

SOCIAL VALUE REPORT

APRIL 2024 - MARCH 2025



EXECUTIVE SUMMARY

This report summarises Arcus' Social Value work and its impact for 2024-2025.

Social Value is one of Arcus' five strategic pillars. It is a core driver in helping Arcus achieve its vision, 'To provide outstanding FM services-technology-led, people-driven'. Our definition of Social Value (SV) at Arcus is: 'the act of giving back to our communities and our society, leaving it better off because of our interventions'.

Throughout 2024-2025, our Social Value Strategy 2022-2027 continued to guide our work and focus on our action areas of Employability and Community Work. We prioritised interventions which support and improve the lives of individuals in the following under-represented groups:

1. Young people in particular care leavers.
2. Those serving or soon to be released from prison.
3. Ex-services personnel.
4. Individuals with long-term health conditions.

At Arcus, we recognise how fundamental employment opportunities can be for marginalised groups. We have continued to collaborate with our 23 social value partners to provide employment where suitable.

Steve Hurle, Senior Operations Manager, who works closely with our social value partners to recruit candidates into Arcus roles, said: "Working with our social value partners is genuinely rewarding. Not everyone hired through these channels stays long term, but it's a joy to see their confidence grow and to help equip them with the skills they need for the next step in their careers. I'm pleased to say that two of those individuals are now in management roles - one as an Instore Cleaning Manager and another as an Area Operations Manager."

Arcus supported a range of career fairs and events hosted by our social value partners across the UK, where we engaged with schoolchildren, prison leavers, and individuals experiencing long-term unemployment. By maintaining strong relationships with these partners, we continue to provide employment support to under-represented groups and raise awareness of opportunities within the facilities management industry.

Through our Arcus in the Community (AitC) scheme, colleagues nominate charities, not-for-profit organisations, and community projects to receive donations or hands-on DIY support. In 2024, Arcus supported 21 causes ranging from children's sports teams to charities. Our 2024 Arcus Christmas raffle raised funds for the Forces Employment Charity, which provides employment support to armed forces personnel transitioning into civilian life.

In recognition of our ongoing commitment to social value and community impact, Arcus was proud to receive the Kimberly-Clark Golden Service Award in the Social Impact category. We also maintained our Sustainable Facilities Management Index (SFMI) Gold award status, in recognition of our dedication to Environmental Social and Governance (ESG).

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- WINSTON CHURCHILL

BACKGROUND

This year, the UK has seen changes implemented from the new Labour government, such as the SDS40 prison's early release scheme, strengthened environmental policies and plans to support more people back into work. Changes to employers' national insurance have meant that Arcus, as well as many of our customers, have had to prioritise cost savings.

Despite these factors, we developed our social value work and continued to support our four priority under-represented groups. While the impact of our ongoing work within underrepresented groups and local communities may seem small, each intervention is personal and has the potential to significantly change the participants lives and the lives of their families.

We take immense pride in our social value initiatives and are committed to raising awareness of Arcus as an inclusive employer.





There are many benefits to our social value work – it is brand-enhancing, helping us to win new contracts and retain existing customers, which supports our growth ambitions. Highlighting our social value work makes us more attractive as an employer and gives us a wider talent pool to recruit from. It supports retention as our colleagues will want to work for a company that embraces diversity and actively supports disadvantaged individuals and local communities. Our colleagues feel a sense of pride and fulfilment working at Arcus, knowing together we are having a positive and tangible impact on the following statistics:

- As of March 2024, 39% of care leavers aged 19-21 were not in education, employment and training (NEETs) compared to 13% of all young people aged 19-21 ([Source](#)).
- Just over half of care-experienced children will have a criminal conviction by the age of 24, compared to just over a tenth of their non-care-experienced peers of the same age ([Source](#)).
- As of March 2024 only 31.1% of offenders were employed at 6 months post-release from custody ([Source](#)).
- The economic and social cost of reoffending in England and Wales is £18 billion ([Source](#)).
- The number of people reporting a long-term health condition and the number classed as disabled continues to rise ([Source](#)).
- The proportion of working age disabled people living in poverty is 27%, which is 8% higher than the proportion of working age non-disabled people ([Source](#)).
- Just under half of veterans were disabled, and just under a third said they felt lonely ([Source](#)).

KIMBERLY-CLARK GOLDEN SERVICE AWARDS



In May 2024, Arcus FM won the Kimberly-Clark Golden Service award in the Social Impact category. The Golden Service awards celebrate excellence in the cleaning and FM sector. The Social Impact category recognises companies that can demonstrate the positive impact they are making on people and local communities. Through ongoing partnership with our social value partners, Arcus has supported more than **200** individuals back into work over the past three years, many of whom were from disadvantaged backgrounds.

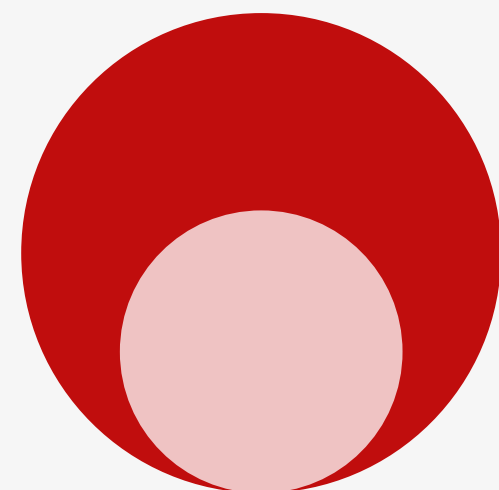
ACTION AREA 1: EMPLOYABILITY

Much of our employability work is in collaboration with our social value partners. All of Arcus' social value partners support disadvantaged individuals who are unable to gain employment due to various barriers such as health conditions or criminal convictions. Several partners are contract providers for the Department for Work and Pensions employability programmes, such as Restart and the Work and Health programme.

Throughout 2024-2025, we grew our partners from 20 to 23, and continued to strengthen our existing partnerships. As a result of these partnerships, we exceeded our target metric of 46 (we achieved x78 job offers), thereby contributing to decreasing unemployment among our four marginalised groups by bringing them into sustainable employment.

Employability Aim:

To increase year on year number of job offers made to social value partner applicants.



● Metric/KPI:
x46 in 2023-24

● Actual: x78

Of the 78 individuals from social value partners who have been employed:

- 30 were long-term unemployed for 12 months or more.
- 9 declare themselves as an ethnic minority.
- 1 is a prison leaver.
- 4 have a disability.
- 15 were NEETs (not in Employment, Education or Training).

Our growing reputation as an inclusive employer meant more individuals from disadvantaged backgrounds applied for our jobs directly. This led to an additional 65 individuals employed not via social value partner- x13 veterans, x6 prison leaver and 46 individuals with a disability.

The total number of job starts for individuals from disadvantaged backgrounds during 2024-25 was therefore 143. This is made up of 78 (from social value partners) plus 65 additional (not via a social value partner).

The impact of our employment opportunities on disadvantaged individuals is reflected in the comments below from some of our social value partners:

“ALTHOUGH WE HAD ONLY ONE STARTER FOR THIS AREA MANAGER, HIS FEEDBACK HAS BEEN INVALUABLE IN BOOSTING CANDIDATES’ CONFIDENCE.

I TRULY APPRECIATE THE OPPORTUNITIES YOU ARE PROVIDING TO PARTICIPANTS ON THE RESTART SCHEME, AND I HOPE WE CAN REPLICATE THIS SUCCESS IN THE COMING MONTHS.”

– Employment Account Manager at G4S



“OUR INTERACTION AND SYNERGY WITH ARCUS FM HAS BEEN SECOND TO NONE. IT HAS BEEN, AND CONTINUES TO BE, A JOY WORKING WITH THEM TO MAKE A REAL DIFFERENCE IN PEOPLE’S LIVES.

THEIR TIRELESS DEDICATION TO HELPING US SUPPORT OUR PARTICIPANTS INTO EMPLOYMENT HAS BEEN NOTHING SHORT OF REMARKABLE - LONG MAY IT CONTINUE”

– Reed in Partnership

The majority of the 78 social value participants were employed in cleaning roles in our Soft Services division, this is consistent with previous years. Once employed at Arcus, we aim to support the career development of our cleaning team colleagues, helping them grow their skills and build long-term, rewarding careers. In 2024-25, we trialled a leadership development programme called Rise, designed specifically for our Soft Services colleagues, many of whom are among the lowest paid within the business. Rise aims to improve participants’ earning potential by developing their leadership skills and supporting their career progression. Feedback from the first cohort has been very positive. One senior manager shared: ‘Great program and would be beneficial to colleagues to do more of them’.

Additionally, we planned for the first of a series of Arcus taster days, designed for colleagues not currently in trade roles but who are interested in exploring a technical career path. All cleaning colleagues will be invited to apply to the taster day’s when they are introduced in the next financial year. These events will form part of Arcus’ wider, structured approach to lifelong training and progression in technical trades.



WORK EXPERIENCE

Where paid employment isn't possible, Arcus offers work experience (WEX) opportunities as an alternative route into the workplace. This year, we strengthened our WEX process to mirror a typical recruitment journey, requiring participants to submit an application and attend an interview. Interest in the programme was high, and we exceeded our work experience target of 14.

Employability Aim:

To increase year on year number of WEX opportunities, 10% of which are for social value participants.



- Metric/KPI: Minimum x14 in 2024-25
- Actual: 21 (100% were social value participants, either a young person in school/college or from a social value partner)

Arcus WEX opportunities are available to anyone of any age and stage in their career, subject to a successful application and dependent on our team's capacity. Our WEX provide an insight into the world of work for unemployed individuals, looking for a change in career or their first job, or are returning to work. Arcus' WEX programme enhances an individual's employability prospects, as supported by the following data:

- 51.3% of 'entry-level jobs' required prior working experience ([Source](#)).
- As of 2023, only 29.3% of young people in secondary school had access to work experience ([Source](#)).
- Attending a work experience at secondary school age can reduce the probability of becoming a NEET (not in education, employment, training) from 11% to 7% ([Source](#)).

WEX benefits Arcus by creating a talent pool of future candidates who are already aware of how Arcus operates. We received the following feedback from some of our participants:

"I HAD A GREAT TIME AT ARCUS FOR MY WORK EXPERIENCE PLACEMENT. I LEARNT MANY SKILLS THAT COULD HELP ME IN MY FUTURE CAREER."

"I HAVE LEARNED NEW AND VALUABLE SKILLS THAT I CAN USE IN FUTURE CAREER PATHS."



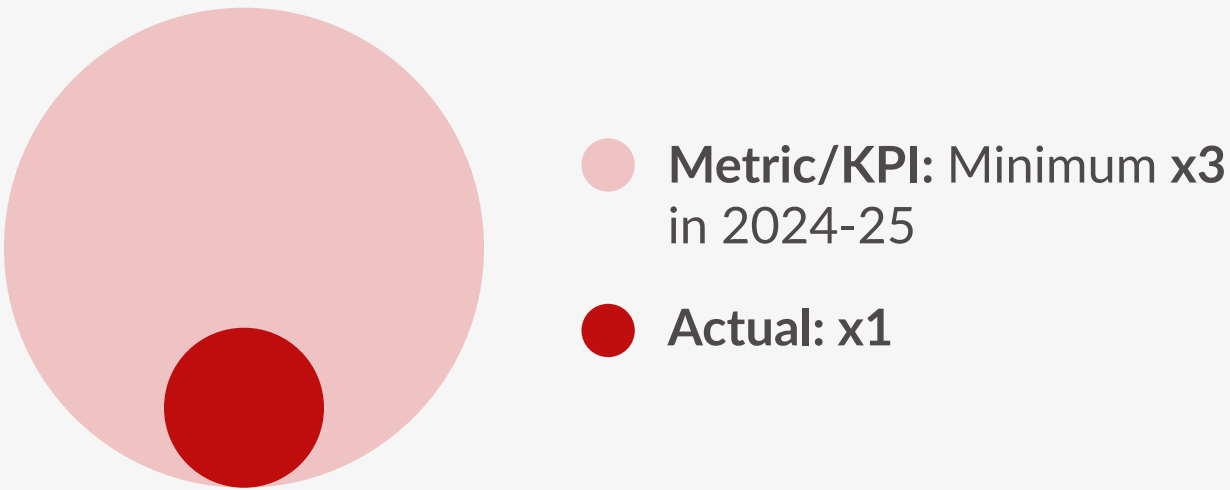


CAREER COACHING

Marginalised individuals may not always have the facilities or contacts to find out about specialist careers such as refrigeration, mechanical and electrical engineering, marketing, finance, etc. Therefore, upon request, we offer social value participants the opportunity to speak to one of our colleagues who specialises in a career they are particularly interested in. The coaching sessions can be impactful to a participant who is unsure of which career to pursue, and it allows them to begin to build a network in a field they are interested in.

Employability Aim:

Arcus colleagues to offer a minimum number of career coaching/advice sessions which support individuals from our marginalised groups into employment.



This year, Arcus supported a career coaching session with a social value participant from the Social Switch project at Catch 22, which is an employability and educational programme funded by the Violence Reduction Unit at The Mayor of London’s Office. The candidate, a software engineering graduate struggling to secure work, received a 45-minute coaching session with Arcus’ Head of Solutions Engineering and Senior Software Developer. When a role later became available, she applied and was successfully offered the position at Arcus. She had this to say about her career coaching experience with Arcus:

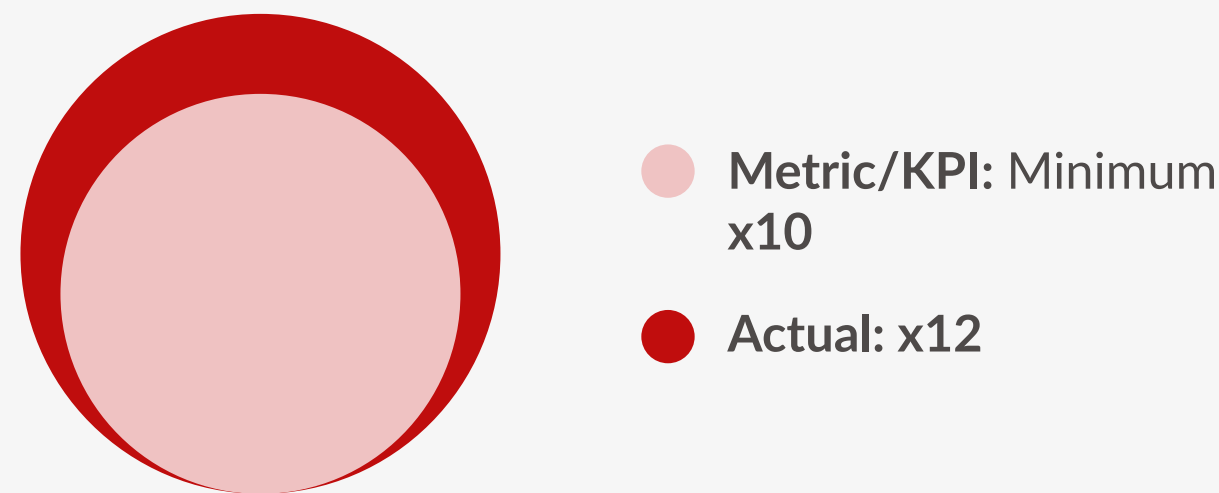
“THE CAREER COACHING SESSION WAS INCREDIBLY VALUABLE–IT HELPED ME CLARIFY MY CAREER GOALS AND REINFORCED MY MOTIVATION TO PURSUE THEM. I ALSO GAINED USEFUL INSIGHTS INTO THE SKILLS I CAN DEVELOP TO FURTHER MY PROFESSIONAL GROWTH.”

Unfortunately, we didn’t meet our target for career coaching. This is because we offer this upon request, and there hasn’t been a demand. However, we expect upcoming changes to our work experience program to increase the volume of requests for career coaching.

CAREERS FAIRS

Employability Aim:

Participate in employer fairs, talks and visits to schools, colleges, prisons and armed forces personnel, helping prepare people for work, to promote Arcus as an inclusive employer and to encourage applications.



Participating in employer fairs is important to Arcus because we can raise awareness of our brand and our roles and meet a range of individuals from diverse backgrounds. Career fairs are an important employability aim because they can positively impact participants in the following ways:

- Multiple opportunities to engage with employers can positively impact a student’s earning potential and reduce their chances of becoming a NEET in later life ([Source](#)).
- 74% of school staff with experience of careers fairs believed them to be ‘effective in giving young people a realistic sense of career choices and what they needed to do to secure their job’ ([Source](#)).
- A careers charity study found that pupils who heard directly from employers about the realities of getting a job went on to get better grades ([Source](#)).

Prison employment events: During our visits at the below prisons, Arcus colleagues spoke to individuals currently in prison about our services, our roles, and they provided career information and advice. In addition, Arcus hosted a virtual call with several Prison Employment Leads based in prisons across the UK, who then shared our job opportunities with their clients as part of their employment searches.

- HMP Oakwood with New Futures Network (NFN).
- Prison Employment leads and Arcus FM.
- HMP Elmley.
- HMP Durham with Clean Slate Solutions and The Recruitment Junction.
- HMP Ford.

School and college events: Arcus colleagues attended three events at the following schools/ colleges where we spoke to students about the Facilities Management industry, Arcus FM, and our roles and opportunities:

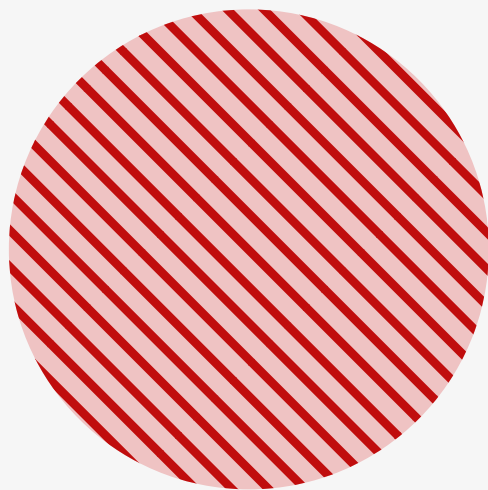
- Heart of Worcestershire careers talk.
- Thornhill Academy school visit.
- Business Breakfast with Thornhill Academy.

Social value partners events: Arcus supported four social value partners events, where we spoke to individuals who were looking for employment about Arcus FM, our roles and opportunities. Supporting these events helps to strengthen our partnership with our social value partners:

- Catch 22 virtual information session.
- Fedcap virtual information session.
- Seetec Pluss career fair.
- Job Oppo in-person event.

Employability Aim:

Engage and collaborate with external stakeholders on SV interventions.



- **Metric/KPI:** Support a minimum of **x3** initiatives, schemes, or projects through our social value partners
- **Actual:** **x3**

THE BIG GIVE & THE RECRUITMENT JUNCTION

Arcus donated £250 to our social value partner, The Recruitment Junction. This was doubled to £500 through the match-funding platform The Big Give. Our donation paid for a hamper to be given to ten prison leavers who were not yet in employment or recently placed into employment. Each hamper contained Christmas treats and three gifts, including one for a child. Our donation also supported their Hardship fund, which supports recent prison leavers to purchase items they may struggle to afford, such as interview clothes, travel passes, right to work documents, a mobile phone, etc.



VISIT TO HMP DURHAM

Two Arcus colleagues attended HMP Durham with our social value partners, The Recruitment Junction and Clean Slate Solutions, where they presented to ten soon-to-be-released prisoners about Arcus FM and our available jobs. They held a mock interview with each participant, giving them tailored career advice and feedback.



“Thanks once again for all your support in allowing Arcus to facilitate this! Your two colleagues were outstanding”.

– Joe Clarkson: Clean Slate Solution

ACTION AREA 2: COMMUNITY WORK

MACMILLAN COFFEE MORNING

This year, we hosted a Macmillan bake-off at the Redditch, Upminster and Cirencester offices. Colleagues had the opportunity to win 1st and 2nd prizes for Best Bake, Best Fake and Best Inclusive Bake. Colleagues were invited to donate in exchange for a slice of cake. As a result, Arcus raised £522.42 for Macmillan Cancer Support.



FOODCYCLE

FoodCycle creates welcoming spaces for all individuals to meet, eat and socialise. The charity cooks surplus food intending to reduce food poverty, food waste and loneliness across the UK. Two Arcus colleagues volunteered in the cooking team at a local Foodcycle event where they cooked a three-course meal for 21 guests from the local community to enjoy together.



Community Work Aim:

Arcus contributes a minimum amount yearly to worthwhile causes that are linked to our four priority groups

Metric/KPI: Minimum £4,000 annual donations through Arcus in the Community.

Arcus Christmas Raffle held in aid of a nominated charity.

One additional fundraising initiative available to Arcus colleagues.

Actual: £19,264.11



AitC:
£9,085.69



Christmas Raffle:
£9,656



Macmillan Fundraiser:
£522.42

ARCUS IN THE COMMUNITY (AitC)

Through our Arcus in the Community scheme, colleagues nominate their chosen charity, organisation or community project to receive financial and/or labour support.

The AitC committee prioritises nominations that support our four marginalised groups, as well as those with a strong association to the organisation. This year we supported 21 causes to the total value of £9085.69. Here are some examples of the causes we have supported: (see Appendix 1 for the full list of nominees).

Motherwell Albion FC:



Eastbourne Edge Hockey Club



West View Project: Arcus donated £500 to a children’s youth club that provides an outdoor learning programme to children aged 5-19, 5 evenings a week. Some of the activities they deliver include forest school, archery, camping and water activities. The youth club supports many children in the local area who are from deprived backgrounds.



Dad’s unlimited: £500 to a male domestic abuse support service that provides a family separation helpline, one-to-one mentoring advice, mental health support and family court support.

Martin House children’s hospice: £500 donated to a children’s hospice that supports disabled children and their families, children on end-of-life care and families experiencing child bereavement. Arcus’ donation will contribute to the costs of free care for children and young people with life-limiting illnesses.



Banwell FC U13’s: Arcus donated £500 to a local children’s football club. The donation will be spent on new kits and jackets for all the U13’s team.



CHRISTMAS RAFFLE

Each year, our colleagues take part in the Arcus Christmas raffle in support of a social value-related charity, with many of the prizes generously donated by our suppliers. This year our suppliers donated a total of 50 prizes (see Appendix 3 for the full list of supplier contributions). The Forces Employment Charity was the chosen charity this year. FEC support veterans and their families when adjusting to life after serving in the forces, with a particular focus on helping them to find employment. This charity was chosen because veterans are one of our four priority groups. This is what some of our colleagues had to say about our chosen charity:

“LEFT THE MILITARY LAST MONTH. THANK YOU FOR CHOOSING THIS CHARITY”

– Craig, M&E Engineer

“AWESOME JOB! I WAS ALSO IN THE HM FORCES, SO I COMPLETELY UNDERSTAND THE CHALLENGES THAT LAY AHEAD.”

– Shaun, Building Fabric Specialist

“MANY THANKS TO THE FORCES EMPLOYMENT AGENCY FOR HELPING ME ON MY RESETTLEMENT PATHWAY FROM THE ARMY RECENTLY.”

– Cormac, M&E Engineer

Participants had the opportunity to win a total of 90 prizes. This year we raised a record amount of £9656. As in previous years, Arcus match funded this amount, and this money will be used to support AitC nominations in 2025-2026.

FOOD BANK

Arcus continued to support local food banks throughout September, with food donation points at most of our offices. Donations were made to local food banks that provide emergency food to individuals in need. Our campaign encouraged colleagues to donate without buying food e.g. clearing out cupboards and donating spares. We also signposted colleagues on where they can go to be supported by a foodbank if needed.



HIS MAJESTY’S PRISON &

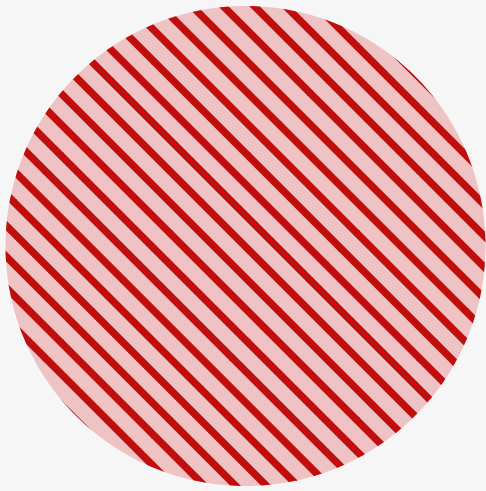
PROBATION SERVICE

Arcus continues to use HMPPS as a supplier - this year we purchased 300 Arcus notepads for £277.80 from HMPPS. The notepads are provided to new starters at Induction. The notepads are produced by serving prisoners, supporting their rehabilitation by providing them with a purposeful activity.

DIY PROJECTS

Community Work Aim:

Volunteering in support of community-based causes or initiatives.



- Metric/KPI:** Minimum x2 chartable DIY projects delivered
- Actual:** x2

CAMPBILL WAKEFIELD

Arcus is in the early stages of collaborating on a DIY project with our customer Santander for the charity Camphill Wakefield, which provides education to individuals with special educational needs and disabilities. The charity provides education, career support and therapy. Camphill Wakefield would like support to make their site accessible, Arcus colleagues conducted two site visits to meet the team, tour the site and understand the work required to benefit their students. Arcus will continue to work on this project with Santander throughout 2025-2026.

NORMANDY CRICKET CLUB

The club was nominated through the Arcus in the Community scheme, a request was made to undertake work that would support the club to reduce its energy bills. An Arcus colleague discovered several issues, from equipment requiring PPM's to poor insulation in the beer cellar. To solve these problems and decrease the club's energy bills, the colleague installed equipment to remotely control the fridges and the heat of the showers when not being used. As a result, it is estimated that the club will reduce its energy bills by 40-50%.



OUR COLLEAGUES

NIVEN HOPKINS: MARATHON CHALLENGES FOR KIDNEY CARE UK

Arcus M&E engineer, Niven Hopkins, has completed both the Manchester and Barcelona marathons and will be completing the London Marathon in April 2025 in aid of [Kidney Care UK](#). Kidney Care UK provide essential support to Kidney patients and their families, they campaign nationally and fund patient-centred projects to improve kidney care services. So far Niven has raised over £3000 for Kidney Care UK.



CHRISTOPHER WESTON: PUSH-UPS FOR CANCER RESEARCH UK

Arcus Refrigeration Engineer, Christopher Weston decided to take up the challenge of doing 100 push-ups a day throughout November, in aid of [Cancer Research UK](#). Like many Chris has had close family members diagnosed with cancer, he wanted to challenge himself and raise some money for a wonderful cause. Chris raised over £250 for Cancer Research UK.



ADAM CANNON: VOLUNTEERING FOR LOCAL SCHOOLS

Adam volunteered at Harefield Infants and Juniors School's Christmas event as Santa and their Summer Fayre as a Cowboy, helping towards the total of £10,000 raised for the school. Adam also attended the Bernards Heath Infant school fundraiser and the Barnfield children's centre as Santa.



YOUNG AT HEART



Arcus' social committee supported colleague Alan Corbett's campaign to encourage Redditch-based colleagues to donate to the Young at Heart selection box appeal. [Young at Heart](#) is a local charity that provides support to families of babies and children diagnosed with heart defects. With donations from Redditch colleagues, they were able to raise enough to purchase over 100 selection boxes for families attending the Young at Heart Christmas party and children on the Birmingham Children's Hospital heart ward.

WEAR IT PINK: BREAST CANCER

The Arcus social committee at our Redditch office encouraged colleagues to wear pink to raise awareness of and funding in support of [Breast Cancer](#). Two colleagues shared stories about family members affected by breast cancer, and colleagues participated in a fundraiser raffle.



JONATHAN BARGATE: THE GREAT TOMMY SLEEP OUT

Arcus Maintenance Service Technician, Jonathan Bargate, participated in the Great Tommy Sleep Out in aid of [Royal British Legions Industries \(RBLI\)](#). They support veterans with housing, employment and welfare. The Great Tommy Sleep Out raises awareness and vital funds to support veterans experiencing homelessness. Jonathan raised £1,125.



AUTISM ACCEPTANCE WEEK: JAYDEN DWYER-READ

Arcus colleague Jayden Dwyer-Read raised awareness and vital funds for the [National Autistic Society](#). The charity supports autistic individuals and their families through specialist schools, campaigning and training for companies. Jayden organised fundraising events at the Redditch office, the Redditch charity bikers took part in a charity ride to raise awareness and additional funds. As a result, over £300 was raised for the National Autistic Society.



THANK YOUR CLEANER

Arcus celebrated Thank Your Cleaner Day, members of the cleaning leadership team spent some time on site with our cleaning colleagues. The leadership team thanked them for their continued hard work and dedication to keeping our customer sites clean and safe.



SUPPORTING OUR ARMED FORCES

Arcus is a signatory of the Armed Forces Covenant, and we are committed to supporting individuals in the armed forces and those transitioning into civilian life.

We work closely with our social value partners to provide employment support to individuals transitioning from the armed forces to civilian life, through career fairs, job offers, work experience and career coaching. We continued to support our colleagues who are veterans through our virtual Viva Engage community, “Armed Forces Veteran Group”.

We held a two-minute silence for Remembrance Day, as we do every year, to remember the service and sacrifice of all those who served in the armed forces, their families and those who lost their lives as a result of conflict. During November we asked our veteran colleagues to share their experiences, memories and photographs. Shown are some of the photos shared:



Eddie Manners



Tye Renforth



Joe Grayston



Cormac Smyth



Jim Kell



Adam Wilkins



Jamie Middleton

“SINCE TRANSITIONING, ARCUS HAS BEEN THE BEST COMPANY I’VE WORKED FOR SINCE LEAVING, GREAT PEOPLE AND GREAT WORK, AND ENVIRONMENT.”

– Joe Grayston

This year, our Service Delivery Manager, Claire Krasnowski, attended a Job Oppo career fair to speak to veterans looking for employment. Having previously served in the armed forces, Claire was able to talk about her own experience and the opportunities we have to offer at Arcus. Claire explains why it’s so vital to support the armed forces community:

“It is so important to network and communicate within the veteran & military leavers community, leaving such a close-knit environment is quite a daunting experience for anyone, no matter how long your length of service. The best advice I can give is to talk to others, gain their insights on how they transitioned, & how they dealt with leaving the military into civvie street, as well as which groups they recommend.”



Our commitment to ex-services personnel and those currently serving, has meant that we have retained our bronze award from the Defence employer recognition scheme (ERS).

Chris Green, CEO said,

“We recognise the broad range of skills service leavers have gained during their time in the Armed Forces, and behaviours including: resilience, discipline, commitment, and organisational skills. We encourage applications from those who have served or are currently serving, who truly deserve every opportunity for a successful second career after they have given so much for their country.”



APPENDIX 1: ARCUS IN THE COMMUNITY

SUPPORTED CAUSES

JUNE 2024 CAUSES

1. **Me4mental:** £500 donated to support a charity in Derry that provides mental health services.
2. **Redditch Charity Bikers:** £340.74 was donated to a group of bikers who help promote fundraising and charity events. This is so they can purchase a new defibrillator to carry on charity rides.
3. **Brandon Groves:** £350 donated to support a newly formed children's football team.
4. **Banwell FC:** £500 donated to a U13s football team for new kits and jackets.
5. **Jemima Huggins English Kickboxing Team:** £200 donated to support Jemima, who represented England in the U15 category at the World Kickboxing Championships.
6. **Motherwell Albion FC:** £500 donated to an amateur adult football team who used the donation for new kits.
7. **Kirby Avenue Primary School:** £500 donated to purchase hi-vis for the children to wear while on school trips.
8. **Hednesford Forest Football Academy:** £500 donated to a children's football academy for a team kit.
9. **Longhoughton Rangers FC U7s:** £479.40 donated to supply 12 children with new football kits.
10. **Chorleywood Common FC U10's:** £365.55 donated to provide a kit for a children's football team.

JANUARY 2025 CAUSES

11. **Harefield Infants and Juniors PTA:** £500 donated to support the PTA to organise fundraising events for the school and local community.
12. **Moorthorpe and South Elmsall FC:** £450 donated to provide new training equipment and kits for the children.
13. **Barwick Cricket Club:** £500 donated to a children's cricket club for them to buy new kits and equipment.
14. **West View Project:** £500 donated to a youth club which supports children 5 days a week by providing them with a safe space to socialise. They also organise various activities for the children such as water sports, Forest school and Archery.
15. **Maidan Vale FC:** £200 donated to the children's football club so they can buy new kits.
16. **Ferndale Junior FC:** £500 donated to a child's football team, for them to buy new equipment and kits.
17. **Martin House Children's Hospice:** £500 donated to a children's hospice that supports disabled children and their families free of charge.
18. **Dad's Unlimited:** £500 donated to a charity that provides support services to men who are victims of domestic abuse, dealing with family separation and men's mental health.
19. **Eastbourne Edge Hockey Club:** £200 donated to a children's hockey club, this will be used towards their youth development programme.
20. **The Great Tommy Sleep Out for Royal British Legion Industries:** £500 donated to a colleagues sleep out to raise awareness of homeless veterans.
21. **Rewilding Britain:** £500 donated to a charity dedicated to restoring Britain's natural habitats, natural processes and missing species.

APPENDIX 2: ARCUS FM SOCIAL VALUE PARTNERS

1. **A Fairer Chance:** Supporting returning citizens.
2. **Beating Time:** Returning citizens primarily in West Midlands and Kent.
3. **Bounce Back:** Returning citizens primarily in and around London.
4. **Care Leaver Covenant:** A national inclusion programme that supports care leavers aged 16-25 to live independently.
5. **Career Transition Partnership (CTP):** The official provider of Armed Forces resettlement nationally.
6. **Catch 22:** National, support individuals from disadvantaged backgrounds.
7. **Clean Slate Solutions:** Supporting returning citizens in Teeside and North Yorkshire.
8. **Fedcap:** Supporting individuals from disadvantaged backgrounds in Scotland and South Central.
9. **Ingeus:** Regional, supports individuals from disadvantaged backgrounds.
10. **Maximus:** Supporting individuals from disadvantaged backgrounds regionally.
11. **New Futures Network:** Apart of HM prison and probation service that supports returning citizens back into employment.
12. **No Going Back:** Supporting returning citizens in and around London.
13. **People Plus:** Supporting individuals from disadvantaged backgrounds in Glasgow and Kent.
14. **The Recruitment Junction:** Supporting citizens currently serving a prison sentence and those recently released in the Newcastle area.
15. **Reed in Partnership:** Regional, supports individuals from disadvantaged backgrounds.
16. **Seetec Pluss:** Regional, supports individuals from disadvantaged backgrounds.
17. **Serco:** Supports individuals from disadvantaged backgrounds primarily in Wales and West Central.
18. **Standguide:** Supporting individuals from disadvantaged backgrounds in North and Northeast Lincolnshire.
19. **Thirteen Housing:** A housing association in the Northeast, Yorkshire and Humber Region that provides employment support.
20. **G4S:** Supporting individuals who have been unable to find employment in the North-West.
21. **The Growth Company:** Providing employment support to individuals unemployed in the Manchester region.
22. **ECL:** Provides inclusive employment support in Essex.
23. **Mencap:** Supports individuals with disabilities into employment across the UK.

APPENDIX 3: ARCUS CHRISTMAS RAFFLE

SUPPLIER DONATIONS

- | | |
|-----------------------------|--------------------------------------|
| 1. Polar | 20. PHC Parts |
| 2. HSS Training | 21. Airis Q |
| 3. Thetford International | 22. BIS Group |
| 4. Air Tech | 23. Classic Lifts Ltd |
| 5. Bunzl Cleaning & Hygeine | 24. Montgomery's |
| 6. FSW | 25. Titan Mechanical Services |
| 7. Marlowe | 26. JCI |
| 8. UK Glassforce | 27. Gentili |
| 9. Wolseley | 28. IDRS Recruitment |
| 10. Eco-Tech | 29. The Building Maintenance Company |
| 11. BBS Fleet Logistics | 30. Eurosafe |
| 12. WCS Group - Ross Harris | 31. Protectavan |
| 13. CEF | 32. Fleet Services GB |
| 14. OUTCO | 33. Protectavan |
| 15. AB Roofing | 34. Blade Roofing |
| 16. Bates | 35. Timpson's |
| 17. Edmunson Electrical | 36. Total Interiors |
| 18. HSS Hire | |
| 19. Invincible Drain Care | |

“I was very grateful for Arcus giving me an opportunity to integrate back into working life after serving a period of time in custody. They have been so supportive and attentive into helping make the transition a less stressful one.”

– A colleague employed by Arcus after completing her prison sentence



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