

Environmental, Social and Governance Report

1st September 2022 – 31st August 2023



● Working together,
we positively impact
the lives of young
people, and contribute
to and enhance the
communities and
environment in which we
serve.



Contents

- 04 About The Edwin Group
- 06 Our values
- 07 Our journey
- 08 Letter from Liam Roberts,
our CEO
- 09 Highlights
- 12 Our commitment to the UN
Sustainable Development Goals
- 15 Environmental
- 25 Social
- 40 Governance

About The Edwin Group

We are The Edwin Group - a growing collective of like-minded education professionals, working together to positively impact the lives of young people. We achieve this through an enriched offer to support schools, teachers, leaders and caregivers with their recruitment, retention and reduction in workload challenges.

Our strategy – to recruit, retain and reduce – forms the pillars of The Edwin Group's impact within the education sector.

01 Recruit

We support schools and multi-academy trusts in recruiting the best quality temporary and permanent teachers and support staff. Offering flexible, cost effective and fully compliant solutions to meet their needs.

02 Retain

We offer a range of advice, support, and training to ensure that schools and multi-academy trusts are fully equipped to retain their valued and talented staff. From staff wellbeing to leadership support, their need to retain, reward and recognise their people is our top priority.

03 Reduce

Our range of education technology platforms provide solutions that make life easier for school staff by reducing workload and improving efficiency and effectiveness. Our curriculum enrichment services add vital additional capacity, improve key outcomes for children, and free time up for school staff to focus on teaching and learning.

We are building an experienced and proactive group of dedicated companies and inspirational practitioners, with key experience and skills and an unwavering commitment to educational improvement. This year, we have welcomed Enrich Education and Still Human to The Edwin Group and we have made significant investments in Llama ID.



We are made up of seven symbiotic companies, which are united in our vision for a more sustainable future in education:



Vision for Education, ABC Teachers, Smart Teachers (Edwin Supply)

Recruiting and supplying great teachers, leaders and support staff for both temporary and permanent roles in primary, secondary and SEND schools, colleges and alternative provisions across the UK.



Commando Joe's

Building character, self-worth and confidence in young people. For happier, healthier living. Traditional academic subjects may fill brains with knowledge and information. Building character, self-confidence and resilience are equally important to young people in the modern day.



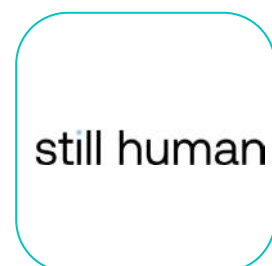
Enrich Education

Providing innovative curriculum-based services and resources that support young people to be physically active when learning and help reduce teachers' workload – with a primary focus on cross-curricular orienteering, and a pioneering approach to introducing Youth Quidditch to school.



Llama ID

Offering automated, compliant and safer recruitment checks in education – all within a single platform. Tailored to meet the unique needs of schools and multi-academy trusts, Llama ID streamlines safeguarding and vetting checks, ensuring the highest compliance standards are consistently met whilst also achieving valuable time and cost savings.



Still Human

Delivering CPD accredited workshops and courses that support the wellbeing of staff in education, empowering people to take ownership of their wellbeing whilst championing the importance of creating a workplace culture that supports good staff wellbeing.

Our values

Our values help us determine what is important to us, our stakeholders, our businesses and our employees. They guide what sort of employer we want to be, how we approach our work to ensure that value added is not only economically sustainable but environmentally sustainable, and how we ensure that our work adds real value to the people we work with and the young people we place at the forefront of our business.



Passionate about learners

We strive to make a difference in education. Proudly putting children and young people at the heart of everything we do and providing opportunities to enhance their learning and experiences.



Collaborative and responsive

We work in partnership with schools to provide a high-quality service. Being flexible and responsive to changes in their needs and the educational landscape.



Responsible and fair

We provide a value-for-money, open and fair service. Establishing trust and retaining long-standing relationships with schools and teachers.



Well-informed and focused

We understand the current educational climate and challenges facing schools and teachers. Ensuring that we deliver a service that meets the needs of schools to improve outcomes for pupils.



Respectful and open-minded

We treat people as we would like to be treated ourselves – with dignity and courtesy. Welcoming and encouraging everyone who wants to contribute to our business and the world of education.



Our journey

2023 has been a very successful year for our ESG journey

2023

- Placed in the Top 10 Sunday Times Best Employers for big companies
- Established Still Human and became the majority shareholder of Llama ID
- Near-term target for carbon emission reduction approved by SBTi
- 2023 Education Investor Awards: Our chair, Elaine Simpson won the Businesswoman of the Year Award and we were shortlisted to the top 3 for the Market Entrant Award

2022

- Net Zero target set
- Mental Health and Environmental Champions launched
- Acquired Enrich Education

2021

- The Edwin Group's first ESG report
- New head office in Sheffield
- Acquired Commando Joe's
- Carbon neutral

2020

- The 3 agencies formally separated from Tes and formed The Edwin Group
- 200 employees

2014 - 2016

- Joined Tes: Vision for Education (2014), Smart Teachers (2015) and ABC Teachers (2016)

2008

- Vision for Education founded
- 4 employees

Letter from Liam Roberts, our CEO



Liam Roberts,
The Edwin Group CEO

I take immense pride in the remarkable journey of The Edwin Group since the release of our last ESG report. We have continued to focus on cultivating a growing collective of like-minded education professionals. Working together, we positively impact the lives of young people, and contribute to and enhance the communities and environment in which we serve. As part of this commitment, we introduced three companies to the group; Enrich Education, Still Human, and Llama ID. These exceptional businesses echo the ethos and values of The Edwin Group, each contributing a distinct offering tailored to the education sector. We view education as a powerful force for good in the world, and a driver of progress towards a sustainable future for all.

“Working together, we positively impact the lives of young people, and contribute to and enhance the communities and environment in which we serve.”

The passion and commitment of our employees is commendable, and it is down to their enthusiasm that we were placed in the top 10 Sunday Times Best Place to work 2023. Something we will strive to uphold over the coming years.

We ran our first Wellbeing Week in January 2023 garnering widespread participation across the group, with people spending time on physical and mental wellness through active volunteering, relaxation and creativity.

Our commitment to achieving Net Zero emissions by 2045 has been further developed through our work with the Science-Based Targets initiative (SBTi). Our pledge to reduce Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions by 42% by 2030, measured from a 2022 base year, has received approval from the SBTi.

The continued achievements and objectives shared in this report reflect the ambition, energy and commitment of our employees. And our commitment to ESG won't stop there, we have set ourselves further goals outlined in this report, with the aim of making the world better for future generations.



Environmental highlights



Eco Action Awards

In November 2022, we teamed up with The Young People's Trust for the Environment (YPTE) to launch our **Eco Action Award for Schools**. The competition recognised and encouraged action for sustainability among students. To develop and implement the proposed projects, and in recognition of their excellent work to improve and promote sustainability in their schools, the winning school received £2,000, and the two runner-up schools received £1,000.

The winning school of the Eco Action Awards receives

£2,000

in recognition of their excellent efforts to promote sustainability



Committed to reducing Scope 1-3 emissions by

94%

by 2045 from a 2022 base year



Reducing our carbon emissions

Throughout this year, we have maintained a **consistent effort in gathering and monitoring monthly data** on our energy consumption and waste production, which serves as an essential foundation for calculating our carbon emissions. In addition, we have carried out our **second employee commuting survey** to enable a comprehensive Scope 1, 2 and 3 carbon calculation.

Following our granular carbon emissions calculations, we have taken steps to **offset our Scope 1 and 2 emissions** as well as the emissions in Categories 5 (Waste), 6 (Business Travel) and 15 (Investments) and sub category 7 (Homeworking) of Scope 3.

Our commitment to achieving **Net Zero emissions by 2045** is reinforced through our alignment with the Science-Based Targets initiative (SBTi), which has approved **our commitment to reduce Scope 1 and Scope 2 Green House Gas (GHG) emissions by 42% by 2030** from a 2022 base year.

Social highlights



Focusing on Health and Wellbeing

This year marked the introduction of **The Edwin Group Wellbeing Week**, a five-day programme dedicated to relaxation, humour, and creativity. This event emphasised the critical significance of physical and mental wellbeing in the workplace.

Our concentrated effort on mental health is evident in our expanding focus on this area. We have welcomed more **Mental Health Champions** across our branches, increasing the count from 14 to 19. Additionally, our first cohort of **Mental Health First Aiders (MHFAs)** has received refresher training to ensure their effectiveness in supporting mental health in our community.



Recognition

In 2023, we were thrilled to be featured in the **Sunday Times Best Places to Work UK awards** in the category for big companies. These annual awards shine a spotlight on companies that cultivate engaged and inclusive workplace cultures where wellbeing and happiness are central to the success of the company.

Our pride is boundless as we achieved an **'Excellent' rating in all categories**, affirming our industry-leading and world-class levels of employee engagement across The Edwin Group.

Governance highlights

Maximising diversity

As a company, we actively seek to maximise the diversity of perspectives and experiences within our decision-making. So we are really pleased that some of our key hires this year reflect our commitment to **maximising diversity** within our operations. **The Edwin Group Executive team** now comprises of **6 females and 5 males** and **The Edwin Group Senior Leadership Team** has an equal split of **12 females and 12 males**.

The introduction of the Nominations Committee further reinforces our efforts to align the composition of the Board and senior leadership with our workforce demographics.

50/50

The Edwin Group Senior Leadership Team has an equal split of 12 females and 12 males

The introduction of the
Nominations Committee
further reinforces our efforts
to align our workforce
demographics



Aligning group policies

As we continue to expand and acquire new companies, we will **diligently review, merge, and adapt our policies to ensure consistency in expectations, processes, and benefits** across our growing collective.



Mitigating ESG risks

We have established an **ESG Risk Register** to identify and address actual and potential ESG-specific risks that could impact our group. This register guides our **preventive actions across seven risk areas, safeguarding against potential harm** to our sustainability efforts.

Our commitment to the UN Sustainable Development Goals



We recognise how important it is for all people, and all organisations, to ensure that our individual and collective actions contribute to building a brighter and safer future for all.

The United Nations Sustainable Development Goals (SDGs,) framework provides a roadmap for how to achieve this goal. It provides a shared blueprint for achieving global equality, prosperity, and security and its 17 goals serve as a guide and educational tool for the international community. The SDGs address the most harmful challenges facing humanity today, including climate change, social inequalities and economic instability.

In 2021 we used this framework to identify how we could contribute to any of these SDGs. We identified 6 Sustainable Development Goals where our efforts can have the most significant impact and have focused our attention on how to make a difference in these areas.

As we progress throughout the next financial year, it is a fundamental part of our strategy to explicitly demonstrate our alignment with the goals and communicate to our stakeholders our commitment to fostering sustainable change. Our goal is to inspire action and positively impact the sustainable practices of our employees, candidates, and the schools we serve.



Aligning with the SDGs



Good Health and Well-Being

Ensure healthy lives and promote wellbeing for all at all ages.

Our purpose is to promote and enable positive outcomes for children and young adults. We firmly believe that the foundation of our success lies in the mental and physical wellbeing of all involved. Neglecting this vital aspect for our work and employees would see the realisation of our mission diminish.

This is why we value the addition of Still Human into The Edwin Group as they put wellbeing and mindfulness at the forefront of everything they do. To ensure that promoting wellbeing becomes part of our Group culture, we have launched our inaugural Wellbeing Week for our employees, and we provide a range of resources and support to candidates and schools alike to elevate their overall wellbeing.



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

To maintain a consistently outstanding service to the communities we support, we engage with our schools, colleges and learning providers to ensure that we deliver a quality education for all. As market-leading recruiters in education, it is Edwin Supply's purpose to ensure that children and young adults are receiving a quality education and Commando Joe's and Enrich Education offer a wealth of engaging activities to enhance confidence, skills and knowledge. As The Edwin Group, we deliver a wealth of curricular and extracurricular opportunities that impact young people's future outcomes.

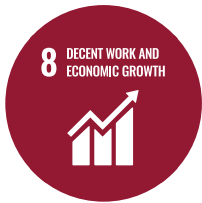


Gender Equality

Achieve gender equality and empower all women and girls.

In the last year, we have established a Nominations Committee to ensure full and effective participation of underrepresented groups for leadership at all levels of our business. We continue to report on our Gender Pay Gap across The Edwin Group, and next year we will conduct a deeper analysis of pay across all of our companies.





Decent Work and Economic Growth

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

In our drive to deliver a quality education for all, we actively seek and promote development-orientated actions that support job creation and facilitate job retention. At Commando Joe's and Enrich Education, we invest in providing extracurricular opportunities and Edwin Supply sponsors awards for children and young adults to encourage them to achieve positive outcomes which will enable productive employment in their futures.



Reduced Inequalities

Reducing inequalities within countries via income, age, gender, ability, race, or ethnicity.

The widening education gap in the United Kingdom – exacerbated by the Covid-19 pandemic – is a concern for The Edwin Group. We recognise the pockets of socio-economic inequality that prevail across the UK, our purpose is to ensure a quality education and equal opportunity for all, regardless of background, and to reduce inequalities of educational outcomes.



Climate Action

Take urgent action to combat climate change and its impacts.

We are taking action to reduce our carbon emissions. This year we recalculated our carbon emissions against our baseline emissions, which are a record of greenhouse gases that have been produced in the past, prior to any strategies to reduce emissions. Bolstering these actions is the successful roll out of our Green Champion initiative. Working with the ESG Committee, our Green Champions are responsible for raising awareness and improving education on climate change. This is a crucial step in reducing our environmental impact. To date, our Champions have encouraged recycling initiatives and celebrated World Refill Day to raise awareness on the negative impact of single-use plastic.





Our commitment to Net Zero

Our commitment to combat climate change is driven by our goal of achieving Net Zero emissions by 2045, a significant milestone that surpasses the government's target of 2050.

In 2023, we became a member of the Science Based Targets initiative (SBTi), a growing coalition of companies dedicated to addressing climate change. This involves the alignment and independent verification of our near-term climate target, ensuring that it is in accordance with the prevailing scientific consensus on climate change. Near-term targets map out the next 5-10 years for a company to significantly reduce their emissions, carrying out the necessary actions to achieve substantial emissions reductions by 2030.

The SBTi has approved our commitment and near-term target to reduce Scope 1 and Scope 2 Green House Gas (GHG) emissions by 42% by 2030 from our 2022 base year. We are now one of 6,323 companies actively engaged in climate action. Among these, 3,696 companies have adopted science-based targets (SBTi), while 2,518 companies have made resolute Net Zero commitments.¹



¹Science Based Targets initiative (2023). Companies Taking Action. Available at: <https://sciencebasedtargets.org/companies-taking-action> (Accessed: 27/10/23)



Carbon emissions table

Scope/Category	Sub-category	tCO ₂ e FY22	tCO ₂ e FY23
Scope 1			
Stationary combustion	Gas consumed	34.02	45.78
Transport*	Owned and leased vehicles	36.96	37.78
Refrigerants	HVACs	4.61	14.54
Scope 2			
Electricity (Location based) ¹	Purchased electricity, for own use (grid average)	36.59	44.25
Electricity (Market based) ²	Purchased electricity, for own use (specific contract)	36.59	30.02
Scope 3			
Cat 1: Purchased goods and services	Goods and services	1,047.87	1,074.72
Cat 2: Capital goods	CapEx expenditure	90.62	41.32
Cat 3: Fuel & energy related activities	WTT ³ & T&D losses ⁴ from electricity, stationary combustion of fuels and transport	19.43	39.54
Cat 5: Waste	Waste – total	1.57	3.36
Cat 6: Business travel	Land and air travel for business purposes	160.59	149.79
Cat 7: Internal staff commuting	Employees commuting to and back from work. (WTW)	205.23	97.49
Cat 7: External staff commuting	Employees commuting to and back from work. (WTW)	3,034.94	1,306.42
Cat 7: Working from home	Employees commuting to and back from work. (WTW) ⁵	13.45	40.83
Cat 12: End of life treatment	Waste disposal and treatment of products sold (by customers)	61.4	94.69
Cat 15: Investments	Investments in other companies for profit	0.36	4.36
TOTAL Gross Emissions (Location based)		4,747.64	2,994.85
Less emissions avoided by procurement of renewable electricity		(0.00)	(14.22)
less emissions avoided by production of green electricity		(0.00)	(0.00)
Total Gross Emissions (Market based)		4,747.64	2,980.62
Less carbon offsets		(236.00)	(346.00)
Total Net Emissions		4,511.64	2,634.62

* These emissions have been rebaselined as a result of new information that The Edwin Group has provided to enhance accuracy

1 Location based represents emissions from electricity consumption based on grid average emissions

2 Market based represents emissions from electricity consumption based on specific energy contracts

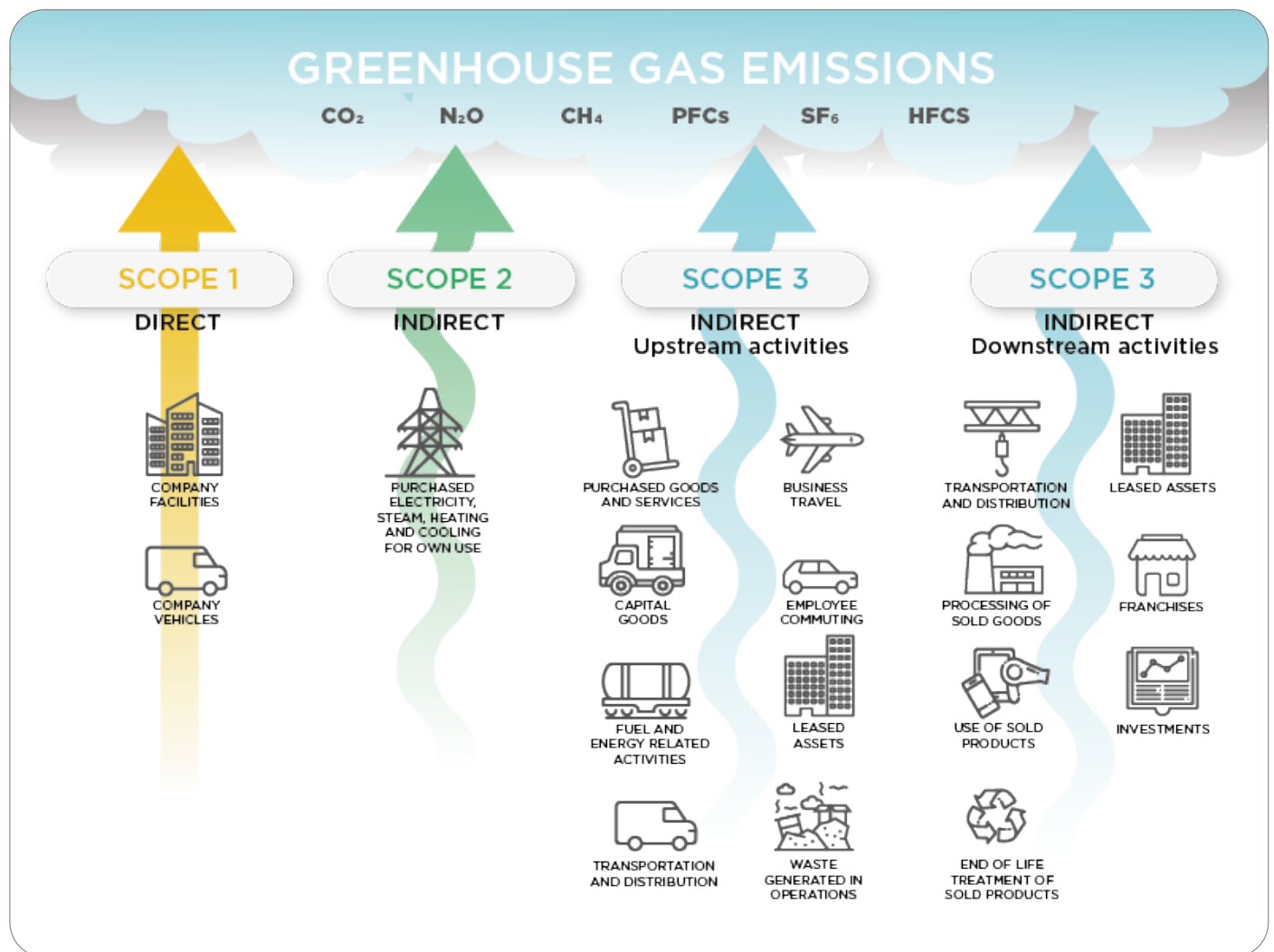
3 WTT - Well-to-tank emissions. Emissions associated with the extraction refinement and transport of fuels before consumption

4 T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network

5 WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels

As a growing body, we are pleased to welcome new companies, employees and candidates to our expanding collective this year. When we review our Greenhouse Gas (GHG) emissions, excluding external commuting, our emissions have reduced by 6.6%. This is an impressive figure considering our growth in offices and acquisitions of new businesses, such as Still Human and Enrich

Education in FY23. This decrease in emissions is a result of procuring more renewable electricity, reducing the number of business trips by replacing them with digital meetings, and we have considerably reduced our internal commuting emissions through encouraging employees to use alternative modes of transport.



Source: GHG Protocol



Energy monitoring and waste management

To effectively manage our energy consumption and waste production, we collect and monitor our monthly usage data. This year we have partnered with a waste and energy management company to help us maximise our waste recycling and reduce energy consumption at locations across the country.

Landlord engagement

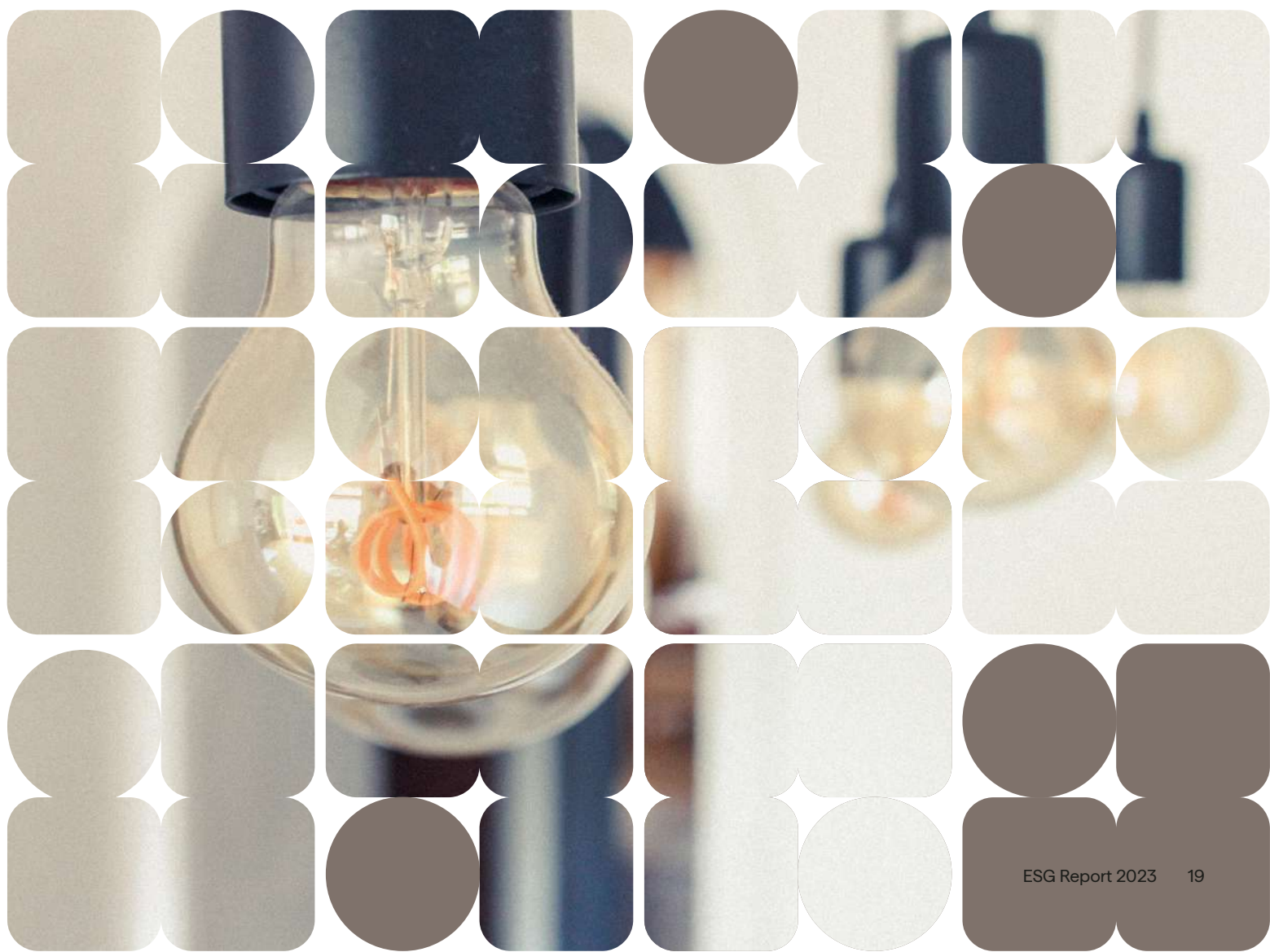
Engaging with our landlords this year has been a crucial step in helping us to understand our environmental impact as a business. This year, we have introduced a landlord survey to collect comprehensive information

on electricity, waste and recycling, water usage and gas consumption at each of our sites.

We are pleased to report that we have received responses from an impressive 86% of the landlords we reached out to. Our strong response rate from landlords is a testament to our dedication to sustainability and waste management.

Collaborating with landlords has provided us with invaluable insight and we are now able to set out actions for reducing our impact on the environment, such as installing LED lights. The survey responses

have also influenced our decisions in selecting new offices, we now require that all new sites must have an energy rating of C or above.



Travel

For a second year, we have conducted a staff commuting survey across our companies. This is a crucial step in ascertaining staff commuting emissions for both our internal employees and our candidates.

Business travel and employee commuting

2023 was a year of exciting growth for The Edwin Group. Our purpose is to positively impact the communities and environments of schools across the country and due to our growth, we are successfully increasing our reach and impact. With the acquisition of 2 new enterprises, our employee numbers have increased. Despite this, our business travel has reduced and our internal staff commuting emissions have improved significantly.

On the other hand, we now work with over 7,000 candidates, which is a significant increase since last year and inevitably, there has been an increase in our candidate commuter emissions. As our candidates typically drive to their assignments, and alternative transport options are limited, the emissions resulting from our external staff commuting have increased accordingly.

When companies are growing it is difficult to decouple the growth of the business from the output of GHG emissions. However, using the findings from our Net Zero Report for FY23, we will implement strategies to reduce the intensity ratio of our external staff commuting emissions in the coming year.



Cycling to work:

The environmental impact of commuting choices is substantial. Driving a petrol vehicle can produce approximately 180g of CO₂ per kilometre, while public transport is significantly lower at 80g and driving electric vehicles will produce around 60g per kilometre. However, for employees seeking to reduce their carbon emissions to a minimum, cycling stands out as the best option. With zero carbon emissions, biking to work has a significant and positive impact on the environment.²

From the findings from the baseline carbon calculation last year, we have introduced a Sodexo cycle-to-work scheme. This employee benefit was initiated to encourage a healthy and eco-friendly approach to commuting. Cycling to work not only promotes emissions reduction but also helps employees save money on fuel and reduce their tax contributions.

Our partnership with Sodexo:

We have proudly partnered with Sodexo to offer the cycle-to-work scheme. Sodexo's mission is deeply rooted in creating a better future for all, reflecting their commitment to caring for communities and acting for the planet to promote a culture of environmental responsibility. At The Edwin Group, we place great importance on collaborating with businesses that share our values and our vision for a sustainable future.

Donating unwanted bikes:

For those who already own a bicycle, the scheme extends to the purchase of accessories and safety equipment. The Sodexo scheme provides more than just access to bikes. Even for those who already own their bicycles, it offers an opportunity to purchase various cycling equipment, from helmets to lights and tyres.

Additionally, individuals have the option to donate their unused bicycles to Sodexo, who collect these bikes to send to Africa. This initiative provides a lifeline to people living in rural communities, enabling them to travel to work, school, and transport goods for sale.

Environmental impact:

We believe that this initiative not only benefits our employees but also aligns with our commitment to a sustainable future, and we encourage all our team members to explore this eco-friendly commuting option.

Cycling to work produces

zero

carbon emissions, and has a significant and positive impact on the environment



²TerryBerry (2022). A Complete Guide to Cycle To Work Schemes 2023. Available at: <https://www.terryberry.com/gb/blog/a-complete-guide-to-cycle-to-work-schemes-2023/#:~:text=Changing%20from%20car%20to%20bike,.on%20a%20brand%2Dnew%20bike> (Accessed 10 October 2023)

Offsetting our carbon emissions: hydroelectric power plant Giresun, Turkey

Our main objective is to minimise both our direct and indirect emissions. However, there are certain emissions outputs that cannot be entirely eliminated. To address this, we have embraced the use of voluntary carbon credits. These credits enable us to offset our environmental impact by investing in verified projects that help to regenerate the planet, alongside supporting local communities.

Following our Net Zero calculation this year, we are offsetting 346 tonnes of carbon. To remain as a carbon neutral company, we are offsetting our Scope 1 and 2 emissions this year. We have also chosen to offset categories within Scope 3, such as our waste emissions (category 5), investments (category 15) and homeworking emissions (subcategory 7). To reduce the impacts for the business trips that cannot be switched to online replacements, we are offsetting the remaining emissions.

We have invested in the Yumrutepe Regulator Project in Giresun, Turkey. The Yumrutepe Regulator Project is a run-off river hydropower plant located on Aksu Stream in Giresun province, Black Sea Region of Turkey. The project supplies clean electricity from the hydropower plant to the Turkey National Grid.

In addition to the emission reduction benefits, the project has also contributed to the education of local people and it supports a university scholarship programme for a female student from the local village. The organisation also recognises the importance of diversity within leadership and it has increased the proportion of women in managerial positions.

Hydroelectric Plants supply clean electricity

● The project supports a university scholarship programme for a female student from the local village

This Project contributes to the following UN SDGs:



The project displaces fossil fuel-generated electricity and **boosts Turkey's renewables sector.**



Permanent jobs created in power plant operations, with part-time employment opportunities.



Repairment of local bridges, roads, and infrastructure



Prevented the release of 83,856 tCO2 into the atmosphere since its commissioning.



Shaping our stakeholders' sustainability

Designated green champions:

In each branch, a dedicated Green Champion has been appointed to actively promote our sustainability initiatives. These champions play a pivotal role in fostering a culture of environmental responsibility within the workplace. They collaborate closely with our ESG Committee to ensure the effective sharing and distribution of ESG information and resources across the Group.

Recycling initiatives:

All of our offices are equipped with a recycling program, featuring bins for plastics, mixed glass, mixed recycling, and mixed paper and card. These initiatives represent a tangible step toward minimizing our environmental footprint.

World refill day participation:

On June 16, 2023, we joined millions of global citizens in supporting World Refill Day. This public campaign is designed to accelerate the shift away from single-use plastics towards reusable materials.

We promote the use of the campaign's free Refill app, which encourages us to make small, sustainable changes in our daily routines and it also lists thousands of eco-conscious places to eat, drink, and shop.

Reusable water bottles

During the last academic year, we made a substantial investment of over £3,500 in environmentally friendly, reusable water bottles. As part of our sustainability commitment, new team members receive The Edwin Group water bottle during their induction. This approach will help us reduce our reliance on single-use plastic water bottles and it underscores our commitment to reducing plastic waste.



2024 Environmental targets



Set a Long-Term Science-Based Target to cut all possible emissions by 2050



Recycle 100% of our confidential waste



Register 20 employees onto our Sodexo cycle-to-work scheme



Social

Delivering on last year's targets

2021 – 2022

We have successfully delivered 6 Edwin Learn sessions and 2 Edwin Lead sessions - **focusing on the continuous professional development of our employees.**

We added questions relating to mental health to the employee survey – **setting a new direction for mental health initiatives.**

We delivered follow-up training for our Mental Health First Aiders – **ensuring that support is comprehensive and relevant.**

We have improved the wellbeing and the mental health of educational professionals across our schools and our branches. The powerful and engaging workshops delivered by Still Human reach a wide audience of educational leaders and professionals who can use their learning to influence positive mental health across their communities.

THE SUNDAY TIMES
**Best Places
 to Work 2023**

 The Edwin Group

We're in the
 Top 10.

83%

Response rate

92%

Overall score

Outstanding recognition: The Sunday Times Best Places to Work

The annual awards, spanning organisations from small teams to large businesses with over 2,000 employees, are renowned for their comprehensive approach to assessing employee satisfaction within the workplace. The evaluation of employee engagement centres around six factors: recognition, information sharing, empowerment, pride, job satisfaction, and wellbeing. We are thrilled that 95% of respondents feel they are respected and 92% feel consistently recognised for their achievements.

The correlation between recognition, validation, and wellbeing is striking, further emphasised by our exceptional 94% confidence rating in management, a notable contrast to the industry and global average of 73%. Moreover, our exceptional Net Promoter Score (NPS) of 80 adds to our sense of accomplishment.

Highly successful companies recognise the link between attracting and retaining top talent and achieving elevated levels of employee engagement. This, in turn, results in improved health, happiness, resilience, and loyalty. A commonality between the successful organisations is their progressive approach to implementing health and wellbeing programmes, an approach that we have also embraced at The Edwin Group.

Six steps to Workplace Engagement Scores – **Excellent Rating**

01

83%

Reward and
 Recognition

02

91%

Information
 Sharing

03

93%

Empowerment

04

91%

Wellbeing

05

95%

Instilling
 Pride

06

94%

Job
 Satisfaction

Nurturing a thriving and well-balanced workforce

Our formalised Wellbeing Strategy underscores our vision to ensure that every member of The Edwin Group experiences the highest possible emotional and mental wellbeing throughout their employment with us. Our guidance focuses on cultivating the right conditions for mental health and happiness at work. Fundamental to this is the embedding of an inclusive work culture that prioritises people over profit.

It has been a phenomenal joint effort across The Edwin Group in creating, promoting and implementing a comprehensive variety of wellbeing initiatives, which includes access to our Employee Assistance Programme (EAP) and a Digital GP service for all employees. We all look forward to thoroughly embedding the initiatives into The Edwin Group ethos and will be pleased to report on more engagement and impact figures in next year's report.

Mental Health First Aiders (MHFAs):

- Trained an additional 11 MHFAs in FY23, bringing the total to 19
- All MHFAs received additional training in October 2023

Wellbeing Week

- We had impressive engagement for our first Wellbeing Week with an excellent uptake of the activities on offer, from the art competition, to crafting an office song, to the charity shop buy and many more fun activities
- The online wellbeing sessions proved popular and we are already planning next year's events.

Enhanced parental leave

- Our maternity package at Edwin Supply ensures that commission is now paid for the first 12 weeks of maternity leave
- Partner's Leave has been increased from 2 weeks to 4 weeks. There has been uptake across the Group, including members of SLT, which is excellent modelling and encouragement for employees across the business





Steps Challenge

- An active and engaging competition to promote physical activity
- A large proportion of our employees entered the competition and racked up their steps

Take 5

- A termly publication written by MHFAs covers a range of issues related to mental health, from mindfulness activities and brainteasers to raising awareness on the impacts of homelessness on mental health

Raising awareness and understanding

- Throughout the year, we organise campaigns and sessions on breast cancer awareness and menopause awareness, which create a space for dialogues and understanding on topics that employees may not be knowledgeable of



Still Human: Championing mindfulness

still human

● Our primary role is delivering our CPD accredited workshops for staff working in the education sector.

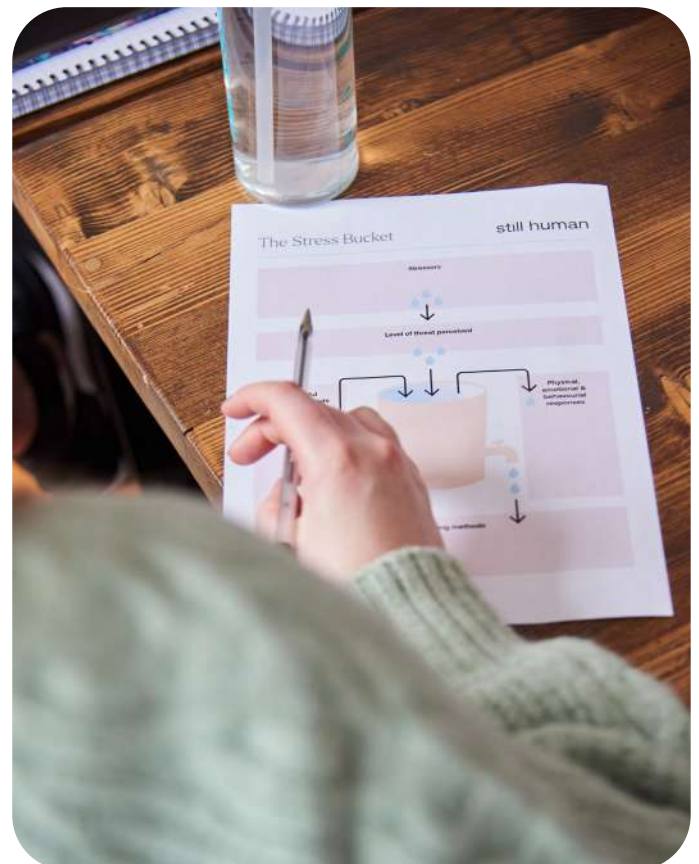
Investing in employee wellbeing is vital to the longevity and success of schools, so it is with great pride and purpose that Still Human evolved in 2023 to become The Edwin Group's essential wellbeing arm of the business.

We have witnessed the pressures and challenges that exist within teaching and it is simple to deduce that the weight and stress placed on the individual educator inevitably impacts how they successfully enable students to learn and thrive. Therefore we have made it our mission to nurture the individual in order to allow the entire school to flourish.

Our primary role is delivering our CPD accredited workshops for staff working in the education sector and we provide valuable insights and practical strategies on various health and wellbeing subjects. This includes delivering sessions to our colleagues in The Edwin Group across the country, who we encourage to also prioritise their health and wellbeing. Our workshops - including Wellbeing Champion training and mindfulness sessions known as the 'MIND less FULL' - use evidence-based psychological theory to allow our educators to learn about stress, explore their own stress responses and take away mindfulness exercises to enhance a positive and calm mindset that enables them to face the immense pressures of working in the education sector.

We also deliver our CPD accredited Menopause Awareness and Menopause Mindfulness workshops across the country, raising awareness and much needed discussion on the impact of menopause on women in the workplace. Opening up a dialogue around menopause has a positive impact on staff wellbeing and can help improve teacher retention.

As a company that supports the wellbeing of staff in education, Still Human was honoured to be able to sponsor Schools North East's "Healthy MindEd" conference that took place during Mental Health Awareness week in May 2023. The conference is a space for education professionals to come together to keep learning about mental health, to share stories and knowledge, and to connect with services that can help our children, young people and adults alike.



Strengthening education through continuous professional development

Recognising that the recruitment and retention of talent are fundamental to our overall success, this year we have achieved significant milestones in our training initiatives, through our two core professional development programmes, Edwin Learn and Edwin Lead.

The Edwin Learn sessions are an integral part of our induction programme for new hires at Vision for Education, ABC Teachers, and Smart Teachers. These sessions encompass a blend of classroom-based learning, group activities, and insightful discussions, allowing participants to engage with a diverse range of colleagues from various departments. These sessions serve as a foundation for developing the essential skills and knowledge required to make a substantial impact.

The Edwin Lead sessions play a crucial role in our broader line management development framework. They delve into the qualities and skills of effective leadership, encompassing the art of leading others (including managing probation periods, conducting effective one-on-one meetings, addressing challenging conversations) and the importance of truly understanding one's team in order to nurture talent and enhance employee retention.

This year, we have successfully conducted six Edwin Learn sessions and two Edwin Lead sessions for our employees across Vision for Education, ABC Teachers and Smart Teachers.

As part of our ongoing commitment to employee development, we are building a new Assistant Manager training programme. This programme is specifically designed to provide support and guidance to assistant branch managers, aiding them in their current roles and facilitating their professional growth within The Edwin Group.

Developing our candidates is also a significant priority for us. We ensure that our candidates arrive at our schools equipped with the most relevant and recent compliance and educational training. They can access a range of topics at webinars, in-person sessions and courses, such as: Safeguarding Compliance, Behaviour Management Training, Teaching Phonics, Quality First Teaching, Classroom Management tools, Data Protection, ADHD Awareness, and Safer Recruitment in Education. In the last year, we have provided 21,742 hours of training for our candidates.

● 21,742 hours of candidate training

5

Average training hours
per person per month

46

Total of internal promotions
in the last year

17,766

Total hours of training and
development across
The Edwin Group

Spotlight: Edwin Learn

After a career as a Secondary Teacher, Alex joined Vision for Education in June 2022 as a trainee Recruitment Consultant. Alex is an outstanding colleague whose tenacity, collaborative spirit and insight has ensured his rise to the role of a Senior Recruitment Consultant.

At one of the Edwin Learn CPD sessions held in September 2022, Alex was the Winner of the Outstanding New Starter Award. Alex shares his reflections below:

“The Edwin Learn training week gave me the tools to understand what is needed from me in a number of different aspects as an Education Recruitment Consultant. It allowed me to build the foundations of my career at Vision for Education and set me up to succeed over the past year. All components of the training were so effective, with a particular focus on ‘what makes up a strong team’ and ‘a successful branch’. It gave me the opportunity to build good working relationships with other trainees across different branches and with this we were able to, and still do, support each other in our careers.

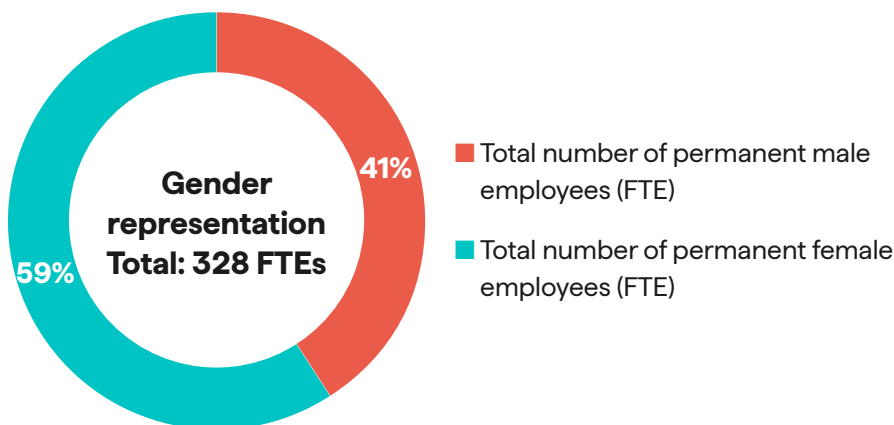
Without the Edwin Learn training course I would not have been promoted from Trainee to Recruitment Consultant and to my current position as a Senior Consultant. It gave me insight into knowing how important effective teamwork, preparation and forward thinking is in Recruitment. It is definitely key to starting a positive career at Vision for Education and I could not recommend it further to any new starters. The laughs and time you spend with others on the training is something that you will remember in many years to come.”

“Without the Edwin Learn training course I would not have been promoted from Trainee to Recruitment Consultant and to my current position as a Senior Consultant. It gave me insight into knowing how important effective teamwork, preparation and forward thinking is in Recruitment.”



Transformative insights: diversity, equity and inclusion

We are dedicated to fostering a diverse and inclusive work environment, free from discrimination. Our comprehensive Equal Opportunities and Diversity Policy forms the foundation of our ongoing Diversity, Equity, and Inclusion (DE&I) strategy. This year, we expanded our demographic data collection to include gender, sexuality, and race. This data is essential for identifying underrepresented areas within the company and facilitating meaningful change. It has allowed us to identify specific training needs and prompted external Mental Health First Aid (MHFA) training, attended by our CEO and Head of HR. Collecting more demographic data also aligns with our long-term aim of ensuring that our senior leadership and the Board mirror the diversity of our workforce.



‘What a way to start a Wednesday by hearing how lucky we all are with the amazing women we have in our lives. I’m truly blessed to be able to work alongside some really inspirational women who I learn from every single day!’

‘My inspiring woman is Dame Dela Smith who was my first female manager in the education sector back in 2005. Dela was awarded her Damehood whilst still in her 40s in recognition of her contribution to SEND.’

Honouring women’s achievements on International Women’s Day

Nearly 2/3 of our workforce is female, and so it was with great pride that in March 2023, we celebrated International Women’s Day as an occasion to honour the achievements of women, raise awareness of discrimination, and strive for global gender equality. We encouraged our colleagues to wear purple, symbolising dignity and justice, and share inspiring stories and personal narratives about the incredible women in their lives. It was a powerful and enlightening collective experience that strengthened our commitment to championing equality throughout the year.



Advancing towards fair pay

The principle of fair pay is fundamental to our way of doing things here is built into our pay systems. To ensure that we can deliver fair pay, we are continuously monitoring and managing the processes we have in place that impact on pay. In addition to our payroll system itself, we are also reviewing our recruitment, development and promotion practices, to be sure that these processes provide all employees with equitable access to jobs within The Edwin Group, and the same opportunities for our team to develop and grow in their roles. This means thinking not only about recruiting and promotion, but also the policies and practices that make this easier or less easy for different groups – for example for those of different gender, ethnicity and socio-economic status.

One area in particular that we are focusing on is our flexible working strategies. We recognise that more flexible working patterns will mean that more of our talented members are eligible to apply for and be successful in a wide range of roles in our organisation, and this offers greater opportunity for higher pay as a result.

We understand that many employees have very full family lives, and we are also reviewing our family leave policy with a view to adding enhancements that would make it easier for them to balance their work and home lives, and bring their best selves to work, while fulfilling their personal obligations as well. This flexibility offers the opportunity to be considered for a wider range of roles and a stronger long-term career with us.

A key area for pay equity for all organisations lies in the systemic differences in pay experienced by men and women across the workforce. This is currently measured via a gender pay gap analysis. The average difference in pay for men and women is a concern across all industries, and the education sector is no different, where the mean gender pay gap stands at 26%³. Each year, we review our own gender pay gap, and look at what has driven this result, and what actions we can take to reduce and eventually eliminate it.

In 2022-23 we looked at the gender pay gap for employees and for support workers, and for the companies inside The Edwin Group at that time (our newer companies will be included next year when a full pay history will be available).

Our recent growth has brought together previously separate organisations, each with their own gender pay gap results. Our analysis revealed a range of results, with some areas experiencing a very small negative gap while others reporting a substantial gap, but with no clear trends. We also saw some decline in performance from one year to the next, as well as some measures where the gap improved year-on-year.

While some of the results are likely due to recent hiring patterns, it's also likely that there are systemic differences in pay levels. This suggests that in order to make substantial and consistent progress across our growing organisation, we will need to do a deep dive into the differing results, identify likely drivers for these differences, introduce initiatives designed to address these drivers, and examine the outcomes, some of which should be immediate, while others may take some time to develop and embed.



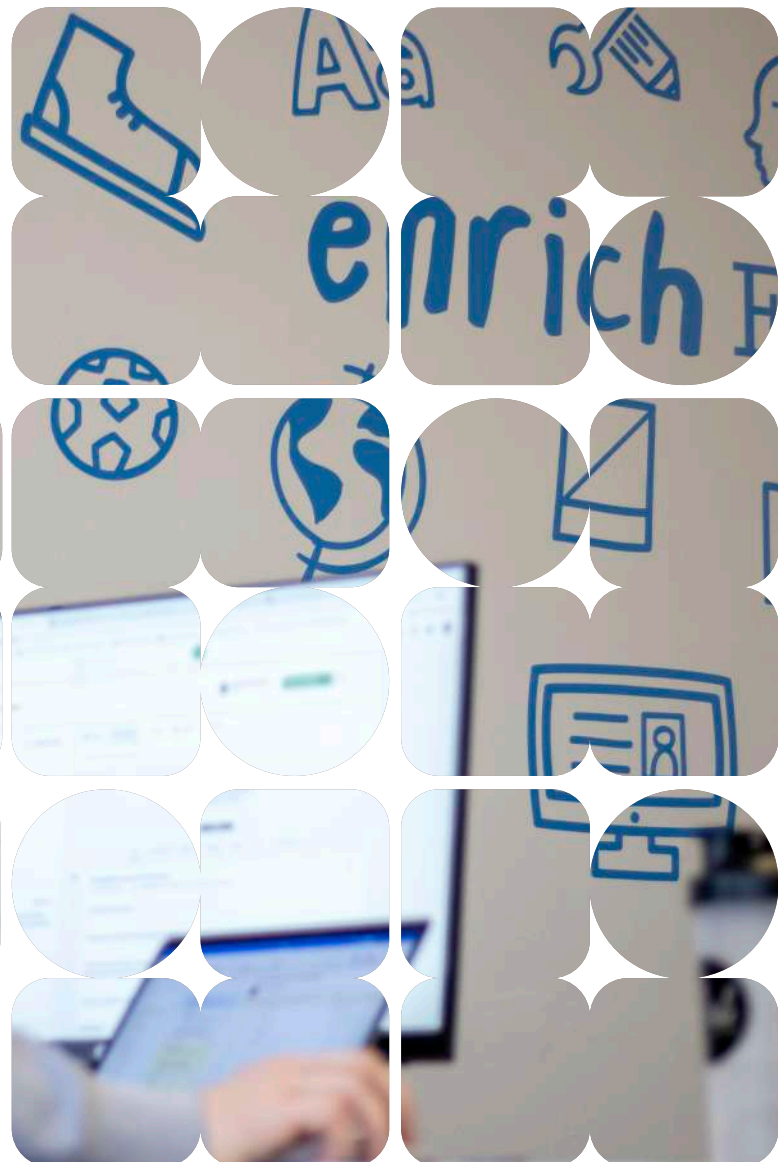
³Schools Week (2023). School gender pay gap narrows, but slowly. Available at: <https://schoolsweek.co.uk/school-gender-pay-gap-narrows-but-slowly/> (Accessed 10 October 2023)

Getting a bird's eye view of our employees' pay rates

This year, we implemented a new HR management system, and we are in the process of consolidating the employee data from all of our subsidiaries into one centralised location. This has been a challenging process, however, once it is complete, we will have a comprehensive overview of remuneration data for all roles, departments and branches across The Edwin Group. With this data, we will conduct a deeper analysis of both part-time and full-time roles with the goal of facilitating better pay progression for those areas not seeing as much career and pay opportunities as others in the organisation.

We continue to review the overall level of pay received across the board, to ensure that all our people are paid fairly. In recognition of the cost-of-living crisis facing many people in the UK, we responded by paying a cost-of-living bonus to all employees below the senior leadership level. We also aligned internal contracts and focused on raising the pay level for those at entry level.

● We continue to review the overall level of pay received across the board, to ensure that all our people are paid fairly.



Giving back to our community

We are unwavering in our commitment to supporting the schools and communities we work with. This year, we have focused on 4 primary areas: education enrichment, improving attendance, supporting less fortunate pupils and wellbeing. The widening education gap is having detrimental effects on future generations, and immediate action and support from business communities is critically important.

Our dedication and contribution across the business has resulted in a substantial investment of £166,973.17 being channelled into an array of projects and programmes across the country.

Here are some of the areas we have contributed to this year:

We have invested
£166,973.17
 into an array of projects
 and programmes
 across the country



Education enrichment

- **Forest School:** Vision for Education Brighton, supported a local Primary Academy in developing its Forest School. The school were delighted to receive donated equipment – wheelbarrows and gardening tools - for their Tool Work activities that empower children to learn and master new skills. We also donated a firepit for the Campfire and Cooking activities, which teach children how to safely build and maintain a fire and how to cook using the delicious produce grown on site at the Forest School.
- **Theatre Productions:** Vision for Education Cambridge, contributed to an impressive Y11 GCSE Drama Production of 'Romeo and Juliet'. The donation enabled the aspiring thespians to secure excellent costumes and a stage set.
- **Out and About SEND Photography Competition:** The annual competition is held at our schools that cater for students with complex needs. This year, we extended participation to all of our SEND schools that we work with across the country. During the competition, pupils are given the opportunity to get outside and enjoy a sensory experience of the season, with pupils taking photos of the things they can see, feel and smell.

Improving attendance

- **Attendance Awards:** There is a well-known correlation between great achievement and high attendance. ABC Teachers recognises that going to school is vital for future success, this is why they sponsor local schools' Attendance Hero Competitions, an initiative committed to helping schools promote good attendance.

Supporting disadvantaged pupils

- **Food Hampers and Essential Items Support:** The Edwin Group has a longstanding commitment to supporting schools in reducing the impact of food poverty on young people. We provide essential food hampers to families facing the greatest need. We know that some households will be struggling now more than ever and in response to a growing number of requests from schools, we have expanded our donations of food, stationary and other essential items for children across the country.

No child without a present

The 'No child without a present' initiative runs throughout December, with local schools being asked to inform us if they are aware of any pupils in school who may not receive a Christmas present. If this is the case, our team will buy a small gift for the pupil concerned and donate it anonymously. **Over £10,000 was spent on this scheme in December 2022.**



Employee volunteering for positive change

We know the value of providing our individual employees with opportunities to contribute to meaningful causes within their local communities. We promote and support our employees' involvement in volunteering for both the local community and our school communities. This initiative aligns with our company's purpose and is closely linked to two of our Sustainable Development Goals - SDG 4 (Quality Education) and Goal 10 (Reducing Inequalities).

The engagement fosters connections with our communities and allows our employees to give back to society while addressing issues that align with their values and beliefs. Given the multitude of issues and challenges present in our sector, our ability to make a significant impact lies in sharing our skills, expertise and enthusiasm with the communities we serve.



● Together, we are all working towards inciting positive change.

Spotlight

At The Edwin Group, we have a dedicated group of employees who have volunteered over 350 hours of their time as School Governors, Charity Governors and Academy Trustees. With their wealth of valuable knowledge and experience, these individuals support senior leadership teams with the ultimate aim of driving up standards in schools, trusts and charity organisations. The work they do has measurable impact on the education sector and positively influences children's lives.

Our community engagement contributions take a variety of different forms and we are proud to have contributed in the following ways:

- **Supporting schools** to enhance literacy skills and outcomes by listening to pupils read during one-to-one and group sessions
- **Driving access** to the curriculum for all children by volunteering as Teaching Assistants to help pupils in lessons across all age ranges, abilities and subjects
- **Preparing students** for the world of work and building confidence by conducting mock interviews
- **Developing student employability** by delivering writing workshops for CVs, cover letters and applications at universities and Secondary Schools
- **Providing exceptional industry experience** from our Marketing Director who mentors Marketing students from a nearby university



Collective strength: supply chain

We are steadfast in our commitment to creating sustainable futures within education. We have a vital role to play in collaborating with like-minded businesses and suppliers to drive positive change. We are acutely aware of the collective strength we have if everyone is committed to acting ethically and conducting their activities with integrity. It is with this understanding that we introduced our Supplier Code of Conduct in 2023, outlining the minimum standards expected from suppliers in the following key areas:

- Human rights and labour
- Health, safety, and welfare
- Ethical business practices, encompassing anti-bribery, gifts, competition, conflicts of interest, and confidentiality
- Environmental management

To align with our ESG vision, we have also introduced The Edwin Group Supplier ESG Assessment Survey. This empowers suppliers to demonstrate their environmental, social, and governance initiatives,

including energy and waste management, carbon emissions, supply chain management corporate social responsibility, wellbeing and other relevant areas.

Furthermore, we diligently assess our existing suppliers' sustainability commitments and maintain an ESG annual Impact Report tracker to monitor their impact and progress. Our collective efforts with our suppliers are instrumental in shaping a sustainable and responsible future in education.

In the FYE August 2023,
The Edwin Group had
471 suppliers,
98.5%
were UK-based



2024 Social targets



Deliver DE&I training to all employees across The Edwin Group



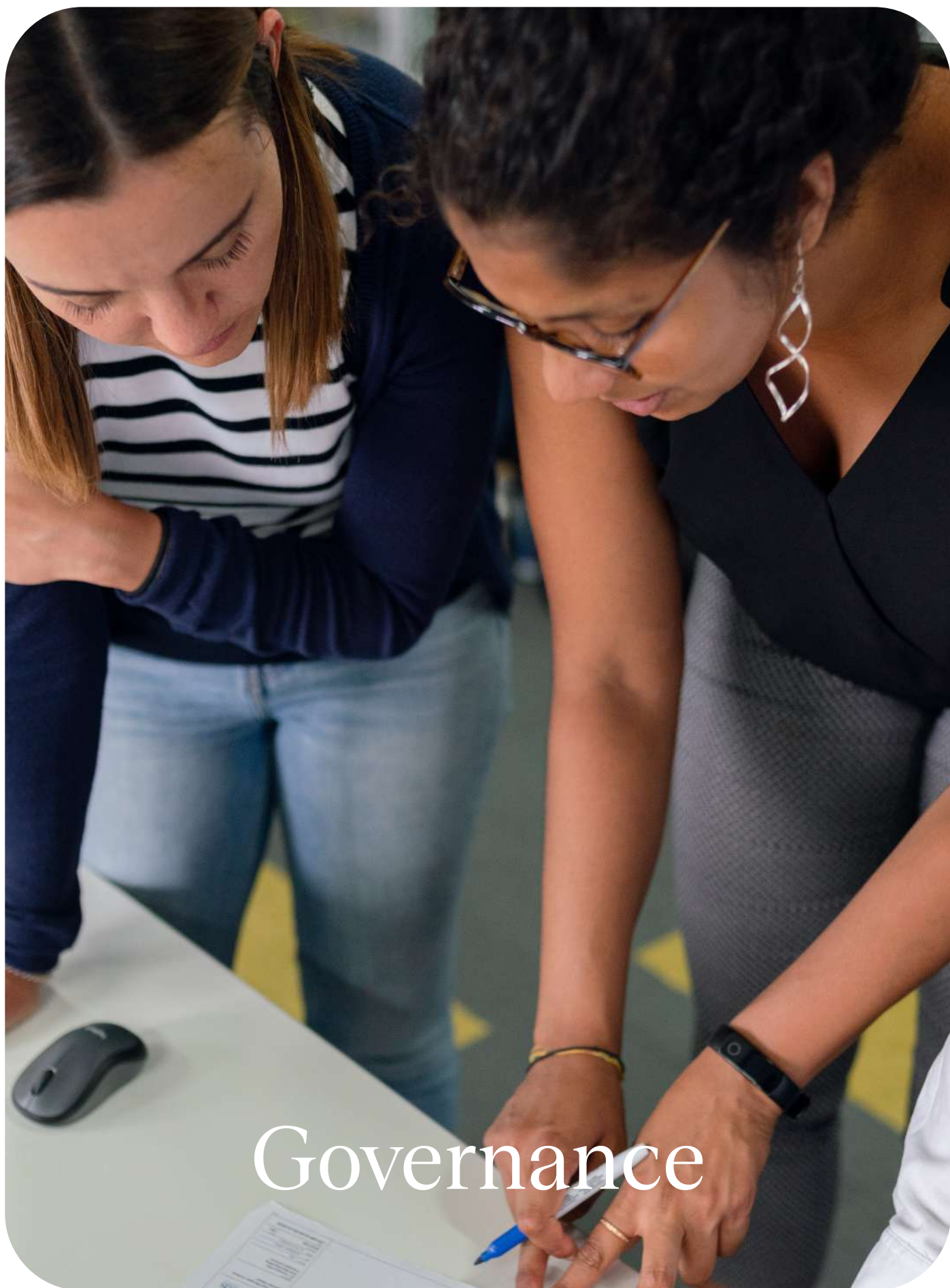
Develop a training and development strategy for all employees



Implement a Gender Pay Gap strategy



Introduce a Supplier Audit Programme and conduct an ESG Risk Assessment on existing suppliers



Governance

Delivering on last year's targets

2021 – 2022

We have engaged with multiple stakeholders on a variety of ESG-focused topics - including conducting surveys with employees, candidates and schools. **The results have enabled us to develop initiatives that provide targeted benefits for all.**

We developed a Supplier Code of Conduct and introduced The Edwin Group Supplier ESG Assessment Survey - **gathering data will help us collaborate going forward to improve sustainability across our supply chain.**

We are in the process of merging GDPR company policies - **ensuring all employees are subject to the same high expectations and protection across The Edwin Group.**

Last year, we set ourselves the target of reporting our progress against the SDGs, this has taken place in certain areas. Next year, we look forward to implementing a formalised **strategy that ensures that our SDG alignment and contribution are explicitly communicated to all stakeholders.**

Embedding ESG within our governance practices

ESG Leadership

A crucial element for the success of our ESG journey is the leadership and guidance provided by our ESG Committee, which reports directly to the Board. The committee's primary roles include promoting a unified understanding of how our vision aligns with our ESG strategies, tracking and monitoring ESG activities and metrics, and ensuring that ESG initiatives are implemented across the business.

Our ESG Committee reviews our ESG performance each month; committee members are responsible for tracking and monitoring ESG activities and achievements via an online tracker, and the figures and findings are reported back to the Board during the monthly Board meetings. Our dedicated committee members are also responsible for the company's ESG Policy and Strategy, which underscores our commitment to constructing sustainable, inclusive and thriving communities and influences how we conduct our business and collaborate with stakeholders.

Securing diversity in executive and senior roles

In line with The Edwin Group's ESG commitment, we formed a Nominations Committee last year to promote diversity, equity, and inclusion (DE&I) within our Board and senior management.

To ensure ongoing diversity in our executive and senior management teams, the Nominations Committee will create succession plans for these roles and oversee the development of a diverse pipeline for future leadership.

Our ESG
Committee
reviews our ESG
performance each
month



Spotlight: Business Woman of the Year Award 2023 – Elaine Simpson



Elaine Simpson is an influential figure who has positively impacted how education and children's services are delivered, managed and perceived across regional and national levels. Her career – spanning over 30 years – has seen her effect change across the public, private and charity sectors.

Elaine's current roles in the education commercial and charitable sectors include:

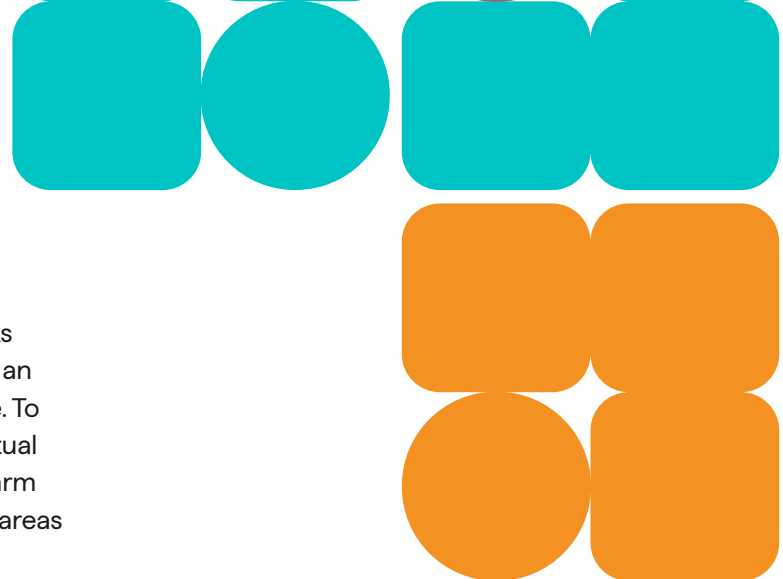
- Chair of The Edwin Group Board
- Chair of National Association of Special Educational Needs (NASEN)

As an incredibly influential figure with a highly accomplished career in the education business sector, Elaine is an invaluable and highly respected professional and role model to those around her.

It was with great pride and admiration that we celebrated Elaine's Business Woman of the Year Award.

● It was with great pride and admiration that we celebrated Elaine's Business Woman of the Year Award.





Mitigating against ESG risks

To be prepared for the incoming regulation around ESG risks and disclosures, we have taken a proactive step to establish an ESG Risk Register, which is managed by our Risk Committee. To effectively mitigate against potential risks and to remove actual risks, we reviewed the business to identify areas that may harm The Edwin Group’s drive for sustainability and highlighted 7 areas of ESG risk to the business.

Underpinning our overall operational security and stability is our Disaster Recovery and Business Continuity Policy. We hope that we never need it, but the policy outlines the necessary processes in the event of emergencies that have disruptive effects on company operations, and of greater importance, emergencies that threaten the safety and protection of employees, candidates and schools.

The Risk Register highlights 7 areas of ESG:



Policies and procedures

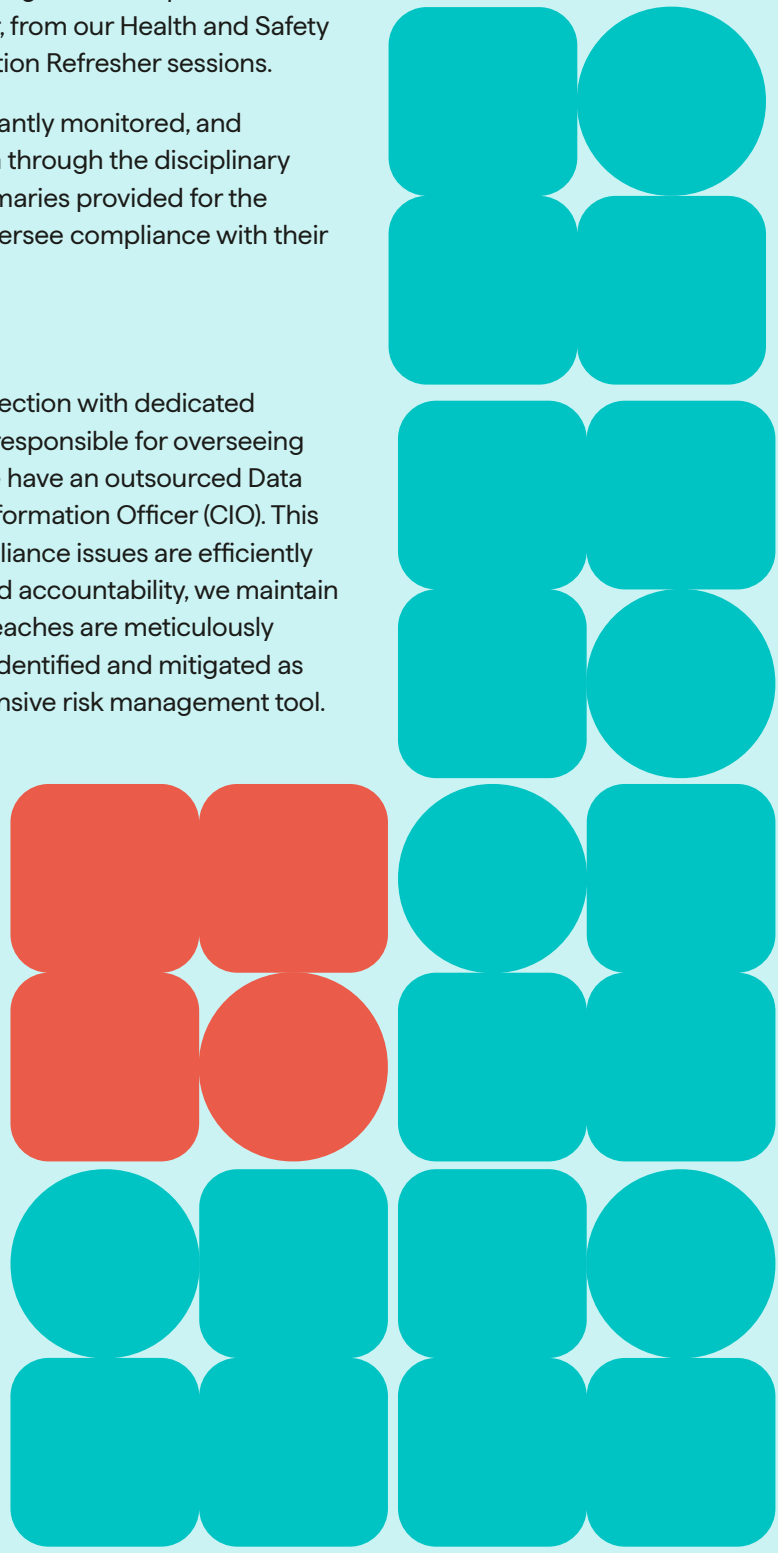
Policy management & training

Having strong policies that are well understood and effectively implemented, is a central requirement for a well-run organisation. To deliver on this objective, our HR Team reviews policies throughout the year, with a comprehensive review process taking place every April. New policies are incorporated into the Employee Handbook and all employees can access the company policies on our communications platforms. To ensure understanding and compliance, new starters are provided with a comprehensive induction checklist and our New Starter Handbook, both documents require signatures confirming the comprehension of company policies. A wealth of policy training courses is provided for new starters and for existing employees throughout the year, from our Health and Safety training to Data Protection to our Safeguarding Child Protection Refresher sessions.

Policy compliance and training course engagement are vigilantly monitored, and instances of non-compliance are addressed by the HR Team through the disciplinary process. A HR case tracker is maintained, with monthly summaries provided for the Board report. Additionally, the Safeguarding and IT teams oversee compliance with their respective policies.

Cyber security and data protection

We have an established infrastructure for ensuring data protection with dedicated Data Protection Coordinators within each of the businesses responsible for overseeing and enforcing compliance with data privacy procedures. We have an outsourced Data Protection Officer who reports directly to our Group Chief Information Officer (CIO). This organised structure ensures that all potential risks and compliance issues are efficiently communicated and addressed. To maintain transparency and accountability, we maintain a GDPR Breach spreadsheet where all instances of GDPR breaches are meticulously logged and monitored. Data privacy risks are systematically identified and mitigated as part of our overall Risk Register, which serves as a comprehensive risk management tool.



Safeguarding children in education



● Llama ID has a mission to protect children using leading-edge technology that streamlines and automates safeguarding and vetting checks for schools.

Llama ID uses leading-edge technology to streamline safeguarding and vetting checks for schools and multi-academy trusts — all within a single platform. The Edwin Group is the majority shareholder of Llama ID and we are using the platform to speed up our processes to clear all of the candidates we recruit in our supply agencies.

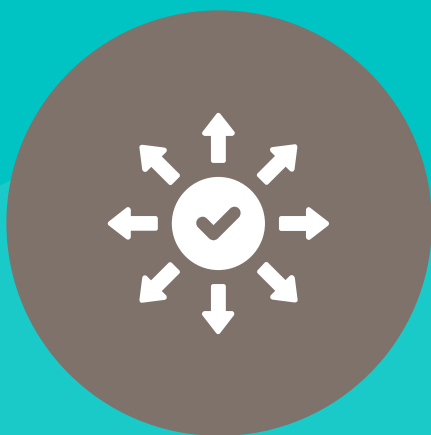
Using speedy, robust and user-friendly technology, Llama ID carries out cross-platform checks to ensure potential staff are suitable, qualified and eligible for a job in education.

In FY23, over 9,600 people were cleared via Llama ID, that is 9,600 people able to support schools and multi-academy trusts. The average time to clear them was reduced by 44%, meaning that schools got the people they desperately needed more quickly.

Llama ID currently clears candidates for Edwin Supply and for another agency and an Academy Trust. In FY24 we are launching Llama ID to the rest of the education sector so they can also gain from the benefits of automated, faster and safer recruitment.



2024 Governance targets



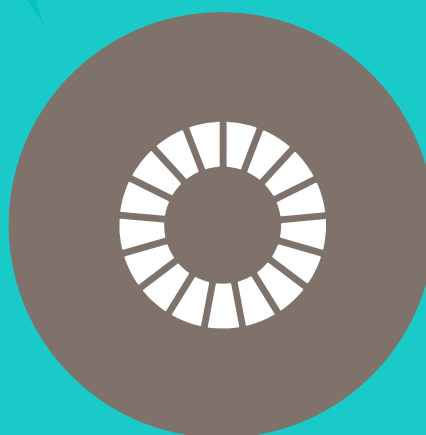
**Make our ESG policy
accessible to all
stakeholders**



**Conduct a Stakeholder ESG
Materiality Assessment**



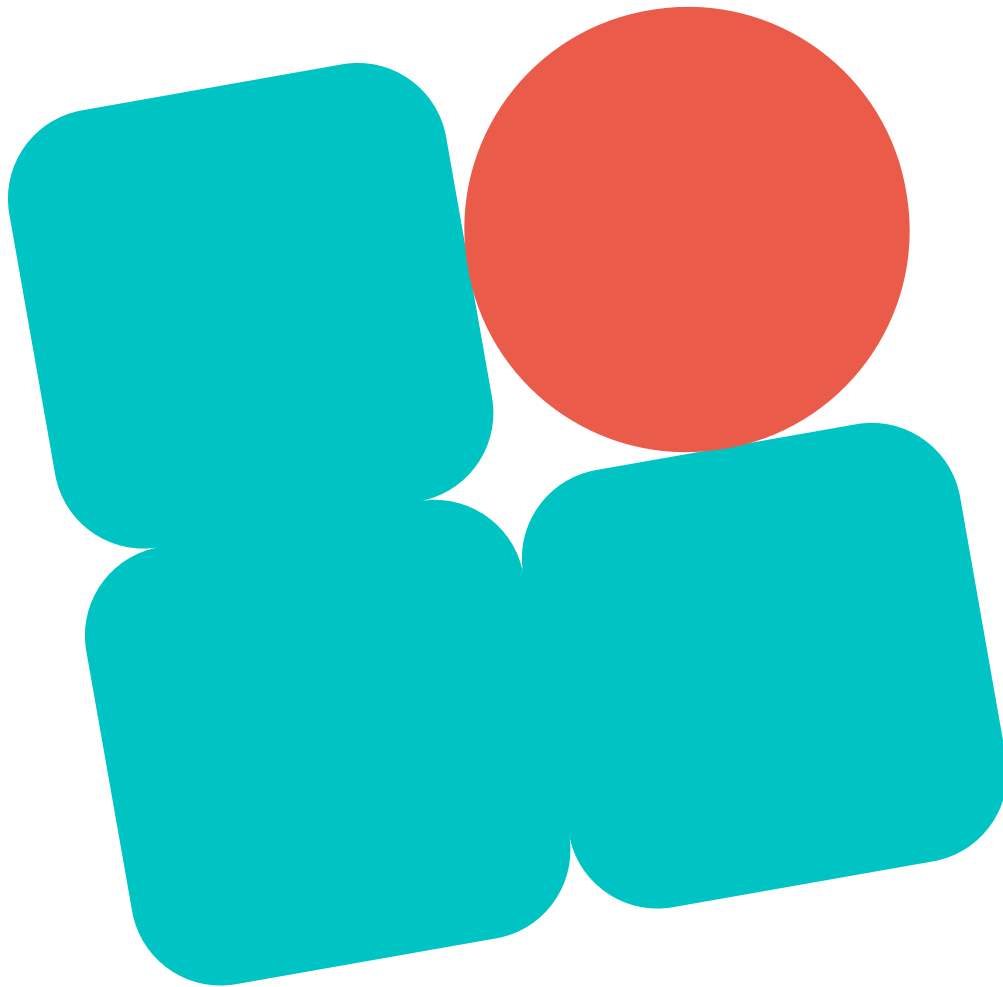
**Implement a metrics-
gathering system to capture
comprehensive ESG data**



**Report progress on our
SDGs**

● Our commitment to ESG won't stop there, we have set ourselves further goals outlined in this report, with the aim of making the world better for future generations.





Sustainable Advantage
Hersham Place Technology Park
Molesey Road, Hersham
Walton-on-Thames
Surrey
KT12 4RS

info@sustainable-advantage.com
sustainable-advantage.com
0203 544 2020