

understanding
RECRUITMENT GROUP

SOCIAL IMPACT REPORT

OUR 6 MONTH UPDATE

2024



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01 INTRODUCTION

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 in the UK. This collection of reports not only signifies our ongoing commitment to social impact but also marks a new era of total transparency. For our first year of reporting, we wanted to chart our course with three reports:

- 1. Social Impact Commitments Report:** In this initial report, we released our commitments for 2024. It serves 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:** An update in July, where 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.

With our newly appointed Community and Social Value Manager leading the way, each report 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.

02 A MESSAGE FROM OUR FOUNDERS



A warm welcome from us both as we share our half-year Social Impact Report. As a values-driven business, we're hugely committed to advancing social impact and fostering equity, diversity, and inclusion (EDI) within our organisation and in the broader community. We hope that by sharing our experiences, we can inspire others to join us in making a positive difference.

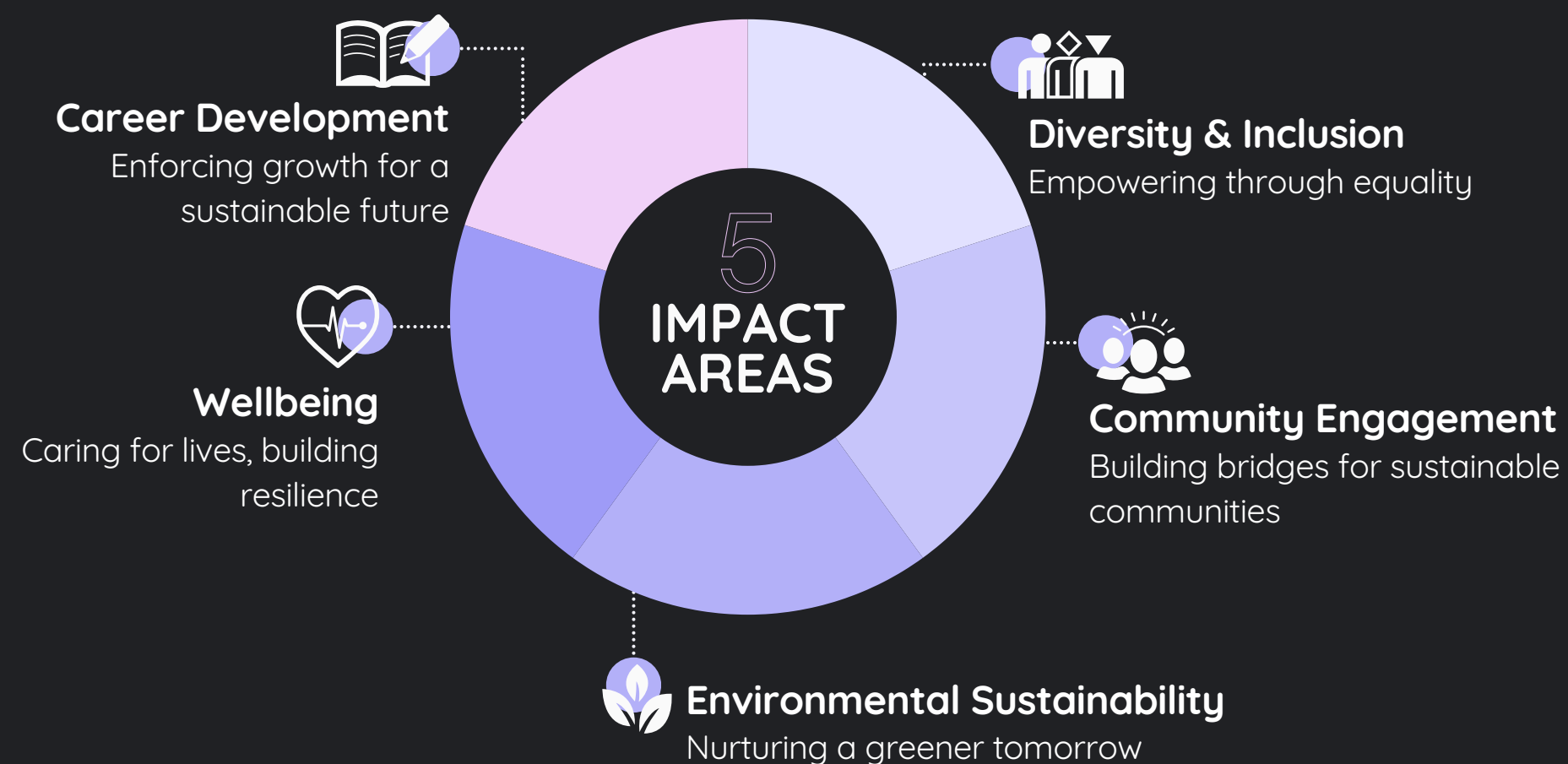
We understand that true progress is achieved through actions, not just words. Real change demands intentional efforts and shared responsibility, and this is reflected in our strategic focus and ongoing projects highlighted in this report. Our overall goals are to foster fairness, celebrate diversity, and tackle systemic inequalities.

Creating an environment where every voice is heard and valued, and where policies ensure fair opportunities for all, remains a top priority. With the establishment of our Social Impact Committee, we have committed champions leading these efforts to ensure their success. We are proud of the strides we've made so far in 2024 and are excited to outline our plans for the rest of the year at the end of this report. We're optimistic about what's to come next and remain committed to pushing for progress with transparency.

03 OUR APPROACH

Our approach focuses on five key impact areas identified by evaluating our mission and values, while aligning with the UN's Sustainable Development Goals (SDGs).

Each area has specific initiatives aimed at achieving a common objective, and these reports serve as a roadmap for identifying key focus points. Throughout this 6-month update, we will outline the activities in each area and our progress towards our goals. In future reports, we plan to add innovation as an additional focus area.



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.

PRIORITY SDG'S

The United Nations Sustainable Development Goals (UN SDGs) are a universal call to action to end poverty, protect the planet, and ensure peace and prosperity for all by 2030. Comprising of 17 interconnected goals, they are designed to address the most pressing global challenges.

Aligning our internal framework with the SDGs is crucial. It ensures that our efforts contribute to globally recognised objectives, thereby enhancing the credibility of our programmes and fostering meaningful collaborations. This alignment also enables us to measure and communicate our progress effectively, promoting transparency and accountability.



04 A QUICK SNAPSHOT



58

Guests attended our
Invest in Women Event

245

Views on Neurodiversity
YouTube content

2

Introductions made for
the UR WISE Network



20

Blogs Shared on
varying topics

4

Industry Events Hosted
across 4 teams

29

Podcast episodes
recorded for Spotify



226

Trees planted globally
through placements

2.78t

CO2 removed from the
atmosphere per year from
planting trees

6

No. of laptops recycled
through Total Group



5.9M

No. of steps taken during
movement challenge

52

Employees with free/subsidised
gym membership

93.5

% Engagement rate of
employees using the Calm app



285

Hours of external
training

347

Hours of internal
training

33

No. of internal
mentorship pairings

05 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 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.

1.1 Connecting Like-Minded Individuals

Invest in Women: Accelerating Progress in AI Event

As a business deeply embedded in the tech industry, we are acutely aware of the existing gender disparity within the sector. With this in mind, we hosted an event titled 'Invest in Women: Accelerate Progress in AI'. The overarching theme of the event was to highlight the critical need for embracing gender diversity in the tech industry and how both employers and employees can do their bit to contribute to the change.

"It was a truly engaging and motivational experience, superbly organised and supported throughout, as well as filled with a personal touch. Indeed, it stands out as one of the most memorable and enriching event experiences I have been fortunate enough to participate in recently." – Attendee

No. of
attendees: **58**

No. of
panelists: **5**

Mentorship
Sign-ups: **14**



Kelsey Robb
EMEA Community Advisor,
Google



Maria Tarasidou
VP of Data & Cloud,
shiftavenue



Leah Wilkinson
Manager, Customer Success
UK Enterprise, LinkedIn



Fatima Araujo
Data Science Group
Leader, WiseTech Global



Dara Sosulski, PhD
Head of AI and Model
Management, HSBC



Anna Heneghan
Head of AI Recruitment,
Understanding Recruitment

UR WISE Network Launch

Key takeaways from this event can be found on our [blog](#) - “From Unconscious Bias to Breakthrough”. One of which was the importance of successful mentorship programmes. Pairing can address the unique circumstances, goals, and challenges of individuals, offering personalised guidance on a one-to-one basis.

With this in mind, we have introduced the '**UR WISE Network**' Mentorship Scheme for Women in Science and Engineering to foster sustainable change beyond this event. This initiative is designed to provide continuous support and guidance to women looking to advance in the tech industry.

We are now receiving applications and are pairing people up, which will be a priority in the second half of the year. As of June 2024, we have made two introductions!

UR WISE NETWORK

Women In Science & Engineering Mentorship Programme





1.2 Raising Awareness (Internally)

Unconscious Bias training

Our unconscious bias and inclusivity training programmes are essential components of our diversity and inclusion strategy. These training sessions aim to educate employees about the subtle, often unconscious biases that can influence decision-making and behaviour, while promoting a more inclusive workplace culture.

The Women's Leadership Allyship Programme

This group was put together to address the gender inequality in our industry head on. This aims to be a network where individuals can seek support and advice, whilst fostering a culture of collaboration to represent and embody the change that we want to see in the tech industry we work so closely with.

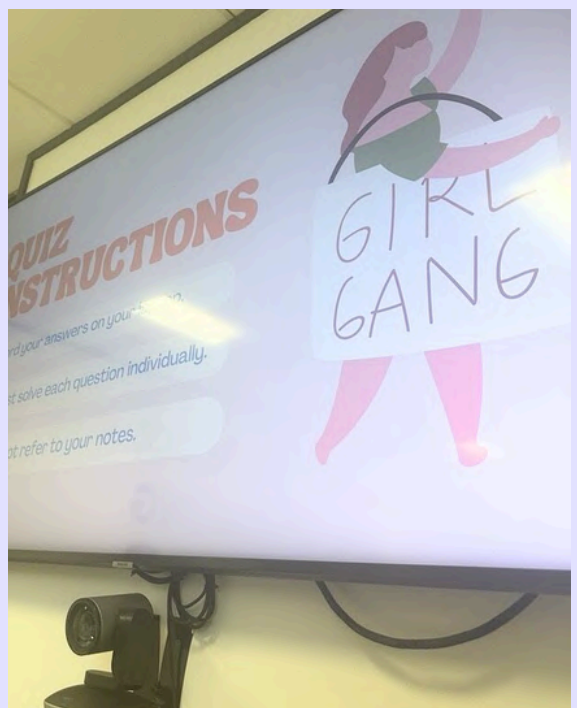
Topics so far: 'Progress without being pushy' & 'Addressing Unconscious Bias'

Pride Month

During Pride Month, we explored the origin of Pride whilst fundraising to support the organisation 'Out in Tech'. **Out in Tech is a charity that empowers LGBTQ+ individuals in the tech industry through community, mentorship, and networking opportunities.**

The ED&I Committee

Our Equality, Diversity, and Inclusion (ED&I) Committee plays a crucial role in shaping and implementing our diversity initiatives. They meet regularly to shape processes within the business.



1.2 Raising Awareness (Externally)

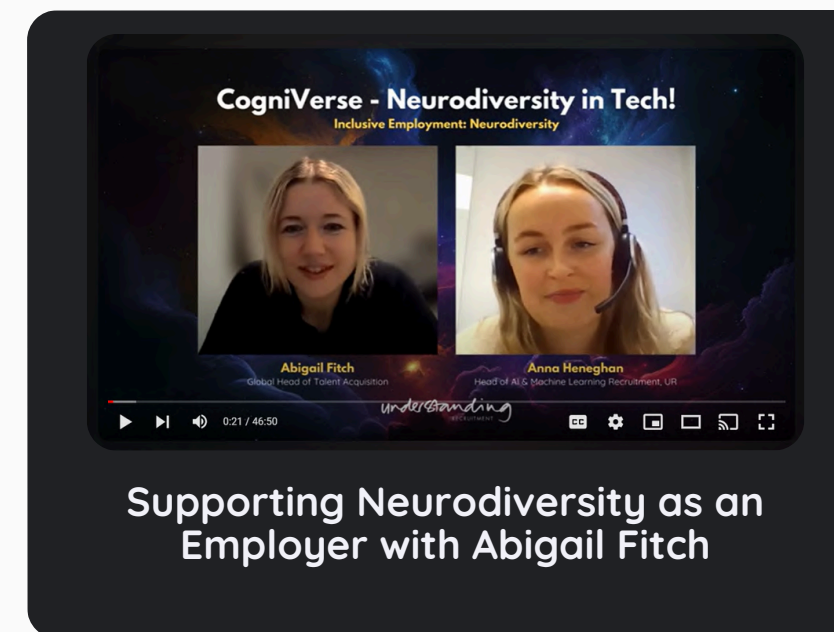
CogniVerse

CogniVerse is a series of video episodes on YouTube featuring conversations with tech community members about neurodiversity. These episodes aim to raise awareness, share personal experiences, and provide insights into creating more inclusive environments for neurodivergent individuals.

Some guests include Abigail Fitch, Minhaaj Rehman, Thibault Messemacre, & James Spalding.

We additionally collaborated on a neurodiversity [blog](#).

245 Total views on
CogniVerse Videos.



1.3 Proactively Shaping Our Processes

We have extended our diversity and inclusion efforts by consulting with clients to help them implement best practice. This includes sharing materials and resources, conducting workshops, and providing ongoing support to ensure their processes are inclusive and equitable.

Our Diversity, Equity & Inclusion Goals:

Help Bridge the Gender Gap in the STEM Sector

Our 2022-2026 EDI strategy makes diversity core to our culture, promoting equal rights, an inclusive environment, transparency, and responsibility.

Embracing diversity, our 'Together Stronger' value extends inwards and outwards. Our aim is to empower employees, and guide clients' D&I efforts!

How will we achieve this?

- Partner with 'Girls into Coding' to run events that are aimed at promoting careers in STEM to girls at school age.
- Diversity Series used to encourage women into tech - interviewing females in tech to provide role models to a wide audience through video.
- Work with our clients to improve their recruitment processes:
 - Assessing their interview process and interview panels;
 - Providing unconscious training;
 - Reviewing their job designs and job adverts for inclusive language, gender bias and fairness.
- Work with clients to assess their workplace culture and identify any barriers that may contribute to a gender gap.

How will we measure it?

- Survey school-aged girls to see how many are interested in STEM careers and monitor interest levels.

Recognition:

Diversity in AI series award

A recent winner of the Women in Tech Employer Awards 'Outstanding Advocate for Women in Tech' and a CSR committee member, Anna secured company sponsorship for Girls Into Coding charity, embodying a tech role model.

Her vlog on AI diversity showcased influential women. On LinkedIn, she engages 12,000 followers, hosting 'LinkedIn Live' sessions, aiding female job seekers. A tech advocate, Anna spoke at conferences and guided graduates in CV workshops.



Partnership:

Sponsors of Girls Into Coding

We proudly sponsor Girls Into Coding, supporting their mission for tech diversity. We've backed two events in the past year, aiding speaker recruitment.

STEPS TO HIRING A MORE DIVERSE WORKFORCE

A recent Tech Nation report investigating diversity in UK tech companies revealed that **77% of tech director roles are filled by men**. Stats also show only **26% of the UK tech workforce are women**, with even lower figures for Asian women at 5% and black and Hispanic women at 3%.

www.womenintech.co.uk/8-facts-women-tech-industry

The above Women in Tech survey showed that of the organisations spoken to, **61% are working on gender balance** in their workforces, which is a step in the right direction in creating **a more inclusive and equitable industry**. However, with such few female tech professionals, it can be a challenge for businesses to actually attract and then retain them.

We've put together some tips to address these key areas

Our Diversity, Equity & Inclusion Goals:

Educating and Consulting with Our Clients

Our 2022-2026 EDI strategy makes diversity core to our culture, promoting equal rights, an inclusive environment, transparency, and responsibility.

Embracing diversity, our 'Together Stronger' value extends inwards and outwards. Our aim is to empower employees, and guide clients' D&I efforts!

How will we achieve this?

- We have dedicated ED&I champions in each of our teams who have been trained on how to promote inclusive and equitable recruitment processes and
- Member of the End Salary Campaign - trying to close the gender pay gap and social-economic background, educating clients on the importance of not relying on past salaries as a benchmarking
- Work with clients on job designs and looking at what flexibility, and benefits could be offered as well as focusing on what skills are essential for the job role
- Interview training and best practice
- Unconscious bias training
- Send monthly reports on the diversity data of shortlists helping highlight where barriers may be for marginalised groups

How will we measure it?

Diversity Data: Collect and analyse data on the demographics of applicants, shortlisted candidates,

Case Study:

The Challenge:

Unitary came to us with recruitment and team-building needs, especially in tech roles like software engineering and DevOps, due to high client demand. They valued diversity and wanted results from an agency that shared their values. We showed we understood their needs and were the right fit. Additionally, Unitary faced challenges in juggling recruitment and HR alongside their Head of People and Culture's heavy workload. Limited capacity hindered focus on other vital tasks.

The Solution:

We advised on seniority, educated on salaries, and streamlined hiring. We filled the first software engineering position in just over a week, completing the project in under a month. To assist the Head of People, we managed recruitment, allowing their team to focus. Our talent team provided valuable bias training and engagement initiatives.

The Result:

Unitary's talent acquisition efforts resulted in significant achievements, such as higher revenue and a successful \$8 million fundraising. The ongoing teamwork remains centered on ML Engineering team recruitment, enhancing



06 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

- **Tech Leadership Forums:** Hosting events to facilitate collaboration between leaders.
- **Attending Tech Events:** Aiming to better understand our client's everchanging needs and challenges.

2.2 Continuously Adapting

- **Responsive Mechanisms:** Implementing platforms for community feedback to gain a nuanced understanding of stakeholders' needs.
- **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.

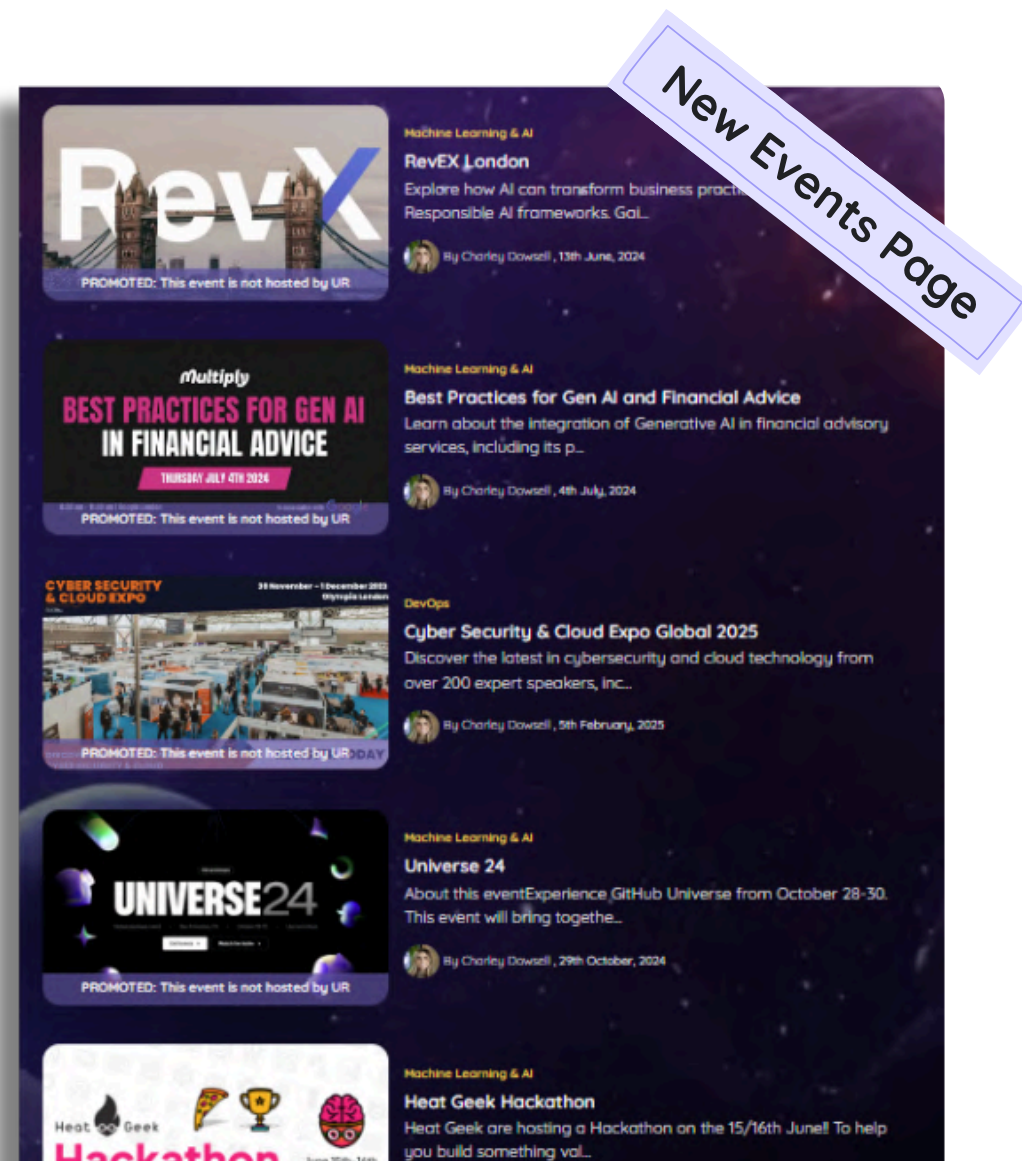
2.4 Sharing Knowledge and Insights

- **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:** Continuing 'The Rust Review' blog and 'The Rust Corner' podcast, sharing content for the community, by the community.

2.1 Promoting Collaboration

Attending Industry Events

We believe its imperative to engage with our community in order to serve them effectively. One way in which we do this is through our consultants attending industry events. They can gain insights, chat to the community directly, and meet connections face-to-face.



This year, our consultants have attended several notable events, including Everything Electric London, Rust Nation, #TSL24, and the Espresso Bars ZKP event in London, among others.

While they can't attend every event, they make it a point to share recommendations and insights with our network to keep them informed. To enhance this effort, we have developed a dedicated events page on our website. This page features a comprehensive list of relevant events along with detailed information on how to attend them.



Hosting Industry Events

From January to June, we hosted four industry events focused on AI, Product, ZKP, and Data in NFP. Since our first event in October 2023, we have seen the immense benefits of leveraging our network to bring together the brightest minds and facilitate knowledge sharing.

Good Tech Meetup

We hosted an insightful roundtable discussion, bringing together several dedicated individuals passionate about leveraging technology for positive impact. It provided a platform for conversations on stakeholder responsibility, prioritising 'good tech' initiatives, and overcoming implementation barriers.



Invest in Women: Accelerate Progress in AI

A panel discussion at LinkedIn HQ which highlighted the critical need to reduce gender disparity in the tech sector.

The panel included Dara Sosulski, PhD, Fatima Araujo, Leah Wilkinson, Kelsey Robb, and Maria Tarasidou. There were key takeaways for both employees and employers.



NFPeers: Data

This meetup brought together data professionals from the not-for-profit sector.

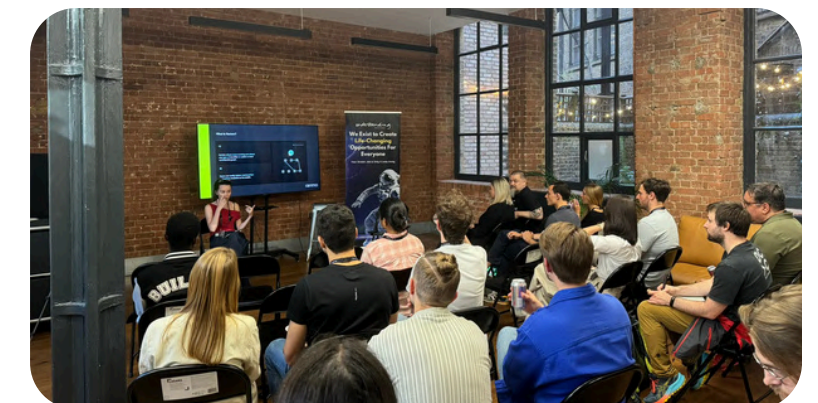
It was a fantastic opportunity to exchange ideas, network, build connections, stay updated on market trends, and learn from peers. This will be a recurring event within the sector.



London ZK Meetup

A Shoreditch meetup with the aim of bringing together the ZK community to unlock zero knowledge proofs.

We had a series of quickfire talks from Jorik Schellekens, Kitty Horlick, and Alberto Centelles, followed by a fireside chat from Maurício Magaldi and Marta Szluinska.



2.2 Continuously Adapting

Our Community and Social Value Manager

Charley balances a dual role that mixes community engagement and social responsibility. Working closely with our recruitment consultants, she fosters the growth of our communities, by facilitating meaningful conversations and promoting learning. All whilst advising, implementing, and measuring Corporate Social Responsibility (CSR) activities, keeping our company on the ethical track whilst ensuring we have an advocate for any activity we are implementing.

Some of the ways in which this is done:

- ✓ **Surveys**
These are sent to the community post events/projects to get feedback.
- ✓ **Conversations**
Creating content with the community and asking for their perspective.
- ✓ **Social Value Committee**
Launched and ran by Charley to embed initiatives in our culture.



2.3. Providing Support Beyond our Walls

Philanthropy

We believe in giving back. It is our aim to host a charity event once a quarter. So far we have held two fundraising events: a Pride Bake Sale for 'Out in Tech' and Football Shirt Friday for the 'Bobby Moore Fund'. These initiatives raised funds and united our team in support of meaningful causes.

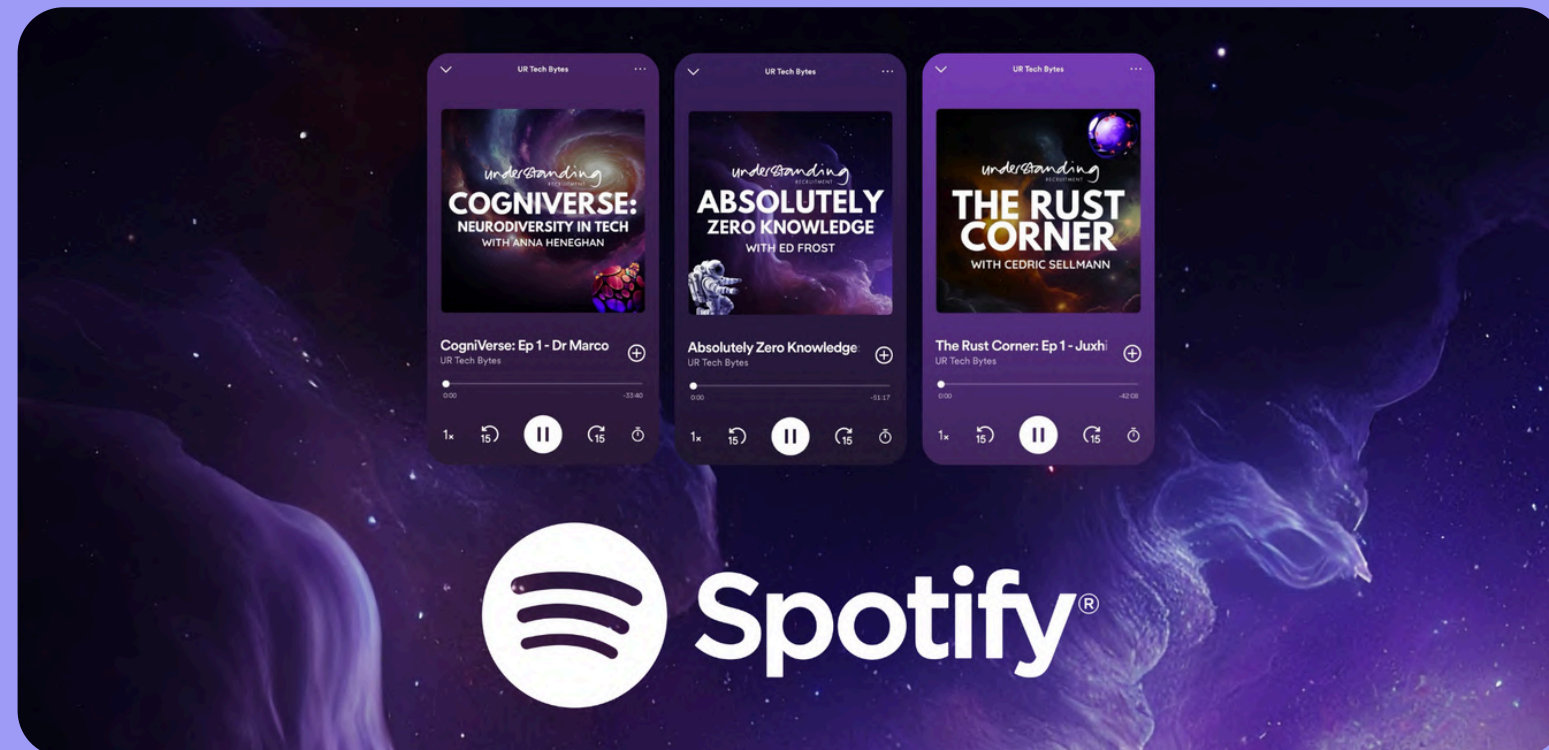


OUT
IN TECH



BOBBY
MOORE
FUND
TACKLING BOWEL CANCER

2.4 Sharing Knowledge and Insights



'UR Tech Bytes' is our podcast channel on Spotify and YouTube, serving as a gateway to the dynamic world of technology. We recorded 29 episodes during H1, with each episode carefully crafted to deliver a unique compact unit of information. Whether you're a keen Rust enthusiast, a ZKP aficionado, or a visionary leader in artificial intelligence, our podcast offers valuable knowledge and perspectives tailored to every stage of your journey. Tune in to stay informed and get inspired by the latest in tech.

29
Episodes



9

**Reports
Launched**

Our LinkedIn Live Sessions are key for knowledge-sharing. Featuring our consultants, these live events delve into invaluable insights, including 9 Talent & Salary reports. Additionally, we have been hosting guest speakers from the community to discuss relevant industry topics.

These sessions are designed to foster growth and development within the sector, ensuring that our audience stays informed and empowered with the latest trends and information.

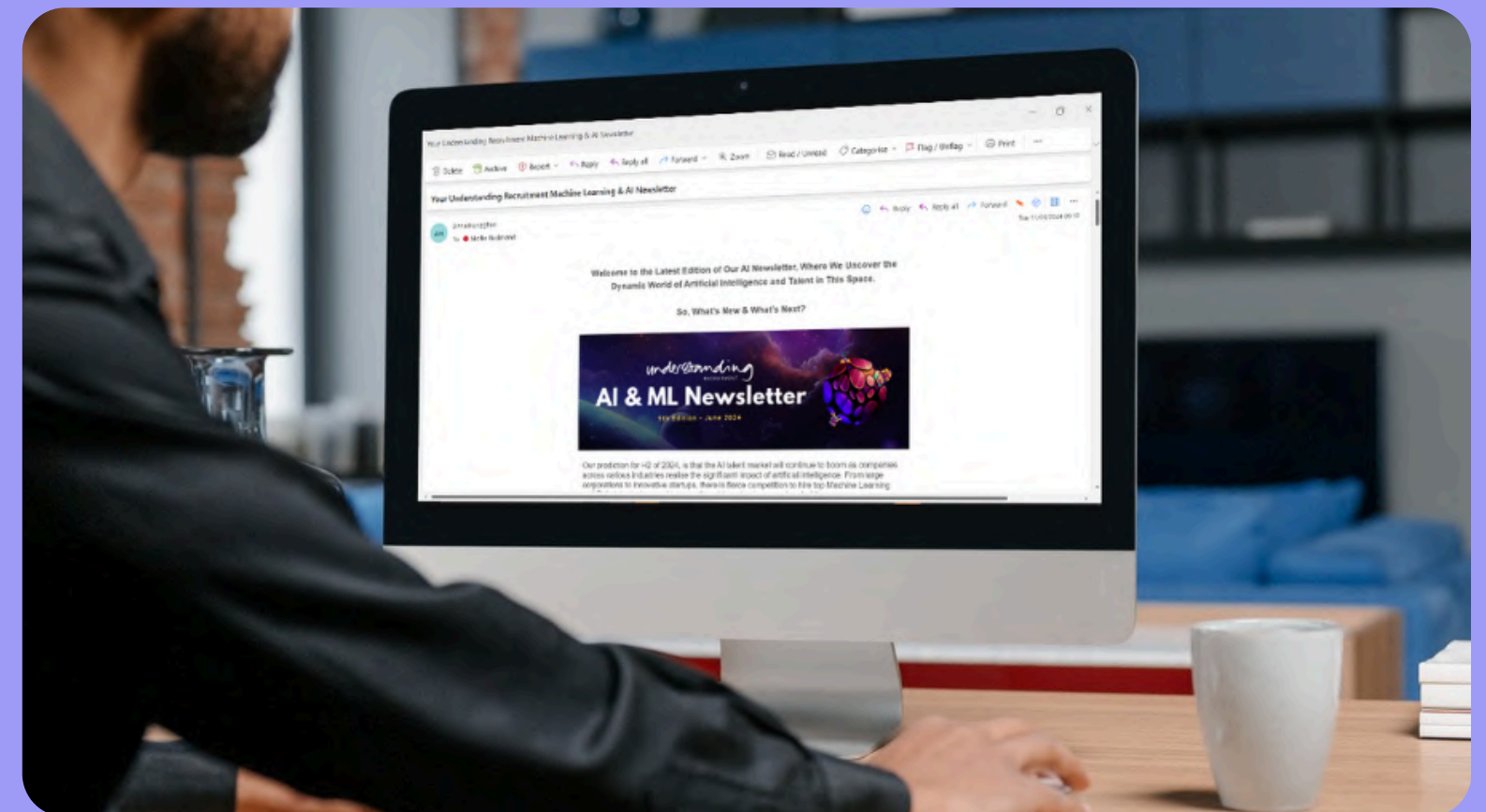
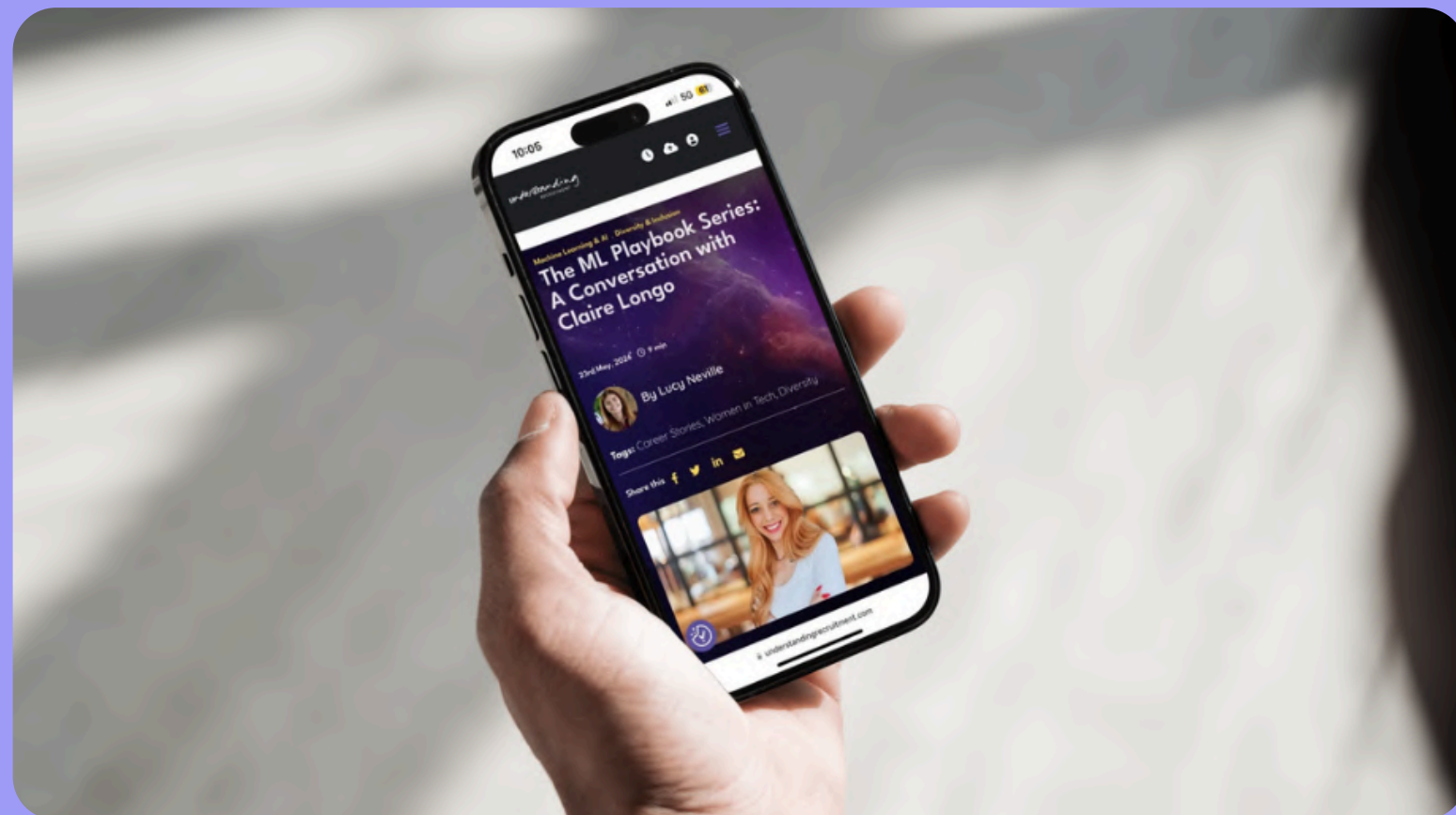
Our blog platform is a rich repository of knowledge, featuring 20 insightful blogs to date in 2024. Highlights include "The Rust Review", where Rustaceans share community-driven insights, and two new AI-focused series: "The ML Playbook" and "Data Science Leadership Bytes". These series deliver valuable content for the Data Science

20 Blogs

and ML communities, offering expert learnings, exciting advancements, and top interview tips directly from hiring managers. Our team contributes to blogs on hot topics, ensuring a diverse and engaging reading experience for all.

Our quarterly Newsletters are thoughtfully curated by our head of departments to keep people informed and engaged with the latest developments in the industry. Each edition begins with a personal message from the head of department, offering insights and updates on current market trends and conditions. Following this, you'll find a carefully selected collection of relevant resources, articles, and recommendations tailored to you.

These newsletters are designed to provide valuable information, stimulate thoughtful discussion, and support the continuous growth and development of our community.



07 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 make 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.

3.1 Reducing Carbon Emissions

Flexible Working

Our hybrid working model reduces carbon emissions by minimising daily commutes and the amount of cars on the road, which lowers transportation-related pollution. This reduced our overall carbon footprint, you can find out more about this in our [annual carbon reduction plan](#).

Cycle to Work Scheme

We offer a government cycle to work scheme. This means employees agree to exchange part of their salary for use of the benefit – in this instance, to obtain a bike and/or accessories. We like to encourage employees to cycle to work rather than drive to encourage consciousness around Co2 emissions.

Meet the Social Impact Committee:

We are pleased to announce the establishment of our Social Impact Committee, led by our Community & Social Value Manager. This reflects our commitment to integrating social value into every aspect of our operations.

The aim is to generate innovative ideas, advocates for new initiatives within our teams, and provides valuable feedback on improvements. Our committee members champion social value, ensuring it remains a core principle of our organisation.

To achieve meaningful outcomes, our activities must align with the needs and capabilities of our team. By doing so, we can create impactful and sustainable efforts benefiting both our employees and the communities we work with.



3.2 Supporting Renewable Organisations

We collaborate daily with numerous renewable energy organisations, supporting them through consulting and assisting with their recruitment efforts, or donating to their cause. This year, some of the key organisations we've partnered with include:

Just ONE Tree

The Understanding Recruitment Group is proud to announce our partnership with Just ONE Tree, where we pledge to plant a tree for every successful job placement we make. This initiative reflects our unwavering commitment to sustainability, ensuring that with each placement, we contribute to the preservation and restoration of our environment. In H1, we are proud to have planted 226 new trees globally, resulting in 2.78 tonnes of CO2 being reduced per year.



Senapt

Senapt aims to enable mass adoption of energy efficiency and sustainable lifestyles, bringing the energy revolution's benefits to consumers. They design products that help retail electricity providers meet changing demands and seize smart grid opportunities. With 84% wanting real-time energy monitoring and a 55% projected rise in usage by 2030, Senapt's solutions are timely and essential.



3.3 Minimising Waste

Litter Picking

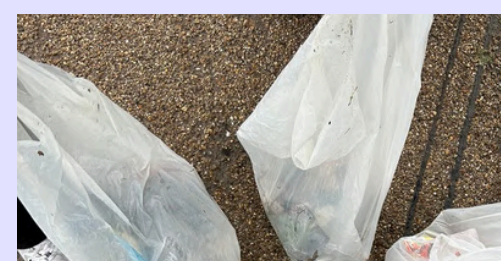
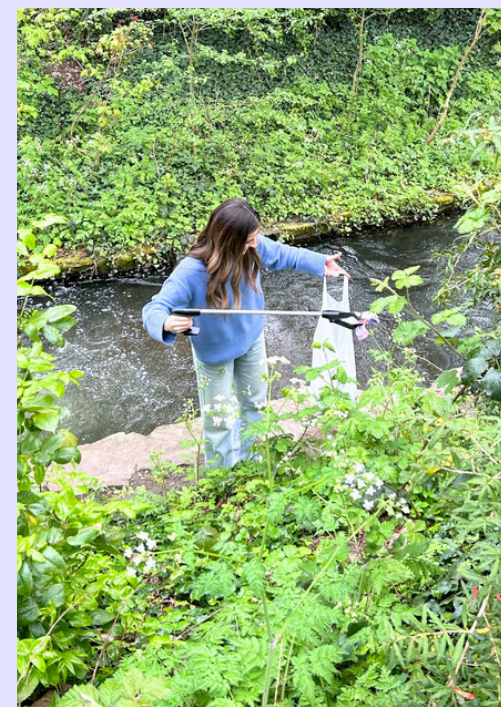
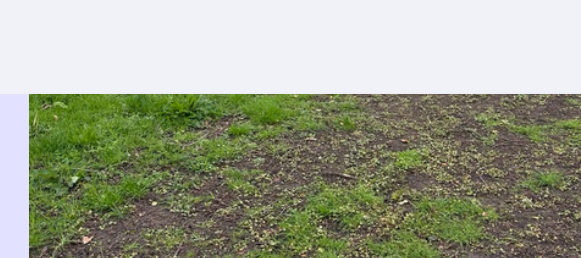
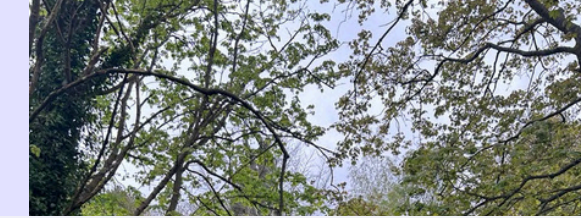
Earth Day, celebrated on the 22nd of April, is a global event dedicated to promoting environmental awareness and action. It highlights critical issues such as climate change, pollution, deforestation, and biodiversity conservation. To mark the occasion, a few of our team picked up some equipment and participated in a litter pick to help clean up the city of St. Albans.

Team Merchandise

Our team members are provided with branded merchandise, including a coffee cup and water bottle. This initiative aims to reduce single-use items and promote the use of reusable drinkware.

Donating Laptops

We donate broken laptops to IT support for recycling, preventing them from ending up in landfill. This process recovers valuable materials and reduces the ecological impact of electronic waste. So far this year we have donated 6 laptops.





08 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.

4.1 Promoting Physical Wellness

Subsidised Gym Membership

We offer subsidised gym memberships to our employees to encourage a healthy and active lifestyle. Regular exercise boosts energy levels, enhances mental clarity, and promotes overall well-being, leading to increased productivity and job satisfaction. This benefit demonstrates our commitment to the holistic health of our team.

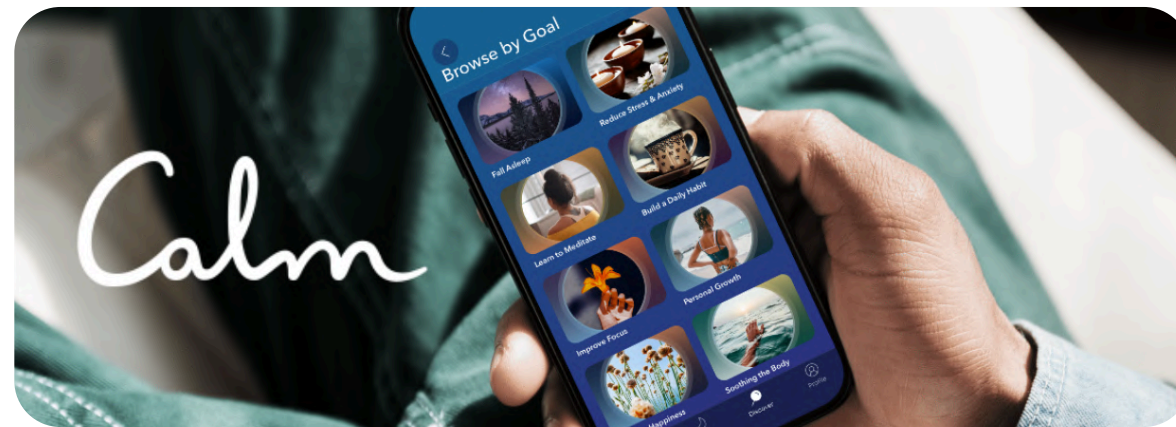


The Moon Walk Challenge

Earlier this year, we successfully ran the 'Moon Walk' challenge, a 14-day wellness initiative. Five teams of 12 members each aimed to collectively walk the moon's circumference (with every 1 step equalling 25 moon steps). Progress was tracked using phone health apps, encouraging regular physical activity and fostering teamwork. The team that walked the furthest enjoyed a celebratory coffee run to 'Black Sheep Coffee'.



4.2 Being Conscious of Mental Wellbeing



We offer a Calm app subscription to support our employees' mental health and well-being. By providing access to guided meditations, sleep stories, and relaxation techniques, we help reduce stress and improve focus, fostering a more productive and harmonious work environment.

Employees
signed up: **67.4%**

Employee
Engagement: **93.5%**

Our Mental Health First Aiders

Our business is proud to have four certified Mental Health First Aiders on our team. These individuals have undergone specialised training to support their colleagues in times of need. Whether it's offering a listening ear, providing immediate assistance, or guiding team members towards professional resources, our Mental Health First Aiders are dedicated to fostering a supportive work environment.

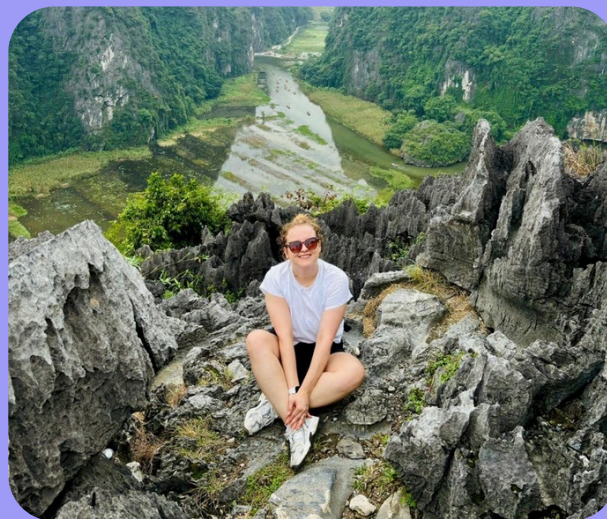


4.3 Encouraging a Healthy Work-Life Balance

Sabbatical Leave

We offer long service sabbatical leave as a reward for our employees. This aims to foster personal growth and promote work-life balance.

Anna Lynch, DevOps Senior Recruitment Consultant, returned earlier this year having visited Thailand, Vietnam, Singapore, Australia, New Zealand, & Dubai.



"It definitely allowed me to get a bit more perspective and helped with managing my workload and all the highs and lows of recruitment rollercoaster better than before."

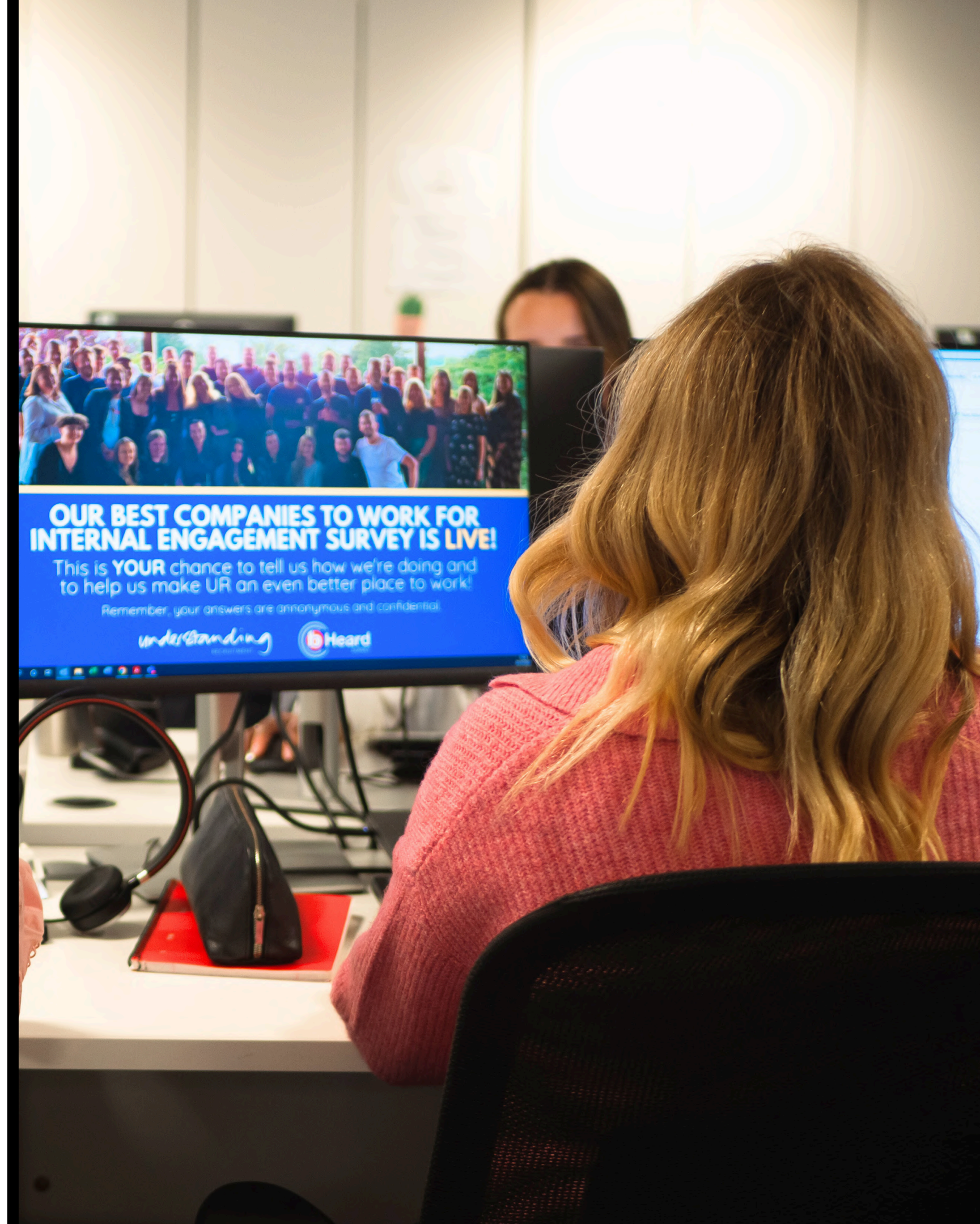
Hybrid working to enhance work-life balance, boost productivity, reduce stress, and increase overall job satisfaction.

Unlimited holidays and optional 2-hour lunches benefit employees by promoting rest, reducing burnout, and fostering a healthier, happier work environment.

Leo, Head of Javascript recruitment, will be setting off on his sabbatical in H2 to **Brazil, Bolivia, Peru, Colombia, Texas, and Jamaica!**

09 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.

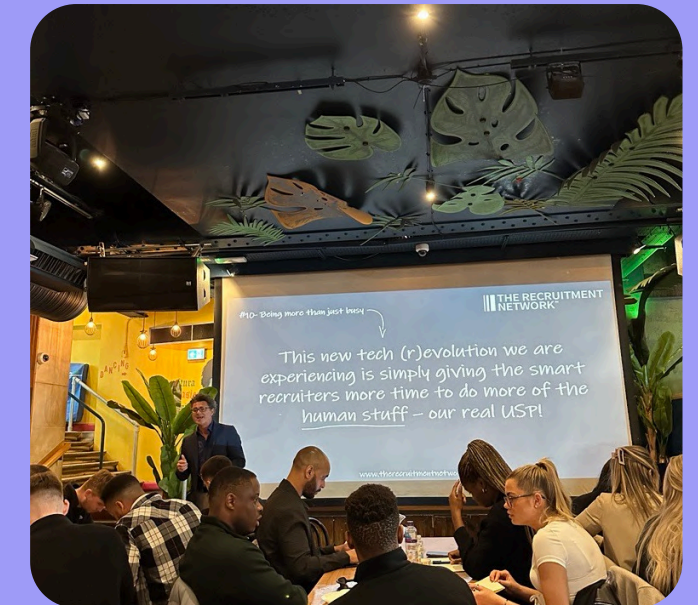
5.3 Providing Professional Training

- **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.
- **Personal Development Grants:** Financial assistance provided to employees to pursue personal and professional development opportunities, ensuring accessibility to continuous learning.

5.1 Enhancing Skills Development

Personal Branding Bootcamp

Our Personal Brand Bootcamp empowers professionals to cultivate their unique identities. Through intensive workshops and personalised coaching, participants develop compelling personal brands that align with their values and aspirations. This initiative fosters growth, confidence, and impactful career advancement, driving meaningful contributions within their industries and communities.



TRN Days

Some of our teams headed out to some TRN days to learn and network with other recruitment agencies.

Internal Mentorship Pairing

We have 33 internal pairings based on employees strengths, they meet on a quarterly basis and focus on their pre-agreed development areas.

A worksheet titled "ACTIVITY 1.1 AUDIENCE PERSONAS". It contains several boxes for notes, each with a label: "CHALLENGES", "DEMOGRAPHIC", "ASPIRATIONS", "PROFESSIONAL ROLES", "QUERIES", "INTERESTS", and "NOTES". The worksheet is designed for participants to fill out during the bootcamp activity.

5.2 Focusing on Outreach

Princess Royal Awarded Graduate & Trainee Programme

Our commitment to excellence has earned us top recognition in the industry. In 2023, we received the Princess Royal Training Award for our in-house training programme, showing our dedication to helping employees grow and develop. Two of our directors started with us as a graduate and trainee, and many others have been promoted up from within the company. We regularly attend university fairs to meet new talent face-to-face, and this year we've already hired four graduates - We have big plans for the rest of the year!

'There are clear career progression routes and structures in place to reach your goals. They are incredibly supportive and offer the right training to help you achieve above and beyond, which I find really beneficial and will continue to find beneficial in the future.'

- Nick Bell, joined as a Graduate, now a Senior Recruitment Consultant



5.3 Providing Professional Training

Personal Development Grants

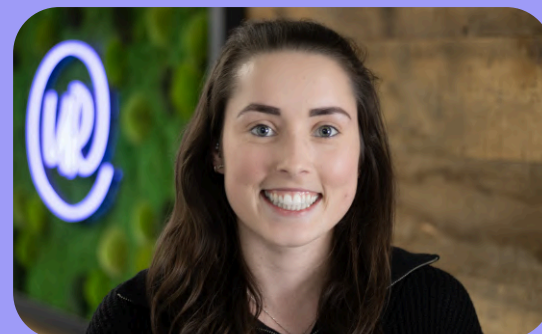
“In my role as Senior Marketing Executive, I'm always eager to learn and grow, and this year, I've focused on enhancing my Graphic Design skills. Thanks to UR, I took a Fundamentals of Graphic Design course from the California Institute of the Arts. It was a fantastic introduction, and I'm excited to keep learning!”

Mollie Redmond



‘I undertook my AAT qualifications from September 2019 to March 2023, and in July 2023, I began working towards my CIMA qualification and have since completed the Operational Level, earning the CGMA Dip MA designation. My goal is to complete the CIMA qualification by December 2025.’

Monique Hunt



‘When I started at UR I was just finishing the entry level AAT Lvl 2 qualification, UR supported me in continuing my studies with the AAT Level 3 qualification, which I have just passed. I have now started my Lvl 4 AAT qualification, which I am hoping to complete by the end of 2025.’

Danielle Lewis



External Trainers

Amy Williams - Executive Coach

Amy worked with us to create a bespoke programme for our consultants on how we understand and work with clients on their requirements.

LinkedIn - Total Jobs add

LinkedIn delivered a tailored session where they showed us how to utilise their platform best using specific techniques and tools.

Total Jobs

Total Jobs came in to deliver numerous training sessions to our team on effectively use their platform to achieve their desired outcome.

Hours of External Training:

285

Hours of Internal Training:

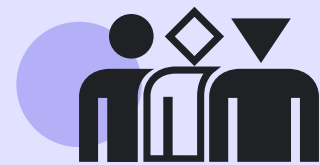
347

Total Promotions in this period:

9

10 NEXT STEPS

This is our first social impact report, and we know there's definitely room for improvement. However, it's a solid start. We are committed to refining our efforts, learning from our experiences, and making a greater impact as we move forward.



DIVERSITY & INCLUSION

Improve 'UR WISE Network' mentorship scheme sign-ups

Develop targeted campaigns to boost participation, aiming to increase the amount of introductions

Expand Partnerships with dedicated organisations

Form partnerships with organisations focused on diversity in tech, to broaden the reach and impact of our initiatives

Research new methods of reporting

We aim to enhance our data tracking and analysis, particularly in relation to initiatives like de-gendering advertisements



COMMUNITY ENGAGEMENT

Increase the number of volunteer days used

Work with charities that need additional help, utilising the 2 volunteer days the company provides

Continue our philanthropic activities

Continue to fundraise for meaningful charities, and create awareness around their purpose and what they do

Build a platform for knowledge sharing

Create a space where all value-add resources can be found for our community



ENVIRONMENTAL SUSTAINABILITY

Engage with 'St Albans Greener Together'

This is an initiative that involves local residents and businesses in sustainability projects

Improve IT Recycling

Increase the scope of our donations, aiming to repurpose more than just laptops if we can

Track carbon emission reductions

Update the carbon reduction plan by the end of the year to ensure it is all up-to-date



WELLBEING

Implement a new wellness activity

Either mental or physical, carry out something new and incentivise it to boost engagement

Wellbeing feedback

Create a better system for employee feedback regarding mental wellbeing and improvements we could make

Standing Desks

Create a standing desk area that will be used by the whole team



CAREER DEVELOPMENT

Increase outreach to local schools

Partner with schools to offer workshops or talks

Gather more feedback on our internal mentorship scheme

Sending out a survey to the participants to get constructive feedback that can be acted upon

Work experience program

A schedule to be developed for the students who come to spend time with the different teams

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!

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