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Annual CSR Report Jan - Dec 2024

Building Brighter Futures: From
Early Years to Lifelong Careers

spencerclarkegroup.co.uk

2024 Recruiter Awards | Recruitment Agency of the Year Winner



Mike Shorrock
Managing Director

“As I look back on 2024, I am extremely proud of what our team has achieved and the impact on the wider community. Over the last 12 months, we built new and nurtured long standing partnerships with charities and schools to build a network of support and reach the people who need it most.

As well as supporting immediate needs, our wider ambition is to create lasting change and we remain committed to driving meaningful impact and empowering communities to build brighter futures.

One of our key focuses is to support early years development, ensuring that children in underserved communities have access to food, clothing, school uniforms and environments to grow and thrive. I believe that these are investments in the future, ensuring that every child has the opportunity to reach their full potential.

One of our biggest projects in 2024 was building an entire school playground for Mereside Primary Academy. It was heartening

to hear the impact of the playground and how it made a huge difference to the behaviour of pupils.

Quite simply, our purpose as an agency is to connect people to great jobs so we naturally continued to expand our Career Hub in 2024, to support the career development of professionals within the industries we serve. By working in collaboration with industry professionals, we were able to expand the depth of knowledge available. For students contemplating their career path, the Career Hub equips young people with the tools they need to enter the workforce confidently.

This report highlights a snapshot of the combined efforts of Spencer Clarke Group and the incredibly generous people who work here - generous with their time, money and donations. It is heartening to see how engaged and motivated our employees genuinely are to make a difference. As we grow and expand, it makes me excited for the future and the impact we can collectively achieve.”

Core Aspirations.

As a recruitment agency, our core purpose and competency is to connect individuals to great career opportunities. However, in socially deprived areas, some people face disadvantages from an extremely early age which can hinder their career prospects later in life.

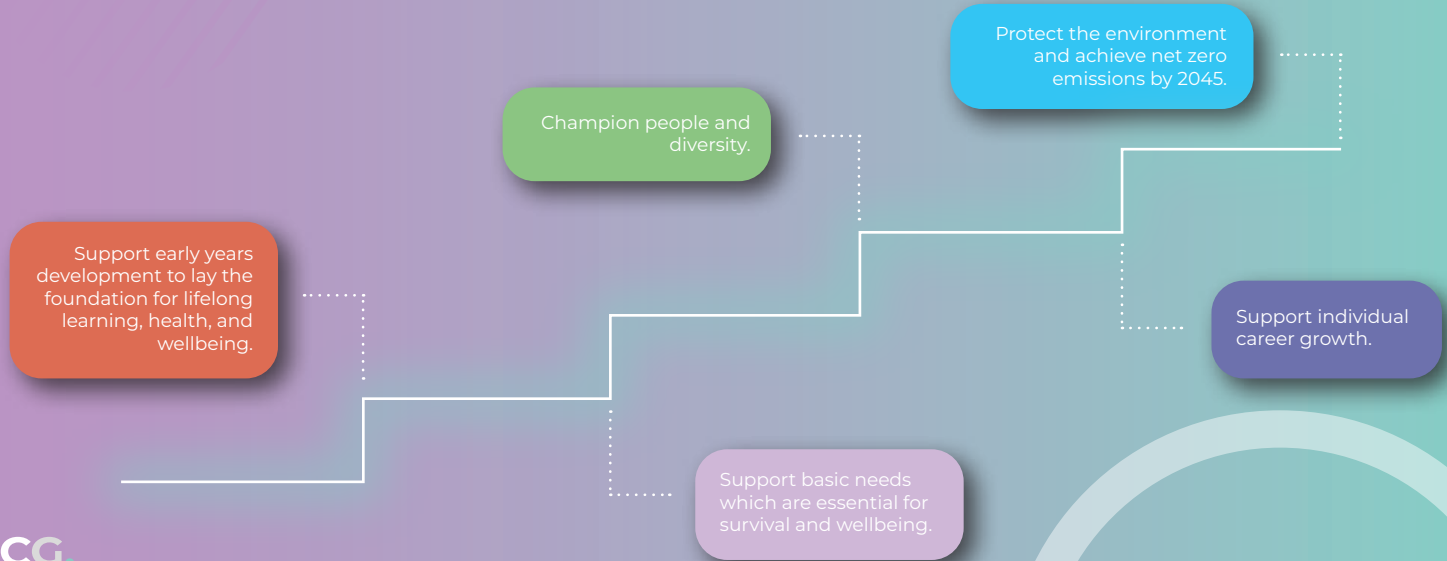
Time and time again, research has found that the first few years of a child's life are critical for brain development and building the blocks for lifelong learning.

Spencer Clarke Group is based in the heart

of Preston; on our doorstep is Blackpool, Liverpool, Knowsley and Manchester which are regularly listed as the most socially deprived locations in the UK.

The five core aspirations of our CSR strategy is to take a holistic approach and drive change from an early age to help families break free from generational poverty cycles.

With the right support and skills in place, children can dream and build a brighter future for themselves.



Building Brighter Futures Together.

In 2024, we continued to collaborate with charities and schools to leverage their expertise and maximise resources.

It is through these meaningful connections that we are able to build brighter futures together.



Impact in Numbers.

700

Kilograms of food donated in 2024 which equates to 2,000 meals.

48

Hours spent volunteering at Fylde Food Bank in 2024.

200

Items of school uniform donated in 2024.

720

Trees planted in 2024.

280

Career advice blogs added to the Career Hub in 2024.

120

Tonnes of CO₂ avoided through worldwide carbon avoidance projects in 2024.

2024 Highlights

Support early years development to lay the foundation for lifelong learning, health, and wellbeing.

As part of our 'Big Community Build' initiative, we renovated an entire playground at Mereside Primary Academy to create five learning zones. This included a construction zone, an outdoor library, a music wall, an art wall and a curiosity shed to ignite their imaginations. The playground was built adhering to the Curiosity Approach, a practice under the Early Year Foundation Stage (EYFS) statutory framework.



Supported family charity Home-Start Blackpool, Fylde and Wyre with 200 pieces of school uniform, toys and games to support summer holiday clubs, and 30 Christmas hampers to support local families.

Supported a SEND school to deliver a magical Christmas experience for its pupils. As well as supplying arts, crafts and nibbles, all 150 children visited Santa's grotto to receive a present.



Sponsored Active Lancashire, an initiative designed to embed sport and physical activity into the everyday life of young people in Lancashire. Sport has the power to transform young people due its positive impact on physical and mental health.

**Support basic needs
which are essential for
survival and wellbeing.**

Each month, we donate 52kg of food and toiletries to Fylde Food Bank to provide emergency support to those in crisis. In December, we supply a larger donation to support seasonal demand.



Each month, we volunteer 4 hours of time at Fylde Food Bank to support their vital operations.

Each quarter, employees donate clothes, books and toys to Helping Hearts Fylde.

**Helping
Hearts**

Proudly registered with the Fundraising Regulator.
Registered Charity: 1099780

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Champion people and diversity.

Two of our employees, John Shorrock and Joe Penny, raised £870 for Macmillan Cancer Support by 'braving the shave.' Macmillan Cancer Support is a cause close to John and Joe's heart as their families have been impacted by cancer.

By playing 'The Traitors' twice in 2024, we raised £1,180 which was split between the winners chosen charities - Lymphoma Action, Dementia UK and Children in Need.



As nominated by one of our employees, we raised £3,423 for brain injury charity Headway by taking on Tough Mudder. Tough Mudder provided an excellent opportunity for team bonding and facilitating physical & mental health.



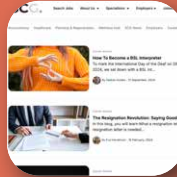
Diversity & Inclusion Insights.

How Did the Accountability Matrix Perform?
100%
100%
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Provided updated education and internal training to share strategies on testing and eliminating unconscious bias.

Support individual career growth.

Published 280 blogs on our Career Hub to provide career advice across the industries we operate. The Career Hub serves as a centralised platform to empower individuals, enhance their career prospects, and align their ambitions with well paid career opportunities.



Provided work experience for two students from Preston College. Following the placement, one of the students has joined us in a full time position on our compliance team.



Protect the environment and achieve net zero emissions by 2045.



Supported a number of worldwide carbon avoidance projects which have resulted in 120tCO2e avoided.



Planted 720 trees.

A comprehensive list of initiatives can be found at spencerclarkegroup.co.uk/about-us/csr

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Testimonials.

"We have been very fortunate to have the support of Spencer Clarke Group for us at the Kirkham branch of Fylde Foodbank.

Members of staff volunteer their help once a month at our Foodbank.

They are also very generous with their donations to us to help out with items for clients who are struggling, every time they come.

They are especially generous and thoughtful at Christmas time and other festival times when our clients seem to be most in need of help."

**Operations Manager
Fylde Food Bank**

"Spencer Clarke Group created additional spaces, including a literacy shed, curiosity shed, and a music and art wall, further enriching our pupils' educational experience.

The new playground has profoundly influenced the children's learning, enabling them to explore, embed, and expand upon their previous knowledge, thus fostering an environment of curiosity and growth.

The positive response from our community has been nothing short of extraordinary, with staff, parents, and children alike genuinely captivated by the transformation."

**EYFS Lead and Primary School Teacher
Mersey Primary Academy**

"Our parents have been overwhelmed by your generosity, enthusiasm and commitment to their children.

Your donations of school uniforms and Christmas hampers full of seasonal food have been thoughtfully chosen and brought to us in plenty of time for our staff and volunteers to deliver them to families. Your team have been friendly, understanding and have 'done what they said they would do'.

Children's earliest years make the biggest difference. Home-Start makes sure those years count, so that no child's future is limited. YOU have helped us do that."

**CEO
Home-Start Blackpool Fylde and Wyre**

2025 And Beyond.



As we look ahead, we look forward to building on the momentum of 2024 and we remain steadfast in our commitment to creating a lasting impact. Our commitment to making a difference in the lives of our employees, communities, and the environment remains stronger than ever.

Our focus will remain on addressing the five core aspirations of our CSR strategy and extending our reach to neighbouring communities. We will achieve this through strengthening existing relationships with charities and schools, and by building new partnerships.

Engaging our employees will continue to be a priority, as their passion and dedication sits at the heart of our CSR initiatives. We will provide more opportunities for staff to get involved through volunteering, fundraising, and nominating charities to receive support.

Together, we can continue building a better, brighter future for all.



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