Social Impact Statement 2026 – 2027

About Energus

Energus is a wholly owned subsidiary of the Nuclear Decommissioning Authority (NDA). Established in 2009, Energus provides high-quality training facilities, flexible workspaces, and business support services, alongside the delivery of apprenticeship and graduate programmes across the nuclear sector. Energus operates from West Cumbria and works in partnership with employers, tenants, training providers and organisations across the UK.

Our Commitment to Social Impact

Energus is committed to creating positive and meaningful social impact through its activities, partnerships and influence. We recognise that our role extends beyond the provision of facilities and programmes and includes a responsibility to support individuals, strengthen communities and promote fair access to opportunity.

Our approach focuses on developing skills, supporting wellbeing, promoting inclusion and influencing good practice across the organisations we work with. We are committed to ensuring that individuals are not only able to access opportunities but are supported to succeed and thrive.

Our Social Impact Focus Areas

Energus delivers its social impact through five key areas, reflecting both our local responsibilities in Cumbria and our wider influence across organisations throughout the UK.

Developing Skills and Employment Pathways

Energus plays a key role in developing future workforce capability across the nuclear sector and wider industry. Through the delivery of apprenticeship and graduate programmes, we provide structured, supported pathways into skilled employment.

Apprentices and graduates are employed directly by Energus and supported through placements and secondments with host organisations across the UK. Each individual is supported by a dedicated Programme Coordinator and has access to pastoral support, ensuring that development, wellbeing and progression are actively managed.

We also support wider access to employment through work experience, targeted employment initiatives and engagement with education providers. This includes creating opportunities for individuals who may face barriers to employment, helping to develop confidence, skills and long-term career pathways.

Inclusion, Accessibility and Fair Opportunity

Energus is committed to creating an inclusive environment where individuals are treated with dignity and respect and are supported to achieve their potential. Inclusive practice is embedded across recruitment, employment and programme delivery.

We actively encourage individuals to request reasonable adjustments and provide tailored support throughout recruitment and employment. Structured processes are in place to identify and implement adjustments, ensuring that individuals are able to demonstrate their abilities without disadvantage.

Our approach is supported by tools such as Health Ability Passports, inclusive recruitment

practices and ongoing pastoral support, ensuring that inclusion is embedded throughout each individual's journey.

Wellbeing, Safeguarding and Support

Energus recognises the importance of protecting the health, safety and wellbeing of all individuals we work with, including employees, apprentices, graduates and visitors.

We operate a structured pastoral support model, supported by specialist roles including the ED&I and Wellbeing Lead and external expert support where required. This enables early identification of issues and ensures individuals receive appropriate and timely support.

Safeguarding is a key component of our approach, particularly given the nature of placements and secondments across different organisations. We work to ensure that individuals are safe, supported and protected from harm, with clear reporting and escalation routes in place across all environments in which they operate.

Community and Local Impact

Energus is rooted in West Cumbria and is committed to supporting the social and economic development of the local community. Through employment, training, events and partnerships, we contribute to the development of a skilled and sustainable workforce in the region.

We engage with local colleges and organisations to provide work experience, careers engagement and opportunities for young people to gain insight into the workplace. We also support local and regional initiatives that promote inclusive employment and community development.

While our base is in Cumbria, our impact extends nationally through our work with host organisations and partners across the UK, supporting workforce development and inclusive practice across a wider sector.

Responsible Partnerships and Influence

Energus works in partnership with a wide range of organisations, including host employers, tenants, training providers and sector partners across the UK. We recognise that our influence extends beyond our direct workforce and we actively promote good practice across our network.

We set clear expectations in relation to inclusion, wellbeing, safeguarding and ethical behaviour and work collaboratively with partners to ensure that individuals are supported consistently, whether on site in Cumbria or within host organisations across the country.

Through our partnerships, we aim to promote safe, inclusive and supportive environments and to contribute to raising standards across the organisations we work with.

Governance and Accountability

Overall responsibility for social impact sits with Nicola Bacon, Head of People, Skills and Strategic Partnership. Social impact is considered as part of wider organisational governance, including equality, diversity and inclusion, safeguarding, wellbeing and risk management.

Our approach is supported by internal policies, reporting processes and ongoing review to ensure that impact is understood and continuously improved.

Activities Undertaken During the Year

Over the past 12 months, Energus has:

- delivered apprenticeship and graduate programmes with structured pastoral support across multiple host organisations
- supported individuals through inclusive recruitment and reasonable adjustments processes
- provided work experience and employment opportunities, including targeted initiatives to support individuals with additional needs
- delivered training and awareness activity across wellbeing, safeguarding and inclusion
- worked with partners and host organisations across the UK to promote inclusive and supportive practices
- progressed to Disability Confident Leader (Level 3), demonstrating a sustained commitment to inclusion, accessibility and support for disabled people in the workplace

Planned Activities for 2026

During 2026, Energus will continue to strengthen its social impact through its strategic delivery planning. This includes:

- further development of inclusive employment pathways and support structures
- strengthening partnerships across Cumbria and the wider UK
- enhancing awareness and training across the organisation and partner network
- aligning social impact activity with organisational strategy and governance processes

Progress will be monitored through the organisation's strategic delivery framework.

Review and Approval

This statement reflects Energus' commitment to creating positive social impact through its activities and partnerships and will be reviewed annually to ensure it remains accurate and reflective of our work.

Approved by:

Nicola Bacon

Head of People, Skills and Strategic Partnership

Date: