

understanding
RECRUITMENT GROUP

Social Impact Report

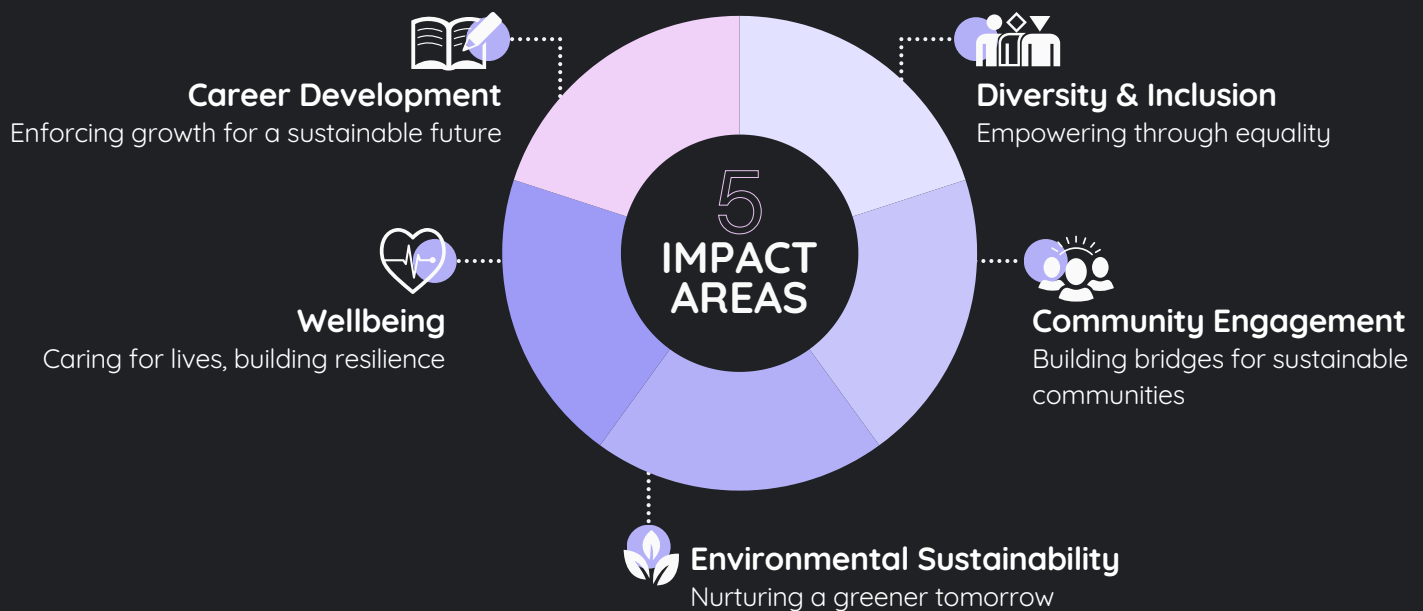
OUR 2024 COMMITMENTS



As Understanding Recruitment Group charts its course for the coming year, we are delighted to present our first Social Impact Reports series.

While our commitment to social value has always been intrinsic to what we do, this year, we take a definitive step by officially reporting on our efforts. This collection of reports not only signifies our ongoing commitment to social value but also marks a new era of total transparency.

With our newly appointed Community and Social Value Manager leading the way, we're presenting a series of three reports. Each one will offer a different perspective on our 2024 journey and will be split using our framework of 5 impact areas: Diversity & Inclusion, Community Engagement, Environmental Sustainability, Wellbeing, and Career Development.



1. Social Impact Commitments Report

In this initial report, we release our firm commitments for 2024. It will serve as a roadmap for the year ahead, outlining the initiatives we have in place and the actionable steps we intend to take.

2. Half-Year Social Impact Update

In July, we will be providing a detailed update on the progress made, the challenges faced, and the adjustments we have made. This report highlights our commitment to ongoing assessment, providing insights that will shape any changes moving forward.

3. Annual Social Impact Report

At the end of the year, we will be releasing a full report that summarises our social impact journey in 2024. The report will delve into the outcomes, the evolution of our strategies, and the measurable impact we have achieved.

Mission:

We exist to unlock life-changing opportunities, **for everyone**.

Values:

1. Reputation is everything.
2. Never, ever give up.
3. Exceed expectations, always.
4. Together stronger.
5. Be the very best you.

SDG Goals:

The Sustainable Development Goals (SDGs) are a set of global objectives established by the UN to address pressing challenges. These goals serve as a universal call to action, making it key that we are aligned with them and contribute to the broader global agenda.

- **1.0 Diversity & Inclusion:** Empowering Through Equality
Aligned with SDG 5: Gender Equality and SDG 10: Reduced Inequalities
- **2.0 Community Engagement:** Building Bridges for Sustainable Communities
Aligned with SDG 11: Sustainable Cities and Communities
- **3.0 Environmental Sustainability:** Nurturing a Greener Tomorrow
Aligned with SDG 13: Climate Action and SDG 7: Affordable and Clean Energy
- **4.0 Wellbeing:** Caring for Lives, Building Resilience
Aligned with SDG 3: Good Health and Well-Being
- **5.0 Career Development:** Enforcing Growth for a Sustainable Future
Aligned with SDG 8: Decent Work and Economic Growth



1.0 Diversity & Inclusion:

We recognise the importance of fostering an environment that celebrates differences, promotes equity, and ensures that all individuals feel valued and included. Our initiatives will focus on creating opportunities and breaking down barriers to empower a diverse range of voices within our organisation and the communities we serve.

WE COMMIT TO...

1.1 Connecting Like-Minded Individuals

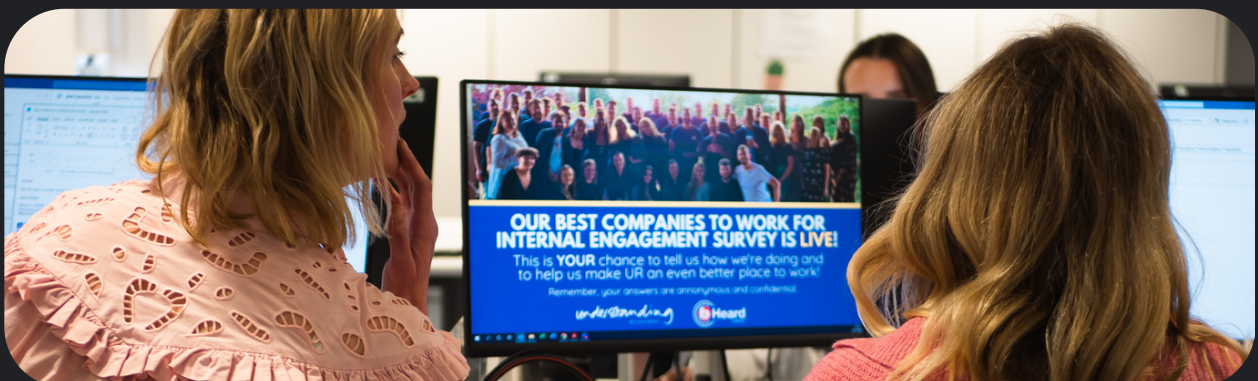
- **Partnerships with Key Advocates:** Partnering with 'Girls into Coding' to empower the next generation of female coders.
- **External Mentorship Programme:** Launching a mentorship programme connecting experienced professionals with emerging talent.

1.2 Raising Awareness

- **Neurodiversity YouTube Series:** 'CogniVerse,' a series, focusing on neurodiversity in tech.
- **LinkedIn Lives:** Hosting sessions with advocacy groups such as 'Women Who Go' and 'NiB' (Neurodiversity in Business).
- **ED&I and Unconscious Bias Training:** Carrying out a comprehensive programme to educate and inform our internal teams.
- **ED&I Committee:** Established to continuously drive diversity initiatives and encourage learning within the organisation.

1.3 Proactively Shaping Our Processes

- **De-gendering Adverts:** Implementing de-gendering strategies in job adverts to attract diverse talent.
- **Show the Salary Movement:** Promoting salary transparency on all job adverts.
- **Consulting Clients:** Guiding our clients through customised strategies.



2.0 Community Engagement:

In acknowledgment of our dedication to actively engage with and contribute to the broader community, we aim to build meaningful connections, gather feedback, and share valuable insights. We aspire to create a collaborative environment that goes beyond the boundaries of our organisation.

WE COMMIT TO...

2.1 Promoting Collaboration

- **Hosting Tech Meetups:** Hosting a variety of events to facilitate collaboration.
- **Attending Tech Events:** Aiming to better understand our client's everchanging challenges and needs.

2.2 Continuously Adapting

- **Community & Social Value Manager:** Dedicated to actively seeking input, rigorously assessing impact, and refining our initiatives in real-time.

2.3 Providing Support Beyond Our Walls

- **Philanthropy:** Demonstrating our commitment through charitable donations to organisations aligned with our social values.
- **Volunteer Days:** Organising dedicated volunteer days, and providing our employees with opportunities to actively contribute.

2.4 Sharing Knowledge and Insights

- **Industry Reports and Insights:** Publishing reports that contribute valuable information to the community, empowering them with knowledge.
- **Webinars and Workshops:** Actively sharing expertise, fostering a culture of continuous learning and development within our community.
- **Blogs and Series:** Specialised blogs, podcasts, and YouTube series.



3.0 Environmental Sustainability:

In recognition of our responsibility to contribute to environmental sustainability, we are focusing on implementing initiatives that reduce our ecological footprint and promote responsible practices, to collectively take care of the planet.

WE COMMIT TO...

3.1 Reducing Carbon Emissions

- **Automated Lights:** Utilising sensor-based, energy-efficient systems, to minimise unnecessary usage and optimise energy consumption.
- **Work from Home Policy:** Offering a working-from-home policy to reduce the amount of time employees spend commuting.

3.2 Supporting Renewable Organisations

- **Futerra Talent:** Assisting renewable businesses to hire top talent, through the new UR Group business arm.
- **Community Clear Ups:** Involving ourselves in community events that aim to improve the area.
- **Tree Planting:** A tree for every placement we do as a business.

3.3 Minimising Waste

- **Re-purposing IT equipment:** Ensuring compliance with e-waste regulations and managing the proper disposal of obsolete IT equipment.
- **Reducing Single-Use:** Providing employees with reusable cups as an alternative to single-use utensils to promote sustainability.



4.0 Wellbeing:

Making sure our team is happy is a key part of how we run our business. We understand and prioritise its importance in fostering a positive work environment, ensuring everybody's long term success.

WE COMMIT TO...

4.1 Promoting Physical Wellness

- **Movement Challenges:** Engaging employees in challenges to encourage physical activity and enhance overall health.
- **Gym Memberships:** Subsidising gym memberships, to promote active lifestyles.

4.2 Being Conscious of Mental Wellbeing

- **Calm App Subscription:** Offering access to help employees manage stress, practice mindfulness, and foster a positive mental outlook.
- **Mental Health First Aiders:** Appointing designated individuals trained in mental health first aid to provide support and resources for colleagues facing challenges.

4.3 Encouraging a Healthy Work-Life Balance

- **Flexible Working:** Implementing flexible schedules to accommodate individual preferences and support a balance between professional and personal life.
- **Unlimited Holiday and 2 hour Lunches:** Allowing employees to have time to rest, and spend time on activities they enjoy.
- **Sabbatical:** Long service sabbatical offered for rest, personal growth, and reflection.



5.0 Career Development:

Recognising the pivotal role that professional growth plays in individual well-being and community advancement, we have put together a diverse set of programmes and strategies aimed at empowering individuals to thrive in their careers. Through these efforts, we aim to contribute to a more empowered workforce.

WE COMMIT TO...

5.1 Enhancing Skills Development

- **CV Guidance:** Personalised guidance to assist the wider community in crafting effective and impactful CV's, enhancing their ability to showcase their skills and experiences.
- **Internal Mentorship programme:** A structured programme facilitating mentor-mentee relationships within our organisation, fostering professional growth.

5.2 Focusing on Outreach

- **Work with Local Schools:** Collaborative efforts with local schools to bridge the gap between education and industry, whilst providing insights and opportunities for students.
- **Work Experience:** Hands-on learning opportunities for individuals to gain practical experience and develop relevant real-world skills.
- **Graduate & Trainee programme:** Tailored 'Princess Trust' awarded programmes designed to support the transition of recent graduates into the workforce, offering mentorship and skill development.

5.3 Providing Professional Training

- **External Trainers:** Collaborations with external experts and trainers to deliver specialised workshops and training sessions, enriching employees with diverse skills.
- **Learning and Development:** Ongoing programmes focused on continuous learning, ensuring employees stay updated with industry trends and acquire new skills for career advancement.
- **Reflection:** New starters do a 'My First Six Weeks' presentation to learn & adapt.
- **Self-Development Group:** A platform for employees to engage in discussions and share insights on personal development, promoting a supportive and collaborative work culture.
- **Personal Development Grants:** Financial assistance provided to employees to pursue personal and professional development opportunities, ensuring accessibility to continuous learning.

Conclusion

The varied approach outlined in this report indicates our intention to expand our social impact efforts in every aspect. From fostering diversity and inclusion through strategic partnerships and awareness campaigns, to actively engaging with and supporting our broader community, we aim to create a positive ripple effect.

Throughout January 2024 and beyond, we will implement necessary data collection and measurement processes, that capture key performance indicators from various stakeholders. As we progress on our social value journey, we aim to continuously improve through implementation of recognised frameworks and targets. This holistic approach ensures that our reports provide an accurate reflection of the progress made, challenges faced, and the evolving landscape of our social impact initiatives.



Curious to learn more?

Reach out and be a part of our journey to create lasting impact – let's connect for a conversation on making a difference!

Charley Dowsell

Community & Social Value Manager

+44(0)1727 228 235

cdowsell@understandingrecruitment.com

www.understandingrecruitment.com



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