



Herefordshire General Practice

Taurus Healthcare

Social Value Statement

Taurus Healthcare Ltd



We are committed to becoming a strong provider of neighbourhood health services and continuing to underpin general practice - trusted, dependable, and deeply connected to the communities we serve. Our mission is to create meaningful, measurable social value by addressing the root causes of inequality and improving wellbeing. By working collaboratively with local partners and communities, we aim to close the gap in health outcomes and create a fairer, healthier future for Herefordshire.

Our Social Value Pledge

Social

Action

- **Enhance Community Engagement:** We will develop long-term value in local communities and active engagement through Talk Wellbeing initiative
- **Equity and inclusion:** We will provide equitable recruitment and training to ensure the workforce reflects the diversity of our communities and supports an inclusive culture
- **Volunteering:** We will encourage use of staff volunteering days to support our local community
- **Support Employee Wellbeing and Work-Life Balance:** We will create a supportive environment and flexible working contracts that prioritises staff wellbeing and family life to enable a healthy, sustainable workforce

Outcomes

- ❖ Improved health outcomes
- ❖ Reduced social isolation
- ❖ Improved community engagement
- ❖ Increased understanding of our neighbourhood

Action

- ✓ Average wellbeing score
- ✓ % of underserved groups accessing services
- ✓ % reporting regular social contact
- ✓ Number of volunteer days
- ✓ Staff survey measures



Economic

Action

- **Not for Profit:** We will reinvest any financial surplus into local healthcare services
- **Buying local:** We will prioritise local suppliers in our purchasing and procurement decisions
- **Recruitment:** We will create job opportunities for local people
- **Apprenticeships:** We will create meaningful and sustainable employment pathways through the provision of high-quality apprenticeships
- **Education and Career Pathways:** We will work with local schools, colleges, and universities to offer internships, work experience, and career talks that inspire young people to pursue careers in healthcare
- **Training:** We will provide training and development to employees and community members to improve employability and gain lifesaving skills
- **Inclusive Recruitment:** We will implement targeted outreach and guaranteed interviews for underrepresented groups, including long-term unemployed individuals, people with disabilities, and care leavers
- **Return-to-Work Programs:** We will develop opportunities for individuals re-entering the workforce after a career break, particularly in clinical and administrative roles
- **Community Job Fairs:** We will host and participate in local job fairs and recruitment events to promote awareness of employment opportunities within Taurus Healthcare
- **Supplier Employment Clauses:** Encourage local suppliers and contractors to adopt local employment clauses in their contracts

Outcomes

- ❖ Increased local employment
- ❖ Economic growth
- ❖ Increased skills and resilience within the workforce
- ❖ Increased social mobility
- ❖ Increased access to employment for underrepresented groups
- ❖ Stronger local talent pipeline
- ❖ Improved workforce diversity and inclusion
- ❖ Higher staff retention and satisfaction

Metrics

- ✓ Number of local jobs/ apprenticeships created



Environmental

Action

- **Carbon literacy:** We will empower staff and volunteers to act on climate change through promotion of activity to reduce carbon footprint and include sustainability in our induction programme
- **Carbon reduction:** We will reduce our carbon footprint through a programme of developments for Nelson House including an LED replacement programme, switch-off awareness campaign and reduced printing
- **Reuse and recycle:** We will reuse and refurbish medical equipment and office furniture across Herefordshire General Practice
- **Digital healthcare:** We will promote telehealth and digital-first approaches to reduce travel and paper use
- **Smoke free:** We will promote health and clean air across all sites through compliance with our smoke free policy
- **Waste reduction:** We will reduce our waste by being digital-first for patient records and communications, eliminate single-use plastics within clinics, improve clinical waste segregation and introduce waste food recycling
- **Energy and water efficiency:** We will reduce resource consumption and promote renewables
- **Medicine management:** We will reduce the environmental impact of prescribing through the reduction of over prescribing and education of medicine disposal
- **Green social prescribing:** We will integrate green activities into support plans
- **Sustainable travel:** We will promote low carbon travel options through; support to purchase electric vehicles, no onsite parking for staff, create environment to support active travel options

Outcomes

- ❖ Increased understanding of environmental opportunities in General Practice
- ❖ Healthier environment
- ❖ Increased social prescribing

Metrics

- Reduced emissions
- Environmental audit measures
- Smoking cessation uptake
- Number of green prescriptions
- Staff survey measures
- Volume of medical equipment reused or recycled