compass COMMUNITY
Children's Services

ESG Impact Report:
Guided by Sustainability

1st April 2020 - 31st March 2021

compass Children's Homes

compass EDUCATION

compass FOSTERING

compass COMMUNITY
Therapeutic Services

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About Compass Community

Compass Community Children's Services

Compass Community is a leading provider of children's services across the UK. We exist to provide excellent support for children and young people requiring care and to give a child a childhood. Through our fostering, residential, and educational placements, our child-centred approach empowers children and families to access a safe and fulfilling future. Attention to detail, outstanding therapeutic programmes, and specialist training for our carers and staff support our aim of improving the self-esteem, confidence, life chances, achievements, and placement stability of every young person in our care. We are proud to have received strong ratings from Ofsted across each of our services.

We developed the REACH approach to provide Compass colleagues and adults with a holistic framework for childcare and maintaining well-being of children and families. REACH is a conceptual framework based on resilience theory, attachment theory and aspects of social pedagogy which supports and underpins the Compass practice approach by which children can be helped to move towards a sense of security and improve their emotional well-being. The 5 aspects are as follows: Resilience, Education, Acceptance, Child Centred, and Holistic.

We believe it is key to adopt the belief that people are fundamentally good and that unconditional positive regard is the most powerful mechanism for change. Our underpinning philosophy, that all people are doing the best they can to be the best they can be within their own frame of reference, is highlighted within all our support systems and training sessions.

Our vision is to be the preferred children's service provider; renowned for an optimistic and pragmatic approach, where we believe change is possible.

Compass Children's Homes

Our culture is based on family values of respect, caring, education, social and leisure pursuits, and good health.

A Compass Children's Home is exactly that: a home. A home where our brilliant teams provide substitute parenting for children and young people who experience a range of behavioural and emotional difficulties. A home where we find out how a child would like their bedroom decorated before they arrive. A home where we encourage our children to get involved in activities. A home in which we learn, listen, guide, and care.

Compass Children's Homes is one of the most successful independent children's services providers in the country. We give young people the opportunity to encounter normal, ordinary experiences to provide them with the building blocks to reach developmental milestones they need for everyday life. The young people in our care often come to us to strengthen their 'toolbox', and we help to provide them with the tools they need throughout their lives. This involves recognising each child and their specific needs to ensure we are providing the highest quality care. We believe that our residential services have a key role to play by providing safe and effective care and taking the right action at the right time to keep children safe.

Our culture is based on family values of respect, caring, education, social and leisure pursuits, and good health.

We also recognise the importance of investing in and retaining a strong workforce, offering high quality training and frequent supervision as well as specialist independent consultation.

We are dedicated to safeguarding and place the safety and security of children and young people at the centre of all that we do.

Compass Education

Compass have continued to build on the success of our first two Ofsted Outstanding schools and after adding three schools last year, we are delighted to have opened a further eight schools this year that meet the needs of children and young people requiring bespoke education packages to achieve and become the best they can be. We pride ourselves not only on offering high quality education, but by the outcomes and achievements of the children we care for.

Compass Schools are unique and distinctive environments that are highly effective in supporting complex children who have experienced trauma and adverse childhood experiences. We aim to develop young people who are responsible, caring, and respectful of others, and have a strong sense of fairness and what is 'right'. We want pupils to treat others as they would like to be treated themselves and to understand and celebrate diversity and difference. We strive to deliver a holistic education experience which helps children develop personal qualities such as thoughtfulness, honesty, respect for difference, and self-respect to reflect upon their role as emerging citizens. We work with pupils to develop self-belief and support children in learning how to be effective learners.

Central to our ethos is the belief that behaviour can be modified, managed, and enhanced to enable children and young people to engage with the learning process successfully. We strive to encourage and teach children and young people how to manage their behaviour to create positive environments where learning can take place in a calm, purposeful atmosphere.

We continue to grow the number of schools that we operate. We believe that a strong educational foundation has a positive environmental and social impact on our young people, setting them up to lead lives of achievement and contribution to their communities.

Our schools work as part of therapeutic communities supporting children with various packages of education, therapy, and care as required, leading to hugely improved academic outcomes. On average, pupils make 200% more learning progress with Compass, compared to previous settings. We are tremendously proud that this year, 100% of our Key Stage 4 students achieved a GCSE qualification, with 86% achieving six or more. Pupils undertook a total of 40 GCSEs.

We offer our pupils a wide range of external accreditation including GCSEs, Functional Skills and Entry Level certificates and are highly ambitious for all our pupils based on their academic and emotional starting points.

We pride ourselves not only on offering high quality education, but by the outcomes and achievements of the children we care for.

Compass Fostering

Fostering provides a safe environment for young people who are unable to live at home with their birth family. Foster care is all about making sure that children and young people are provided with the best possible support from those around them.

That is Compass Fostering as a service: the role of a foster carer and social workers coming together as a team to work towards the best outcome for each child in our care. We are a leading UK independent fostering agency, and we continue to put children's needs front and centre of everything we do, delivering professional, respectful, and forward-thinking fostering services for children, carer families and local authorities, throughout England and Wales.

We work with foster parents of all kinds who want to provide safe, welcoming, nurturing homes that keep our children safe, meet their physical and personal needs, and promote educational and independent skills. We look after our foster carers, supporting them from initial contact throughout their caring career. Our focus is on inclusive foster care provision. We seek to operate within a framework of fairness, openness, integrity, and accountability and expect the same of those providing services for the agency, or on behalf of the agency. We aim to offer our foster carers excellent support, training and pay, to enable them to provide the best possible care.

The spirit of cooperation, together with a unique combination of knowledge, experience, and professional skills, dramatically increases the chances of a successful outcome for the young people and foster families we work with.

Compass Therapeutic Services

Throughout Compass we fundamentally believe that every child must be given the opportunity for specific and bespoke individual therapeutic interventions at any point that a need arises. This is vital because the visible and invisible effects of complex trauma can manifest in so many differentiating, unique, and extreme ways.

As part of Compass' ongoing development we are proud to be offering five differentiated therapeutic interventions for children:

- Assessing & Healing Complex Trauma (AHCT)
- Children with Learning Disabilities (CWLD)
- Overcoming Childhood Trauma (OCT)
- Overcoming Sexual Trauma (OST)
- Overcoming Problematic Sexual Behaviour (OPSB)

Therapeutic thinking and understanding are central to the ethos of Compass, which is why we do not simply provide therapy for the child but an on-going wrap-around service to ensure they progress successfully on their therapeutic journey. This means that our multi-disciplinary therapy teams span across the Compass residential, education, and fostering services, offering a vast range of therapies and assessments. The teams are specially selected to include a broad range of therapists, therapeutic coordinators, mental health workers, psychologists, and psychiatrists.

Children can be seen individually or in groups, in homes or in their schools. The further benefit of our therapy service is that young people moving between residential and foster placements can maintain their therapeutic relationships where required.

A Message from our ESG Chair

Compass Community has a rich history of delivering high-quality services to children, foster carers, communities, and local commissioning bodies, bringing huge diversity to the localities in which we serve. Our staff work tirelessly to ensure we fully engage and support our carers in improving the lives of children, working towards our mission to 'give a child a childhood'.

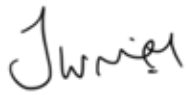
At Compass, child welfare and development are our number one priority. We are always looking for new ways to improve our range of children's services and as such we have expanded in the past year to include our own therapeutic service. By bringing this aspect of care in-house, we can provide a more seamless experience for all our young people, staff, and carers, supporting them through times of upheaval and uncertainty.

The past year has presented enormous challenges for Compass and the communities we serve. While many staff have been off sick or isolating, those who were able to worked incredibly hard to continue offering our frontline services to more than 1,700 children and young people. Our foster carers have gone above and beyond to support the children in their care. Staff, carers, and young people have all risen to the challenges of the past year and have given back to the community through fundraising.

Beyond our core agenda we embed these key principles across our organisation: positive contributions to our communities, stewardship of the planet we share, and ethically responsible leadership. As we continue to embed sustainability practices, we are advised by Sustainable Advantage, a leading environment, social, and governance (ESG) consultancy, who provide independent feedback to help us achieve our targets in these areas. Improving ESG performance has benefits not just for an organisation's enterprise value, but also for the conscientiousness of its stakeholders. We can all feel proud of making a positive impact on our world.

In last year's ESG report, we set ourselves targets across a range of metrics. I am pleased to say that we have met or exceeded most of our targets from last year's ESG report. We cannot claim this is entirely due to our own actions and interventions, as some of these gains, such as reductions in energy consumption and waste production, resulted from changes to building use during periods of mandatory closure. However, I am immensely proud of the way our community has worked together to overcome the difficulties of the past year to make progress in these vital areas. Although there have been unforeseen obstacles resulting from the COVID-19 pandemic, we continue to make decisions that build a sustainable, diverse, and ethical business focused on the differing needs of the local communities we operate in.

I have no doubt that the coming year will bring fresh opportunities for growth, as well as new and unexpected challenges. The COVID-19 pandemic continues to affect our day-to-day lives, requiring creativity as well as effective planning to achieve our aims. As such, we have set out renewed targets in this report, building on our successes from the past year, and adding additional areas of focus relating to our upstream impacts and employee training and satisfaction. I look forward to learning with you as we do this work together.



Jamie Wright, CFO

ESG Objectives

Key objectives for the next two years:

- Reduce Average Energy Consumption by 10% per site*
- Procure >50% Renewable Electricity
- Remain Carbon Negative
- Reduce Transport Emissions by 10%*
- Reduce Waste by 10%*
- Increase Recycling Rate to >50%
- Reduce Waste to Landfill to <25%
- Train staff on sustainable practices 100%
- Satisfaction survey completed by >50% of staff
- Employees reporting they are proud of what Compass achieves >85%

*Based on baseline data from 2019-2020

ENVIRONMENT

Our ESG policy requires that we support a precautionary approach towards environmental challenges; encourage the development and diffusion of environmentally friendly technologies; recognise and improve the impact of our operations on the environment and wider community; and, where possible, undertake initiatives to promote greater environmental responsibility. We ensure that all necessary environment permits and licences are obtained for the relevant operations and we handle waste and chemicals properly, safely and in accordance with the law. As we grow as an organisation, we undertake energy efficiency building retrofits, from double-glazing windows to installing low energy lighting and insulation. Where possible, we undertake bigger energy reduction interventions such as installing solar panels, air source heat pumps, and biomass boilers. We are working to improve our waste streams and recycling and to reduce our transport-based emissions.

SOCIAL

Compass is a dynamic and progressive social care organisation that specialises in providing quality care to children and young people. It has a highly skilled and talented workforce who all work together in achieving the organisation's strategic aims and objectives. Our core work is centred around improving the lives of the children in our care. To achieve this, our guiding framework, the REACH approach, is a child centred and holistic approach which enables us to provide positive attachment and care underpinned by positive psychology. Our people view community engagement and 'giving back' as a necessary part of this holistic approach, and both our staff and young people undertake a wide range of volunteer activities and fundraising.

GOVERNANCE

Governance is a framework which structures how an organisation meets and delivers its requirements, standards, and practices. It provides a platform to enable the organisation and its stakeholders to ensure effective, accurate and legally compliant delivery of services. The performance of our business objectives is managed and benchmarked using key performance indicators to measure effectiveness and evaluate success. We use this data to drive and improve our business, by monitoring areas of

success and areas for improvement, and implementing plans accordingly so we can clearly evidence how we are meeting the needs of our young people, carers, staff, and other stakeholders. All Compass services are represented at the overarching Operations Board which meets monthly to review the organisation's strategic approach and development of the services it provides.

Supporting the United Nations Sustainable Development Goals

Developed by the United Nations, the Sustainable Development Goals (SDGs) are 17 overarching goals that provide a global framework for peace and prosperity in consideration of the environment. To support the UN Sustainable Development Goals framework, we have selected seven SDGs which align with our vision and values.

In line with last year's ESG report, we have highlighted our related actions and commitments alongside each of the chosen SDGs to aid in the transparency of how we are contributing to each goal.

UN SDGs	**End poverty in all its forms everywhere**	**Ensure healthy lives and promote well-being for all, at all ages**	**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**	**Ensure access to affordable, reliable, sustainable and modern energy for all**	**Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation**
UN Indicators	**1.2** By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions. 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.	**3.5** Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.	**4.1** By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes. 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.	**7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.	**9.4** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
Our Contribution	By providing our children with stable childhoods we aim to give them the best chance in life to be able to support themselves.	We ensure all our children and staff live and work in safe and healthy environments. We work against specific challenges, safeguarding children from all forms of abuse.	Through our schools we provide tailored education for complex children with unique support requirements.	We are working towards increasing our renewable electricity supply from 5% to 50%.	Carbon offsetting projects we support have achieved renewable energy advances, carbon sequestration, infrastructure repair, and training and jobs for communities.

Supporting the United Nations Sustainable Development Goals

UN SDGs	**Reduce inequality within and among countries**	**Ensure sustainable consumption and production patterns**	**Take urgent action to combat climate change and its impacts**	**Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**
UN Indicators	**10.2** By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.	**12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse. **12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	**13.3** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	**15.a** Mobilise and significantly increase financial resources from all sources to conserve and sustainably use biodiversity and ecosystems.
Our Contribution	Through our own work providing children with quality care and all charitable efforts from our children and staff we help to reduce inequality.	We reduce energy, waste, and water consumption wherever possible. Additionally, we report on our sustainability goals and progress, and encourage our staff to contribute to achieving these goals through our ESG Committee work. We engage with our suppliers to communicate our ESG goals.	Where we cannot reduce consumption, we have offset all our carbon emissions to become 5% Carbon Negative.	Carbon offsetting projects we support have achieved reforestation, carbon sequestration, and renewable energy increases.

Environment

Energy

Table 1[1]

	01/04/19–31/03/20		01/04/20–31/03/21	
	Total	Average per site	Total	Average per site
Elec kWh	532,654	15,219	498,038	11,319
tCO_2e	136.1[2]	3.2	105.7	2.5
Gas kWh	2,135,339	61,010	1,251,957	36,822
tCO_2e	391.1	11.2	229.3	6.7

Target: within 2 years

- Reduce Average Energy Consumption by 10% per site
- Procure >50% Renewable Electricity
- Remain Carbon Negative

Review of the year

During the reporting period, most of our offices were closed due to lockdown measures resulting from the COVID-19 pandemic. As key workers, some of our offices did remain open with skeleton staff in. All homes and schools remained open. During this period, Compass expanded, acquiring 18 new properties. Despite this growth, we were able to exceed last year's energy reduction target of 5% overall, reducing electricity consumption by 6% and gas by 41%. We also reduced average consumption per site across both electricity and gas, as shown in Table 1.

The past year of restrictions and uncertainty resulting from COVID-19 has made it difficult to achieve many of our aims and objectives, as well as presenting barriers to implementing new initiatives. These changes have also made it difficult to assess what portion of our energy reductions were due to our initiatives, and which were due to the temporary office closures. However, we continued to work towards energy efficiency best practice across our new and existing buildings.

We consistently meet building regulations, as well as energy standards. We conduct an energy assessment (EPC) on all new homes and bring all properties up to a D as a minimum. Most of our properties are double glazed, and we are upgrading with double glazing where it is not already in place. New extensions are fully insulated through wall cavity and ceiling insulation. Where lofts are poorly insulated, we add or improve insulation to better retain heat. We always replace lighting with low energy units and movement sensors are being installed in all new builds in hallways and bathrooms to avoid lights being left on. In a sample of 25 of our residential properties where data was available, 100% had double glazing and low energy lighting while 40% had loft insulation.

We have one property which uses a biomass boiler, rather than mains gas, in conjunction with LPG to heat the property. We are installing an air source heat pump at a new school development. One of our new sites has solar panel installations.

Plan for next year

We have set our energy reduction target based on consumption per site rather than total consumption, as we feel this is a more accurate way of reflecting our energy use and of measuring the effectiveness of our energy reduction initiatives as we continue to grow as a business. We have set the period for achieving our targets over two years, as this will enable us to both achieve ambitious improvements, and to account for the challenges and uncertainty that are likely to continue for at least the next year.

Over the coming year, we will continue our retrofitting as outlined above, and we will collate data about energy efficiency fittings across all our homes and offices. Additionally, we hope to install smart meters in all our residential properties. This will offer several benefits in terms of accuracy of data, as well as helping us to identify areas where we can cut back on energy waste.

We are currently developing a programme of education about energy usage for our staff and our young people. We hope this will help our community gain a better understanding of energy consumption and the importance of reducing waste, as well as gaining buy-in from our stakeholders for our energy reduction measures. Finally, we believe that teaching our young people about energy and carbon footprint will contribute to our aim of developing conscientious and responsible citizens.

[1] Based on actual and estimated data.

[2] Tonnes of carbon dioxide equivalent (tCO_2e) is a standard unit for calculating emissions across carbon dioxide and other greenhouse gases (GHGs). Tonnes per kWh change annually based on government guidance.

Waste

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Table 2[1]

	01/04/19–31/03/20		01/04/20–31/03/21	
	Kg	%	Kg	%
Waste to Landfill	84,921	51	61,356	38
Energy Recovery	23,514	14	50,928	31
Recycling	59,773	35	50,165	31
Total	168,208	100	162,448	100

Target: within 2 years

- Reduce Waste by 10%
- Increase Recycling Rate to >50%
- Reduce Waste to Landfill to <25%

Review of the year

Over the past year, we have focused our waste reduction efforts through our ESG committee with the aim of minimising waste and pollution where possible using the 3 Rs: Reduce, Reuse, and Recycle. Our waste streams were also reduced by COVID-19 closures, which mainly impacted our offices.

We set ourselves the target in last year's report of reducing our waste by 5%. We nearly met this target, achieving a 3% reduction overall despite the organisation's growth. Most of this reduction was in our waste sent to landfill, which we reduced from 51% of our total waste last year to 38% this year, as shown in Table 2. We recycle 31% of our waste throughout our sites, with a further 31% being used for energy recovery (incineration).

We achieved these changes through increasing the number of sites managed by our external waste management consultants, engaged in 2018 to support us across our estate. They produce monthly waste reports setting out the volume of waste generated per site, as well as how the waste is disposed of, i.e., recycled, incinerated, or sent to landfill. Our assigned account manager reviews site performance monthly and engages with each site to improve recycling. The focus is on reducing the amount of residual waste that ends up in general waste bins to improve our recycling levels. All dry mixed material is sent to a material recycling facility where it is separated into the various constituent parts and recycled. Where possible general waste is sent to energy recovery plants where it is incinerated and converted into energy.

Plan for next year

By engaging our managed waste service-providers, and continually increasing the number of sites where we manage our own waste, we will be able to better evaluate where our general waste is sent, to achieve our goal of sending <25% to landfill, and to increase our recycling percentage to >50%. We have decided to base our reduction targets on baseline data from reporting year 2019-2020, as a more representative expression of our usual waste generated and a more ambitious target.

Where possible food bins will be added on site with this waste stream being sent to an anaerobic digestion plant where a bacterial process generates energy, and the residual product is used as fertiliser. We will continue to implement organisation-wide initiatives with the aim of achieving our 10% reduction target over the next two years.

[1] Based on actual and estimated data.

Transport and Supply Chain

Table 3[1]

	Compass vehicles	Staff vehicles	Total
Vehicles	88	343	431
Mileage	568,544	511,347	1,079,891
tCO_2e	157	141	298
tCO_2e %	53%	47%	100%

Target: within 2 years

- Reduce Transport Emissions by 10%

Review of the year

Over the reporting period, our transport emissions were impacted by COVID-19 restrictions. Our social workers were unable to make site visits to foster homes during periods of national lockdown. This meant our staff mileage decreased, as did the staff mileage across our other services. The exception was in our children's homes. During the past year, we increased our residential properties by 18 sites. As a key service, our transport continued to and from our children's homes. Thus, our mileage from company owned and leased vehicles increased from last year. Overall, transport from company and staff vehicles together comprises 47% of our carbon emissions for the year, compared to 44% last year, as shown in Table 3.

To ensure staff are as efficient as possible with their journeys, we have provided an 'Eco-Friendly Driving' guide, supplied by Sustainable Advantage. We also monitor our mileage claims regionally, checking to make sure they are completed correctly and that mileage rates are paid according to the vehicle type.

Our Compass homes, schools, and offices are spread throughout the country, and supplying all these locations can create a considerable carbon footprint through delivery transport. We therefore encourage all our sites to procure locally, ensuring we minimise our indirect emissions from the mileage of high consumption delivery vehicles, reducing our carbon footprint as well as supporting the local economy.

We choose whenever possible to work with ethical construction companies when refurbishing or constructing our properties. In March 2021, Nine Points Property Ltd, one of our key partners, ordered a delivery of 16 down jackets of various sizes for the Basingstoke Fire Station COVID-19 Vaccine Centre to keep the team from shivering while they administered lifesaving jabs. Seaview Building Company Ltd, another of our key partners, continued to operate an emergency repair service during the pandemic, which they provided for free to the elderly, the vulnerable, and for NHS staff. JSW Building Ltd undertook a 66-mile charity bike ride with Peaks and Plains Housing Trust to raise money for the East Cheshire Hospice.

Plan for next year

We will amend our current Transport and Driving at Work Policy to encourage our staff to use public transport wherever possible and to also include guidance on reducing carbon emissions while driving. We will consider implementing an incentive programme for staff and carers to upgrade to hybrid or electric vehicles. In continuation of the goals we set out in last year's report, we will implement a monitoring system using a questionnaire to better understand how our staff currently travel to work so that we can better monitor our progress in this area. We will identify the makeup of our own fleet and form a plan to increase the proportion of electric and hybrid vehicles we own.

We will continue to source locally, keeping indirect emissions down and helping local economies rebuild. To minimise our upstream impacts, we will also share this impact report with our suppliers, indicating to them our goals and targets for improving our ESG performance and driving change across our value chain. We will consider implementing a vetting process for new and existing suppliers, consisting of a questionnaire covering a range of ESG topics.

[1] Based on actual and estimated data.

Fighting Climate Change

13 CLIMATE ACTION

Table 4[1]

	01/04/19–31/03/20		01/04/20–31/03/21	
	tCO_2e	tCO_2e %	tCO_2e	tCO_2e %
Scope 1	405.0	43	386.2	61
Scope 2	136.1	14	105.7	17
Scope 3	410.0	43	141.1	22
Gross Emissions	951.1	100	633.1	100
Low Carbon Electricity	(46.7)	-	(13.6)	-
Carbon Offsets	(950.0)	-	(648.0)	-
Net Emissions	**-45.6**	**-**	**-28.6**	**-**

The Journey to Net Zero

- Offset 648 tonnes of carbon to become carbon negative
- Remove more carbon from the atmosphere than we produce

Review of the year

Carbon footprint is a measure that enables us to understand the major emissions areas of our business. To calculate our carbon footprint, we elected to include all emissions for which we are financially responsible, which includes Scope 1, Scope 2, and partial Scope 3 emissions. The breakdown of which emissions are included in each of these areas is shown below. Through this calculation our gross carbon emissions for the year were found to be 633.1 tCO_2e.

- Scope 1 – Carbon emitted from gas usage in buildings, and company-owned vehicles.
- Scope 2 – Carbon emitted from our building electricity usage.
- Scope 3 – Carbon emitted from our employees' personal cars due to business travel.

In last year's ESG report, we created a benchmark to measure against future emissions. The comparison of this year's carbon footprint compared to last year can be seen in Table 4.

Factors such as office closures and reduced staff travel resulting from the COVID-19 pandemic have impacted our overall emissions this reporting year, as have the growth of our business and the gaining of new sites. While we have reduced our emissions across all three scopes, the most significant reduction was in our Scope 3 emissions, meaning that our staff mileage was significantly lower this year compared to the previous year. We will continue to monitor and review our carbon emissions targets in future reports, and to explore ways we can maintain the changes that have led to lower staff travel beyond COVID-19.

We recognise that the most effective contribution we can make towards the fight against climate change is to reduce consumption and emissions. As we work towards responsible practices and reduce our waste and energy consumption, we have taken various actions to mitigate our immediate effect upon the environment. As in last year's report, our electricity is partially sourced from third-party nuclear energy contracts, meaning there are no actual carbon emissions for these supplies. We have also pledged to offset more carbon than we generate each year, making us carbon negative.

In addition, we see our role as contributing to the development of environmentally conscious citizens of the future. Our geography curriculum, across primary, secondary, and GCSE level, includes 46 units of work which cover climate change and the environment. This contributes to the 540 teaching hours per term focussed on sustainability, across geography, science and PHSE. Our schools have undertaken 16 sustainability projects this year.

Last year's ESG report is available to read on our website as part of our 'sustainability hub'. This includes our aims and objectives, as well as our achievements to date. We share information relating to our ESG activities monthly in our Compass Business Update, which is sent out to all staff. We also share this information through our staff and foster carer intranet portals. We regularly create and share infographics for social media posts about our ESG commitments including our support for the UN SDGs.

Plan for next year

In the coming year, we will continue to implement our energy efficiency measures across our buildings and will work with our staff and supply chain to reduce Scope 3 emissions through reduced and efficient travel, and to positively influence our upstream impacts. We will update our sustainability hub with each year's new ESG report. We will add relevant information about our environmental impacts and initiatives to our Community newsletter that is sent out to each of our services, along with our carers and young people.

[1] Based on actual and estimated data.

Carbon Offset Projects

13 CLIMATE ACTION

Compass is committed to being carbon neutral. This year, we are continuing to invest into carbon offset projects to contribute to global avoidance and reduction of atmospheric carbon emissions, and to support communities in emerging economies to transition to low-carbon economies.

After our successful partnership last year, we are continuing to work with Sustainable Advantage and South Pole to guide us in the pursuit of this process and we are only funding offsetting projects certified by Gold Standard. Gold Standard was established by the World Wide Fund for Nature (WWF) in 2003 as a best practice standard within the carbon offsetting market to engage local communities within the projects and to ensure alignment with sustainable development targets.

This year we have purchased 500 carbon credits. 140 carbon credits will support the Musi River Project in Indonesia and 360 credits will support the Kariba Forest Protection project in Zimbabwe.

The Musi River Hydro plant has created quality jobs and upskilling opportunities for locals in what has been traditionally a farming community.

Carbon avoidance project: Musi River Hydro

Located in rural Sumatra, this run-of-river hydroelectricity project harnesses the flow of the Musi River to generate clean energy for the grid. The project supports local jobs, new income streams, and has funded infrastructure improvements – as well as a reforestation programme.

The Context

Sumatra, Indonesia's largest island, is covered by dense tropical forests that are home to countless plant and animal species. Its fertile soil is ideal for growing rice and other commodities such as coffee, cacao, cinnamon, and palm sure. Despite this, new economic opportunities are limited by rudimentary infrastructure and poor electricity access – and growing energy demands threaten Sumatra's unique natural ecosystems.

The Project

This grid-connected, run-of-river hydroelectricity plant is built on the upper banks of the Musi River near Sumatra's port city of Bengkulu. By harnessing the kinetic energy of powerful running water, the Musi River Hydro plant has a total-installed capacity of 210 MW and delivers over 765,000 MWh to Sumatra's grid every year.

The Benefits

This project addresses issues in rural Sumatra such as poor electricity access and the lack of quality employment opportunities – as well as fostering sustainable economic development. The Musi River Hydro plant has created quality jobs and upskilling opportunities for locals in what has been traditionally a farming community. A portion of project revenue is reinvested in the local community, building an orphanage, constructing new roads, bridges, and a traditional marketplace – giving local farmers better access to their rice paddies and the opportunity to pursue additional income. A reforestation program has also been established in the surrounding catchment area to safeguard the natural landscape.

Carbon Offset Projects

The project supports a range of activities beyond environmental protection, promoting the independence and wellbeing of these communities.

Carbon reduction project: Kariba Forest Protection

Since its launch in 2011, the Kariba project has protected nearly 785,000 hectares from deforestation and land degradation, preventing more than 3.5 million tonnes of carbon dioxide being released into the atmosphere every year. The project continues to support regional sustainable development and the independence and wellbeing of local communities.

The Context

In recent decades, Zimbabwe has suffered from political and economic turbulence. With limited economic opportunities, desperate communities have delved deeper into the forests, clearing it for subsistence farming and fuelwood. More than a third of Zimbabwe's majestic forests have been lost. Creating further instability for people with already precarious livelihoods.

The Project

The Kariba Project protects almost 785,000 hectares of forests and wildlife on the southern shores of Lake Kariba, near the Zimbabwe-Zambia border. One of the largest registered REDD+ projects by area it connects four national parks and eight safari reserves, forming a giant biodiversity corridor that protects an expansive forest and numerous vulnerable and endangered species – including the African elephant, lion, hippo, lappet-faced vulture, and southern ground hornbill. As well as this, the project implements numerous community-focused initiatives detailed below.

The Benefits

Kariba is a community-based project, administered by the four local Rural District Councils (RDCs) of Binga, Nyaminyami, Hurungwe and Mbire. As such, the project supports a range of activities beyond environmental protection, promoting the independence and wellbeing of these communities. Improved clinic amenities provide better healthcare, infrastructure including new roads and boreholes improve daily life, and school subsidies are offered to the poorest quartile of the population. Project activities in conservation agriculture, community gardens, beekeeping training, fire management, and ecotourism create jobs and facilitate sustainable incomes, benefiting the entire region.

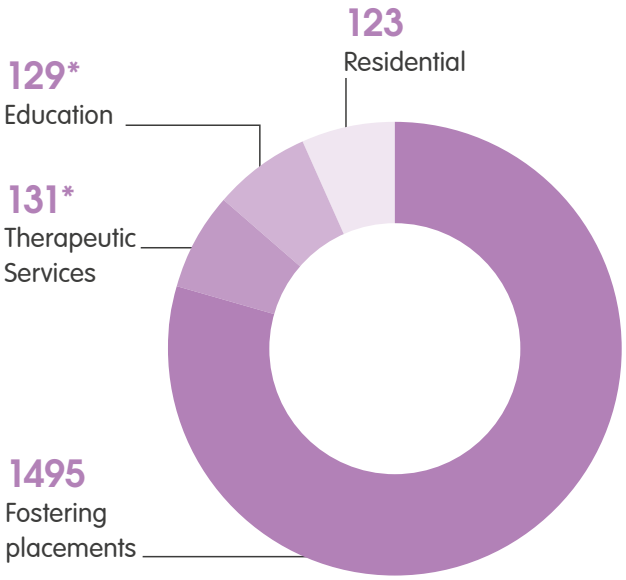
Social

Social

Target: within 2 years

- Train staff on sustainable practices 100%
- Satisfaction survey completed by >50% of staff
- Employees reporting they enjoy working at Compass >85%

Our Children and Young People



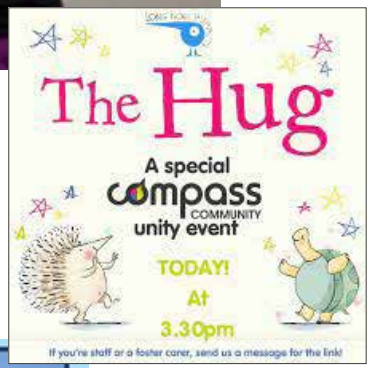
* Some children overlap across multiple services

Community Engagement

Given the financial, health, and social challenges resulting from COVID-19 and the ways in which they impacted on individual well-being, we felt it was more important than ever over the past year to engage with our stakeholders across our entire community.

While some of our normal face-to-face activities weren't possible, such as the Christmas quiz and regional meet-ups, we managed to move much of our social activity online. A virtual Christmas quiz and games night was held for each region, and children and foster carers had a great time. Compass Community came together for a special Unity Event. The wonderful Long Nose Puppets put on a virtual viewing of 'the Hug.' The event was well received and enjoyed by children and adults alike!

We have a recognition programme that runs monthly throughout each of our services. The REACH Awards allows staff to nominate co-workers to win either a £25, £50 or £150 voucher. There are 3 winners from Fostering, Community and Residential Services, allowing members of our community to recognise and celebrate the hard work and dedication of our staff.



Social

Tackling Economic Inequality

Due to job losses, illness and other impacts of COVID-19, many families and individuals in our wider communities have struggled to make ends meet and to keep food on the table. On our 'info centre' on our fostering website we like to post articles that encourage our audience to do some good. Focus topics in past months have included supporting food banks and how to help your local community, and over the past year our fantastic children, foster carers, and staff have gone above and beyond to support and raise money and provide volunteer support for so many amazing causes. We have created a 'calendar of good work' to showcase their efforts.

CALENDAR OF GOOD WORK

APRIL 2020

During lockdown one of our young people, K, wanted to show his appreciation for the amazing NHS staff at Derby and Burton Hospitals so he decided to raise funds for their charity. K raised an incredible £1,490!

One of our young people put a great video together with friends and family to thank the NHS for their commitment and hard work. This video is publicly available to watch at this Facebook link https://m.facebook.com/198711990231775/videos/690879608394857?_rdr

MAY 2020

Our carer Sue has been delivering free afternoon teas to the elderly and lonely. Her foster girls came with her and watched from the car as she delivered the cakes and brightened someone's day.

Our brilliant children's homes put on a Big Compass Quiz during lockdown to keep our children and young people entertained. Our young people and staff raised £180 (+£45 gift aid) which was donated to the NHS.

JUNE 2020

C & C helped to distribute food in our local community giving something back to people who may be struggling during these difficult times.

JULY 2020

Our young person L worked extremely hard and cycled from Newhaven to Brighton hospital AND back again, to raise money for the NHS.

Age UK Herne Bay & Whitstable put out a request for Union Jack cakes to be made for the pensioners who have been shielding to be delivered with their meal on VE Day. Our carer Sally and her boys managed to make 120 cupcakes! They donated them putting a smile on everyone's faces.

AUGUST 2020

Our foster carer, Antonella braved the shave to raise money for Macmillan Cancer Support. She raised over £450!

M, the daughter of our carer Joanne Burgess raised a brilliant £745 for East Kent Hospitals Charity. She wanted to support staff working on COVID-19 wards at the William Harvey Hospital.

SEPTEMBER 2020

Our home, TC, ran a Macmillan Cake Competition between the young people and the team. They raised money for a good cause and ate some delicious treats!

One of our panel members, Steph, has a son, Joel, who has been diagnosed with the most aggressive form of brain cancer there is. Compass wrote a story to highlight fundraising efforts and have donated an amount to his Kickstarter.

Our young person J, in one of our residential children's homes signed up for the Race for Life. He did a fantastic job of raising money for a brilliant cause!

OCTOBER 2020

At the beginning of the year one of our fantastic carers, Yvonne Cossins, wanted to take on the challenge of completing a mammoth set of tasks to raise money for anti-homelessness charity Coffee4Craig.

NOVEMBER 2020

Compass Fostering sponsored Rog and his team (Generation Gap) on their incredible journey of rowing the Atlantic!

Tommy Lea in our Education Team ran a fantastic fundraiser for Movember! Compass managed to meet the target of £250, raising money for a brilliant cause.

DECEMBER 2020

Our Willow Park (school) team embarked on a sponsored walk to raise money for Shelter at the end of the year. The staff and pupils completed a whole 5km and raised a whopping £100 for charity!

JANUARY 2021

Our Rustington office made a hefty delivery of food to their local Littlehampton & District Foodbank, encouraging all our staff who were near the office to donate to our collection points.

FEBRUARY 2021

Our incredible carer Charita has been doing amazing things over the last year, helping to feed hundreds of families in Sussex by donating over 3,000 meals to her local food bank.

MARCH 2021

One of our children's homes walked 62 miles in March for Great Ormond Street hospital, raising a total of £300 for the hospital.

COVID-19 Recovery

As an organisation we are committed to looking after the health and welfare of our colleagues whilst maintaining high levels of support for the children and young people we care for. Our Head of Therapeutic Services, Michelle Newman-Brown, acknowledged that the social care and education sectors come with their unique challenges over the extended lockdowns. Compass made self-referral sessions available for all staff, ranging from quick chats to full sessions. Psychotherapist-led support groups were also held virtually. These proved extremely popular and many additional group sessions were added to reach everyone who was interested.

Any staff needing to self-isolate or shield to either keep themselves or others safe is managed in a supportive environment which is fair and consistent in its approach. Registers of vulnerable staff are kept ensuring that we are aware of any health issues. It is not mandatory for staff to disclose this information, but it helps managers to ensure we can keep staff safe. Registers also contain information around the ease with which staff can work from home should the need arise.

Additionally, we ran frequent surveys over the last year to assess our staff, foster carers, and children and young people's thoughts and feelings about COVID-19. Many of our fostering regions have created their own individual surveys targeting our children and carers and asking about an array of experiences and attitudes about COVID-19, as well as other well-being issues. For our children and young people, questions included how successful they found our virtual communication to be during lockdowns; how they think we could do better; whether they feel happy; etc. For carers, questions included what they think about the quality of learning and development and training that we offer; and how they felt about the quality of our virtual communications for things like training, weekly check-ins, and support groups.

Over the course of a few months, we ran our Compass: Stay Home, Stay Sane Challenges. This was open to all our staff, foster carers and children and young people. We held 'Holiday from Home, Compass Dine with Me, DIY SOS, and Most Steps' challenges, running one a month.

Additionally, our teams wanted to thank our fantastic foster carers for all they were doing during lockdown. It was a tough time, and a bit of acknowledgement and appreciation goes a very long way. Our fostering regions did things like socially distanced door-to-door check-ins with foster families, made thank you videos, sent flowers and some sent vouchers.

Well-being

Compass is a dynamic and progressive social care organisation with a highly skilled and talented workforce who all work together in achieving the organisational strategic aims and objectives. We recognise that to achieve this, we need our people to be 'Happy, Healthy and Here'.

Through our training, opportunities, and policies, we strive to create a workplace culture where healthy lifestyle choices are valued and encouraged. We promote awareness of key health issues for employees, including social and emotional well-being, and get actively involved in health and well-being initiatives. The HR & Training Department has primary responsibility for leading these programmes, but we encourage participation from line managers and employees on topics such as health and well-being, stress management, lifestyle behaviours, and physical activity and fitness.

We recognise that everyone at different times of life may need to reach out for additional help and support. Our Employee Assistance Programme provides us with a framework to be able to do that.

1. CONFIDENTIAL ADVICE

Our external partners Perkbox provide staff with a free 24/7 confidential Employee Support Hub which offers support with emotional, legal, and family issues as well as a wealth of information on health and well-being issues. There is also access to a telephone counselling service with qualified therapists.

2. FACE-TO-FACE COUNSELLING

Compass offers confidential face-to-face sessions with one of our independent counsellors and therapists, or one of their team, to assist as a 'thinking partner', providing effective and preventive strategies with work related problems.

3. SPECIALIST OCCUPATIONAL SUPPORT

Compass work in partnership with external providers to access specialist occupational health support when required to support both the employee and the employer.

4. HEALTH AND WELL-BEING TOOLKIT

An extensive health and well-being toolkit is available for all our employees and is easily accessible on the intranet. Staff can access a full range of health and well-being guidance, tips and advice via podcasts and online training accessible through Perkbox partners 'Magpie'.

Developing our Staff

Compass is committed to providing our employees a stable work environment with many opportunities for learning and personal growth. Creativity and innovation are encouraged for improving the effectiveness of the organisation. As such, we recognise the importance of having a stable workforce that is supported, trained, and supervised, and have dedicated Human Resource and Learning and Development Teams to facilitate this.

The Learning and Development Team provides a comprehensive service that meets the needs of our different services and provides a programme of planned and bespoke learning solutions for employees, foster carers, and sessional and independent workers. An employee handbook is available to all staff alongside a robust induction, supervision, management, and training development programme. Line managers and employees will regularly discuss individual training needs to ensure that employees have the necessary skills to adapt to changing job demands as new challenges arise. Managers and employees are encouraged to participate in communication/feedback exercises, including stress audits and staff surveys. The organisation ensures that structures exist to give employees regular feedback on their performance, and for them to raise concerns.

We conduct an annual survey to find out how we can improve the experience of working for Compass. The feedback from this survey is set out in our 'You Said, We Did, We Will' plan for the year ahead. This includes a condensed report about the results, along with how we have actioned and/or plan to action staff requests, feedback, and suggestions. In the most recent results, 95% of respondents felt their team works together to provide the best care for children, while 84% felt proud to be part of Compass and what it achieves. It also highlighted areas we can improve, and this year we are rolling out an updated communication strategy as well as making changes to our Staff Recruitment and Retention strategy, based on staff feedback. This includes updating induction processes, pay and benefits packages, and training and development opportunities for staff and foster carers. We will focus in the coming year on embedding the REACH approach more widely across the organisation through communication, training, and key HR processes.

Developing our Foster Carers

Compass is growing extensively and has become one of the largest fostering agencies in the UK, along with our rapidly expanding children's residential care and education services. Our ambition is to continue to provide high quality services and placements for vulnerable children and young people through attracting excellent, competent, and committed foster carers and employees. The successful growth and stability of the organisation relies extensively on the commitment we make to support our foster carers and employees through informative, tailored, and relevant learning and development; building the confidence of potential foster carers and employees to join the group and gain from the continuous professional support and expertise we offer.

As such, Compass is committed to training and developing the skills and knowledge of our foster carers through a range of development opportunities. Compass continues to promote the resilience of all its children, young people and staff through the underlying theme and practise of REACH. The direct focus is to work with and appropriately support children who have social, emotional and behaviour difficulties through positive psychology. Our foster carers play a central role in this approach. Through appropriate support, development of knowledge, and skills we enable foster carers and staff to develop new skills and build on existing competence to deliver a level of expertise to provide the best, safe care possible. The investment and commitment that is made in positive interventions, through learning and development, promotes and supports Positive Psychology and Therapeutic working throughout the organisation. This is also embedded with our staff via interview questions, inductions, appraisals, supervisions, and training.

Equal Opportunity

Compass wishes to be an employer that reflects the communities in which we live, and to provide positive role models that reflect the diversity of the young people we care for. We realise we have a lot of work to do in this area. We have a comprehensive Safer Recruitment Policy and Equality and Diversity Policy (see Governance section for further information). Inclusivity is being considered throughout the development of our new recruitment system, Compass Candidates. This involves removing protected characteristics data before shortlisting is undertaken, to minimise unconscious bias. Above all, we aim to ensure that all employees will be provided the same concern, respect, and caring attitude within the organisation, that they are expected to share both internally and externally within every relationship.

In 2020, propelled by ongoing global events, staff and carers within the Compass Community came together to form a group named G.R.A.C.E. They are the Group and Regional Ambassadors Committed to Equality. The group help to refocus Compass' efforts in tackling inequality and discrimination, utilising the full talents of staff, carers, and children across the organisation.

GRACE exists to advise and guide Compass in upholding and understanding the lived experiences of people of colour and ethnic minority groups, including a broader understanding of institutional racism and inequality. The group strives to gain a clear picture of what is happening within the organisation regarding race and equality in general and to understand the changes Compass Community need to make to respond to the impact of inequality in our society.

The GRACE team are introducing Compass Community's anti-racist strategy which will be overseen by senior members of the organisation. GRACE invite child participation in this process, in line with our commitment to teach children and young people to be accepting of others, no matter their race, religious beliefs, sexuality, or disability. GRACE are looking to develop groups to represent wider inclusion in the future including LGBT+, faith, and disability representation.

Further, our children and young people gain a strong understanding of acceptance, tolerance, and the importance of identity and combatting discrimination through our British Values in the Curriculum content. This is included in multiple subjects and covers international artists and personal forms of expression, geopolitical tensions, and the evolution of civilisations, how the media influences people, and online safety, among other topics.

Governance

Governance

Governance

Compass Community Ltd recognises the need for an appropriate balance between openness and confidentiality in the management and use of information. The organisation's approach to governance supports the principles of corporate information and acknowledges its public accountability.

Compass principles of governance underpin our quality of care and corporate objectives:

- Provide high standards of child centred quality care services
- Clear lines of responsibility and accountability
- Continually promote growth and change while keeping children safe

Our Ethos

Our ethos is enshrined in an approach that is optimistic and believes that change is possible. Compass believes that accurate, timely, and relevant information is essential to deliver the highest quality service. As such, it is the responsibility of all stakeholders within the Compass Community to promote quality of information and to actively use this information in decision-making processes. Effective monitoring systems are in place to enable us to identify areas of achievement and areas that require improvement and further development.

Stakeholder Inclusion

Compass Community is committed to delivering the highest quality care across our Residential, Fostering, Education, and Therapeutic services, across all interventions to children and young people receiving our services. The inclusion in decision making of children, young people, carers, and other stakeholders is fundamental to our approach. Contributions made by stakeholders provide us with the evidence to inform and improve our practice.

Policies

Compass policies, procedures, and processes are informed by regulation, best practice, and views of stakeholders. They are held on a central data base and organisational websites and are available to those involved in the organisation. They are audited and updated regularly. We have included here a description of a selection of policies that we believe are most relevant to our ESG work.

Anti-Bribery and Corruption Policy

It is Compass policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business practices, implementing and enforcing effective systems to counter bribery. We uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. Furthermore, we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

Business Continuity Emergency Response Plan

Should a critical incident occur, Compass' Business Continuity Emergency Response Plan provides guidelines and procedures for staff affected by such incidents. The plan includes reference to the roles of staff and the support they will receive from the network of offices in other regions. It provides our staff, the local authorities we work with, and our customers with the assurance that our service to them will continue in the event of a crisis. Business Continuity Team members regularly review procedures to ensure that they remain in a high state of readiness to deal with any event. Should the government advise for people to stay at home, the Business Continuity Plan comes into force and critical tasks and plans are reviewed regularly to ensure that we can continue to safeguard our children appropriately.

COVID-19 Policy

Due to the outbreak of COVID-19, we developed policy and guidance for shielding and isolating, as well as additional measures for staff needing to work from home. Over the past year, we have been committed to enabling our workforce to work from home as much as possible, following the Home Working Protocol, and have considered flexible working options on a case-by-case basis. Regular meetings take place virtually to review any changes to government guidelines, with changes communicated as they occur. When making decisions to travel, we ask our employees to think about their own health and safety and adequately risk assess and understand any potential impact or harm to themselves when doing so.

Data Protection Policy

The organisation is committed to all aspects of data protection and takes seriously its duties, and the duties of its employees, under Data Protection Act 2018. We only process personal data in accordance with applicable data protection laws. Details relating to the data we collect, retain and dispose is outlined in our Workforce Privacy Policy and HR Data Retention Policy which apply to current and former members of our workforce, including employees, independent workers, sessional workers, agency workers, and self-employed consultants. The HR department has training on data protection issues and shares this information with those who handle personal information in the course of their duties at work. All employees are also required to have confidentiality clauses in their contracts of employment.

Environmental, Social and Corporate Governance Policy

This policy sets out the organisation's commitment to responsible ethical, social, and environmental considerations. It is issued to each employee so that they are fully aware of the Policy and its aims. The Policy sets out requirements relating to human and labour rights; environmental protection commitments; anti-corruption; and social responsibility. The Policy is supported by our annual ESG reports, created in partnership with Sustainable Advantage. You can read last year's report here.

Health and Well-being Policy

Compass is committed to providing employees with a safe, healthy, and supportive environment in which to work. We have a legal obligation and duty of care to manage risks to the health and safety of employees and ensure that our policies and practices reflect this. The organisation is committed to ensuring that employees' health is not compromised by the workplace. Both managers and their employees have a responsibility to ensure that working hours are kept within reasonable limits and our managers monitor their employees' hours to ensure this. Further, Compass believes that the promotion of flexible working can increase staff performance and well-being and, therefore, all employees are permitted to request flexibility in their contractual hours. We offer all staff access to our comprehensive Employee Assistance Package to promote social and emotional well-being.

Learning and Development Policy

Our Learning and Development Policy embraces the fundamental knowledge and skills required for foster carers and employees. This will be consistent across the group whilst facilitating unique services to match the needs of every child and young person in our care. It will provide the foundation for relevant child centred, attachment, and social pedagogy focused training programmes which reflect the needs of the carers and is compliant with National Minimum Standards (NMS), appropriate nationally recognised development standards, Ofsted, and all regulatory practise and excellence. Encouraged and supported by the organisation, our staff are responsible to develop their professional skillset, maintaining and improving their knowledge of the latest developments, procedures, and legislation within their profession.

Professional Code of Conduct and Standards

Our Code of Conduct is based upon Compass values. Employees are required to co-operate fully with their colleagues and with management, and to ensure the maintenance of acceptable standards of politeness and respect. Employees must always act with fairness, honesty, integrity, and openness whilst respecting the opinions of others and treating all with equality and dignity. Employees must promote the mission and objectives of Compass in all dealings with the public, service users, providers, carers, and colleagues and provide a positive and valued experience for those receiving services within Compass.

Quality Assurance

Our principles of Quality Assurance dictate that ensuring high standards of care and practice within Compass is an essential requirement when creating an environment and culture where children can maximise their life chances. We promote four key principles to enable the success of this policy: strong leadership and management, stakeholder participation, evidence-led decision making, and a culture of continuous development. This is achieved through a continuous cycle of learning and improvement. All our staff are required to work in an open and transparent manner. This involves being receptive to feedback and striving to remain open to new ideas, encourage good practice and learn skills from other social care settings, qualified research, and other sectors.

Safeguarding Policy Statement

Our commitment to safeguarding the children we support, educate and care for is informed by relevant legislation, statutory guidance, and good practice guidance.

Internally, we have robust scrutiny and quality assurance mechanisms to support the monitoring of standards and compliance. These activities and mechanisms are designed to ensure that safeguarding arrangements are fully embedded within all our service areas and reflected in our day-to-day practice with children and young people. The responsibility for these more localised activities, and for ensuring staff members can discharge their safeguarding responsibilities, rests with Head Teachers (Compass Education) and Registered Managers (Compass Homes and Compass Fostering).

Externally, Compass Community welcomes independent scrutiny from Ofsted, Local Authority commissioners and other inspection bodies, plus independent persons. Compass Community has a Safeguarding Board that meets twice a year and considers information from a range of sources from across all the service areas.

Speak Out Policy – Whistleblowing

Our work with vulnerable children and young people places employees and foster carers in a position of power. To retain the trust of those we are trying to help, it is essential that we take all reasonable steps to ensure that this power is exercised responsibly. We ensure that our systems for recruitment and management reflect this responsibility and that concerns are taken seriously and dealt with thoroughly and fairly. Employees should be watchful for illegal or unethical conduct and report anything of that nature that they become aware of.

Monitoring

Regular benchmarking against regulatory requirements is undertaken through internal and external auditing, which informs the development of best practice across all our service areas for our stakeholders. Our monitoring systems give us the opportunity to review practice monthly and identify early any areas of concern. This is then incorporated into operational and strategic plans to support our ongoing commitment to developing good practice.

Across our residential, fostering and education services there are several ways in which we monitor service delivery such as weekly Governance and Safeguarding reports, and Performance and Development Reviews, as well as monthly Operation Board meetings, Foster, Residential and Education development meetings, Senior Leadership Team Meetings, and quarterly Governance and Safeguarding Board meetings.

SUSTAINABLE ADVANTAGE

ESG ACCREDITED 2021

Working in partnership with:

SUSTAINABLE ADVANTAGE

An intelligent approach to energy, waste & sustainability

Sustainable Advantage
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Molesey Road, Hersham
Walton-on-Thames
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KT12 4RS

info@sustainable-advantage.com

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0203 544 2030

As part of our desire to ensure we adopt best practice within ESG, Compass engaged Sustainable Advantage to score Compass across 59 ESG areas. Each area is graded 0 – 4 with an overall score rebased to 100. An ESG action plan has been created following the scoring process and disseminated to the individual departments under the overall management of the ESG Committee. This process will ensure continued improvement during 2021. We are tracking our progress year-on-year. Last year's report can be accessed on our website www.compassfostering.com/wp-content/uploads/2021/04/Compass-Community-ESG-Impact-Report.pdf

compass COMMUNITY

Children's Services