

# DIVERSITY & INCLUSION: OUR JOURNEY SO FAR

Jul 20

**Pledge** - Our CEO and the Board made the commitment to listen and learn in order to evaluate, inform and improve our corporate and individual behaviours.



**Personal Perspective** - We spoke to a Senior Manager who gave us an honest and reflective article speaking on the experiences of her family and the obstacles they faced moving from Botswana to Birmingham in the 80's. This paved the way and inspired our personal perspective series.

Jul 20

Jul 20

**D&I Forum** - Our monthly forum was set up to allow employees to speak about topics surrounding D&I. Training is provided in some sessions, while others are debate and conversation.



**AVENIR**

GROWTH + SUCCESS VIA INCLUSION + DIVERSITY

**Appointment of a D&I Partner** - Avenir were appointed to support our journey with training and coaching.

Jul 20

Aug 20

**Eight Ambassadors** were appointed to serve as champions for D&I in each office, with our Executive D&I Ambassador taking the lead on initiatives.



**BIM**

DIG DEEPER, LOOK CLOSER, THINK BIGGER

Our Personal Perspectives series for **Black History Month** gave a platform for employees to share their lived experiences.

Oct 20

Nov 20

**Personal characteristics updated** – Our forms and compliance system were improved to increase the options available for identification i.e. Black British, Mixed Race British, Non-Binary.



3.94/5

**D&I Diagnostic Survey** – Employees took part in a specialist D&I survey to determine the starting point for our D&I strategy. The outcome led to the training programmes that were developed for 2021 – Inclusive Leadership, Inclusive Teams and De-biasing Recruitment.

Dec 20

Feb 21

**LGBT+ History Month** - We spoke with members of the LGBTQIA+ community within Venn Group to gain an insight of their lived experiences.



International Women's Day

**International Women's Day** - We held a panel event where female members of the senior leadership team spoke about their careers, any obstacles they faced and how they overcame them.

Mar 21

Apr 21

**Personal Perspective** - Ahead of Eid, we heard from one of our employees to gain an understanding of Islam, Ramadan and to find out how he was planning to celebrating the Islamic festival of Eid.



191

**Initial D&I Training completed** - 191 members of staff, including management, completed bespoke D&I training programmes delivered by Avenir: Inclusive Leadership & Inclusive Teams.

Apr 21

Jul 21

**Preferred Pronouns** - In conjunction with Non-Binary People day, all Venn Group employees are now able to add their pronouns to their email sign off should they wish to.



**Diversity, Inclusion & Engagement Associate appointed** - We appointed our first full-time Diversity, Inclusion and Engagement Associate to continue to drive our ambitious strategy.

Jul 21

Sep 21

**What's It All About?** - A training scheme was created to be rolled out to all new employees ensuring that our D&I values are communicated and prioritised from the start.



**De-Biasing Recruitment Training** was completed by 260 of our internal and external recruiters to bring a positive change to the impact of unconscious bias on recruitment practices.

Oct 21

Oct 21

**Personal Perspective** - During Black History Month, we spoke to two of our employees about afro hair, their heritage, and what they're 'Proud to Be'.



**Halo Hair Code** - Venn Group became one of the first companies within the Recruitment sector to adopt The Halo Code which defends the freedom to wear all afro-hairstyles without restriction or judgment.

Nov 21

Dec 21

**D&I Policy** - We created a new D&I policy in consultation with our CEO and D&I ambassadors, structured around our core values of experience, integrity and partnership.



#My name is :

**Name Pronunciation** - In conjunction with the #mynameis campaign during Race Equality week, all Venn Group employees are now able to add phonetic name spellings to their email sign off.

Feb 22

Feb 22

**Disability Confident Committed** - We renewed our affiliation as a DCC Employer for a further three years. We are committed to an inclusive recruitment process and an accessible work environment.



**International Women's Day** - We heard from four of Venn Group's female leaders across the company as they shared the challenges and successes of their career journeys in our monthly diversity & inclusion forum.

Mar 22

Apr 22

**Personal Perspectives** - Continuing our series, two of our employees shared about their respective celebrations of Ramadan and Vaisakhi, and the significance which they hold.

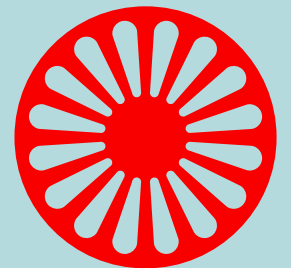


**Deaf Awareness Week** – We were joined at our D&I forum by a guest speaker who taught us how use the basics of British Sign Language.

May 22

Jun 22

**Gypsy, Roma and Traveller History Month** - We released a Personal Perspective article from Riley Garnett, Manager in the Bristol office, about his upbringing in the New Age Traveller Community.



ACCESSANGEL

**AccessAngel** - We partnered with AccessAngel and implemented a toolbar to increase the accessibility of our website.

Jul 22

Sep 22

**National Inclusion Week** - We carried out an internal campaign, #MEETME, to introduce people across the company and increase employee engagement.



**Black History Month** - We were joined at our D&I Forum by Luther Blissett, Ex-England Footballer, to hear his experience as a black man in the football industry.

Oct 22

Nov 22

**Age Friendly Employer** - We signed up to the Age Friendly Employer Pledge and a new nationwide programme run by the Centre for Ageing Better to make workplaces age-friendly.



# ISLAMOPHOBIA AWARENESS MONTH

**Islamophobia Awareness Month** – After attending the LTU Islamic Society event, *Islamophobia: The Causes and Cures*, our EDI Associate released an article to reflect on how to implement the lessons learned.

Nov 22

Dec 22

**Bridge of Hope Careers** – We hosted a D&I Forum with our partners at Bridge of Hope Careers. Both guest speakers shared their personal experiences and the organisation's journey to address barriers to employment.



**International Mother Tongue Day** – We reached out to our employees who spoke English as an additional language and created a video of them speaking in their mother tongues to celebrate multilingualism.

Feb 23

Feb 23

**World Hijab Day** – We heard from a Consultant in our London office about her experience of wearing the Hijab, its significance to her, and addressed some common misconceptions.



Mar 23

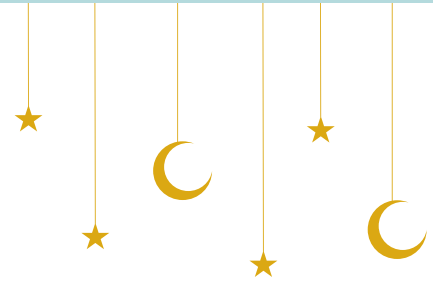


**International Women's Day**

**International Women's Day** – We hosted a D&I forum with guest speaker Rupinder Sandhu, Curriculum Manager from Sandwell College, who discussed the distinction between equality and equity and how to best implement equitable practice.

Apr 23

**Ramadan** – After attending Ramadan Tent Project's webinar, our Bristol D&I Ambassador organised an Iftar for the office to support their colleague and learn first-hand about the significance of the month.



**National Inclusion Week** – Amit Ghose, born with Neurofibromatosis Type 1, joined our D&I forum to share on his experience of living with a disability and the importance of inclusion in the workplace.

Sep 23

Oct 23

**Black History Month** – We invited Claudia-Liza Vanderpuije, journalist and television presenter, to our D&I forum to share her experience as a black woman working in media.



**Programme One** – We signed up with Programme One, an organisation which aims to remove the barriers black talent face when applying for recruitment roles.

Jan 24

May 24

To coincide with World Mental Health Week, we launched our new employee engagement platform, Viva Engage. This innovative technology fosters praise and recognition while connecting employees across the nation through its powerful crowd-sharing features. Throughout the week, we created numerous opportunities to celebrate and appreciate our colleagues.



We were honoured to be invited to the annual Reserve Forces' and Cadets' Association for Greater London Briefing, recognising our commitment to the armed forces and their wider community. As proud silver holders of the MoD Employer Recognition Scheme, we actively support and promote the invaluable contributions of serving personnel, veterans, and their families.

Jun 24

Sept 24

Attended the first career fair at HMP Thameside, where we were the only recruitment company present, alongside various outreach and charity organisations, to provide guidance on employability skills. With only 17% of ex-offenders securing employment, we hope that many of the individuals we met will find opportunities through us or benefit from the support we offered.



Islamophobia Awareness Month - We spoke to some of our consultants who wanted to share their experiences and, above all, their pride in the Islamic faith. 2024 IAM theme, Seeds of Change, reflects our belief that small actions, like reading and understanding real-life experiences, can collectively lead to meaningful transformation.

Nov 24

Mar 25

For Endometriosis Awareness Month, Chloe Bailey shared her personal perspective on the journey to an endometriosis diagnosis, highlighting the daily challenges of living with the condition and the widespread lack of understanding surrounding this disease, which affects 1 in 10 women in the UK.



**GRACE  
& GREEN**

### Why Menstrual Health is Everyone's Business and Understanding conditions

For Endometriosis Awareness Month, we were thrilled to welcome Hannah from Grace & Green—our period supply partner—to lead one of our Hit Halves. She delivered an insightful, informative, and myth-busting webinar that kept everyone engaged from start to finish.

Mar 25

Mar 25

We know to be an inclusive workplace we must recognise and support the real challenges our employees face. That's why, during Endometriosis Awareness Month, we introduced a Perimenopausal and Period Policy—because menstrual health matters. We know that conditions like endometriosis, perimenopause, and severe period symptoms can have a profound impact on daily life, including at work. This policy isn't just about improving well-being—it's about retaining and empowering the incredible female talent within our team.



**Each year, we continue many of the initiatives outlined above and reaffirm our commitment to all accreditations. The above list focuses exclusively on our new actions and efforts.**

**If you would like to find out more about our EDI please contact:**

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recruitment