www.bpp.com/about-bpp/carbon-reduction>

BPP is proud to operate an ISO14001:2015-certified Environmental Management System to minimize our carbon footprint, comply with legal requirements, and achieve our goal of Net Zero by 2050. Additionally, BPP participates in the Energy Savings Opportunities Scheme and acts on the recommendations provided to reduce carbon emissions. Other carbon reduction initiatives include: Cycle to work scheme, installing double glazing on windows, installing LED lighting, and encouraging train travel for short trips.

“To support our 2050 Net Zero commitment, we have set an interim 40% reduction target by 2030 for Scope 1 and 2 emissions. We will also set an interim Scope 3 target once we have more complete data.”

Emissions reduction targets

Supporting Sustainability

Staff and students are provided with many ways to engage with sustainability at BPP through the staff BPP Sustainability Group, Sustainability Champions, and the Student Sustainability Club. These groups create spaces to discuss issues like mitigating and adapting to climate change and will run events to volunteer or meet like-minded individuals.

BPP has partnered with Sustainability Unlocked to offer training on ESG and sustainability topics. Educating the next generation of decision-makers comes with the responsibility of ensuring they are aware of the role they must play in combating climate change.



Sustainability in Education

The BPP Group has produced a range of tailored ESG courses, from an overall introduction to ESG, to the statutory requirements of financial reporting to the opportunities for sustainable investment. These courses are available to all employees within BPP.

BPP's Social Impact team has a collaboration with the Environmental Law Foundation, a charity that aims to protect our environment. Together, our students and learners research areas of environmental policy to help ensure environmental laws are effectively implemented and enforced and to influence government policies related to environmental protection. This is an excellent example of how our student body can make a difference through projects that support a sustainable future.

In 2023, the BPP Group launched its Sustainability Champion Award. Sitting within our Apprenticeship Awards, this recognises those who are engaging with ESG as part of their apprenticeship.

For more information on BPP's approach to Sustainability, visit: <https://sustainability.bpp.com/>

If you'd like to find out more about Social Impact at BPP, please contact SocialImpact@bpp.com