

Fawkes & Reece Social Value

FAWKES
+ REECE



Fawkes & Reece



Having over 20 years of experience developing relationships with some of the leading organisations within the built environment. Fawkes & Reece has developed an understanding of how to best partner with companies.

The understanding we have gained is not focused on just technical aspects such as who your customers are, project values & type, turnover and what salaries and benefits will be on offer, but instead the softer aspects such as culture, personalities, the people, values, and the characteristics of the business. These have not only helped us to attract the right people but will influence retention and help build successful careers.

- Established and professional leadership team
- Proven Partnership approach through our Account Management
- Proven delivery capability – reflected in both our reputation and customers base.
- Market leading intelligence – 120 staff networking and maintaining up to the minute intel.
- Advanced Network across the UK – 6 offices, National presence and depth in numbers.
- Our consultants true specialists and therefore focus on job disciplines
- Our own staff benefit from a full training programme from all aspects from candidate generation and qualification to managing the requirements of our customers to ensure the most efficient and effective service is provided.

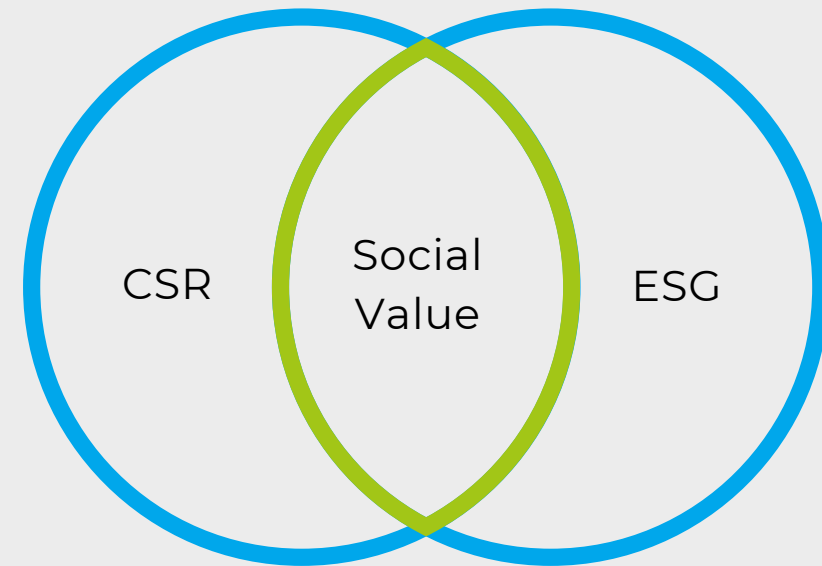


Social Value Within Fawkes & Reece

Vision

For a number of years Fawkes & Reece has worked with local communities and customers across the UK to support with CSR and ESG targets and initiatives.

As we have grown as a business, we have understood the important role and impact we can make to local communities through our own CSR and ESG commitments. We have now formed these together to create our social value initiative, targeting beneficial outcomes for communities and partners, rather than being based purely by policy or commitments.



A Message From Our Founder

“ We believe that through our strong social value principles, we can attract and retain the best people to our company and find the best people for our customers. Our principles are embedded deeply into Fawkes & Reece's activities and those of our suppliers.

We are committed to having a positive impact on economic and social welfare in the communities we operate. For us, sustainable recruitment is about investing in the future by helping to improve the skills and aspirations of young people and people from diverse backgrounds. We are dedicated to building a culture where our employees, customers, candidates and suppliers recognise our commitment to ensuring that we operate successfully in our community and that we achieve our goal as a company of long-term sustainable success.

We have developed our own social values strategy focusing on how we can support local communities combined with providing opportunities within the employment market.

”

Ray Connolly- Group Managing Director



| Social Value in Action

Volunteering & Charity

We have selected two annual charities to support with fundraising and work with local organisations across our portfolio of offices to volunteer and support local initiatives.

Sustainability & Sourcing

Working within the built environment emphasises our need to support making a greener and more sustainable outlook across the construction sector and into the local communities.

Training & Apprentices

We pride ourselves on providing a platform for our own staff and candidates within the market. We are members of the 5% club and work with external training providers for a range of qualifications.

Local Employment

We are passionate about working with local communities and supporting with S106 agreements to make sure that local workers are given opportunities to enhance their own communities.



Charities and Supporting The Community

Each year we partner with 2 charities that we actively fund raise for and support with their projects across the UK. We are always looking at ways that we can further increase this support and would welcome any suggestions or support on helping these fantastic charities.

Harrison's Fund



Rainbow Trust



Sustainability

Fawkes & Reeces' approach to sustainability is focused on how we can positively impact those that we interact with which includes our customers, candidates and our teams across the UK. We are striving to support initiatives and implement our own as part of the continued development and growth within Fawkes & Reece.

As a business that operates within the built environment we understand the impact of projects on the environment and communities. We are passionate about supporting our customers initiatives and ensuring that as a partner we actively participate in initiatives that benefit the environment and the local communities.



Recycling
Initiatives



Environmental
Impacts



Sustainability
of Material



Training & Apprenticeships

Apprenticeships:

We have been successfully running our internal apprenticeship program within Fawkes & Reece for the past 5 years. During this time 19 employees have completed their apprenticeship with Fawkes & Reece within Sales, Business Administration, Marketing, Finance and Compliance. We are a proud member of the 5% club where we pledge to always have at least 5% of our workforce in an active apprenticeship scheme to give young people a real career opportunity.

Training:

We work in partnership with training providers across the UK to open opportunities to our current candidates and to site personnel looking for further training and qualification opportunities.



Local Employment



Section 106

We have supported a number of customers with the social value aspects of S106 agreements. This has included supplying staff from within the local boroughs, supporting with community events and supporting with career and CV advice sessions.



Local Job Centres

We have worked with local job centres within the vicinity of our offices across the UK to support and provide local career opportunities for those looking to continue within the construction sector or enter it.



Community Support

Through our nationwide office network we are passionate about working with local projects and supporting the local community through career opportunities and by supplying labour supply which produces the projects which positively impact the community as a whole.



Introducing New Candidates To The Market



Cidori

We have partnered with CIDORI who focus on providing training and career opportunities to, new to work or the long-term unemployed. We have been able to work with our customers to provide job roles and training opportunities which have enabled individuals to find career opportunities within the sector. We are passionate about extending this partnership further via workshops, training opportunities and by actively engaging with our customers to provide further tangible job opportunities within the construction industry.

MOJ

We have recently opened dialogue with the HM Prison & Probation Service to support their employment team to provide employment opportunities to those who are due for release following their rehabilitation within the prison system. We are strong believers that people deserve a chance following rehabilitation and are therefore looking to work with our customers to provide work opportunities in partnership with the HM Prison & Probation Service.



Supporting the new to work
and long-term unemployed
enter the workforce



The Fawkes & Reece team have been invaluable in helping us with our progression outcome and social value objectives and supporting people into work in construction from all industries and backgrounds.

Nicola Arnold
Business Development Manager  CIDORI



Fawkes & Reece Initiatives



In order to support the local communities that we interact with we have conducted a number of events and started some office wide initiatives highlighted below. We share our most recent activities on our social media platforms and via our community newsletter.

**Site
Volunteering**

**Football
Grassroots**

Open Days

**Charity
Events**

**Career
Workshops**



| Contact Us

If you are interested in hearing more information or would like to support with our social value initiatives please get in contact with our Head of Client Solutions - Gareth Richardson



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