

SOCIAL VALUE REPORT

APRIL 2025 - MARCH 2026



1. EXECUTIVE SUMMARY

This report summarises Arcus' Social value work and its impact for 2025-2026.

Social Value is one of Arcus' five strategic pillars. It is a core driver in helping Arcus achieve its vision as 'the UK's leading hard services IFM provider - technology led, people driven'. Arcus' definition of Social Value (SV) is: 'the act of giving back to our communities and society, leaving them better off because of our interventions'.

Throughout 2025–2026, our Social Value Strategy continued to guide our work and focus on our action areas of employability and community work. Arcus prioritises interventions that support 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 25 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 recognises the fundamental role employment plays in supporting these marginalised groups. During 2025–2026, Arcus delivered measurable social value aligned to national policy and customer expectations, supporting 179 individuals from disadvantaged backgrounds into employment.

Arcus supported career fairs across the UK engaging with schoolchildren, prison leavers, and individuals who were long-term unemployed. These activities increased awareness of career pathways within the facilities management industry and encouraged applications from under-represented groups.

WE MAKE A
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- WINSTON CHURCHILL



In recognition of this commitment, Arcus was invited by social value partner Reed in Partnership to attend an ERSA Parliamentary Reception at the House of Commons, bringing together employers, policymakers, and delivery partners to celebrate the Restart programme, which has supported over 200,000 people into employment, including individuals employed by Arcus FM.

Monica Staicu Senior Operations Manager attended this event and described it as:

“A memorable event and a strong reminder of what can be achieved when employers and employability organisations work together.”

Arcus has been shortlisted for the Kimberly Clark Golden Service Awards in the Social Impact category, having won this award in 2024. We have also been shortlisted for the Construction News Awards in the Diversity and Inclusion Excellence category, and the Constructing Excellence Yorkshire and Humber Awards in the People and Culture category.

Arcus raised a record breaking £11,519 for Andy’s Man Club through our Christmas raffle, the highest total ever achieved. Andy’s Man Club is a men’s suicide prevention charity that runs free weekly peer support groups across the UK. In addition, through our Arcus in the Community (AitC) scheme, Arcus donated £8,750 to 25 community causes nominated by our colleagues.

The special interest group (SIG) ‘Arcus for Good’ was established this year to align social value and ESG activity across teams and to respond to evolving customer and policy expectations.

In our annual Sustainable Facilities Management Index (SFMI) assessment, Arcus achieved a Gold rating, just one percentage point short of Platinum. This represents a 1% increase on the previous year and reflects our ongoing commitment to sustainability.

These outcomes demonstrate Arcus’ maturity in delivering structured, evidence-based social value that supports inclusive growth, strengthens our workforce pipeline, and responds directly to evolving procurement, ESG, and customer requirements.

2. BACKGROUND

The external landscape continues to evolve, bringing both change and challenge to our work. In 2025, this included social value becoming a core component of public contract competitions, rather than an optional add-on, requiring a more structured and evidence-based approach to delivery. At the same time, rising National Insurance costs meant that Arcus, alongside many of our customers, had to prioritise savings.

Despite this, we have continued to strengthen our social value activity and deepen our support for our four priority groups. The work we do delivers meaningful outcomes for individuals and their families, often creating life-changing opportunities. That impact remains the reason we continue this work, even in the face of ongoing challenges.

Ultimately, our commitment to social value is rooted in who we are as a business. We are actively living our vision to strengthen the communities we serve and to create lasting, positive impact beyond contractual requirements. Our colleagues and stakeholders can take pride in the positive impact we are making on the following UK statistics:

- Around 80% of crime is reoffending, but offenders employed six weeks after release are about half as likely to reoffend as those out of work ([Source](#))
- 40% of care-experienced people aged 19-21 are not in employment, education, training (NEET) compared to 12.7% of their non-care-experienced peers ([Source](#))
- In 2025 the disability employment rate was 52.8% compared to 82.5% for non-disabled people ([Source](#))
- 72% of disabled people have experienced negative attitudes and behaviours in the last 5 years, 42% of these experiences was at work ([Source](#))
- The NEET rate is rising: 957,000 people aged 16–24 were classified as NEET between July and September 2025, representing 12.7% of this age group ([Source](#))
- 30.5% of veterans say that they had financial worries ([Source](#))



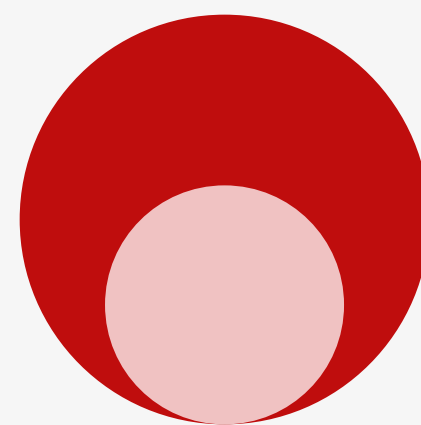
3. ACTION AREA 1: EMPLOYABILITY

We collaborate with Arcus Social Value Partners (SVPs) for most of our employability work. All our SVPs support disadvantaged individuals to gain employment; these individuals often face barriers such as criminal convictions or long-term health conditions. Several partners are contract providers for Department for Work and Pensions employability programmes, such as Restart and the Work and Health Programme.

During this financial year, we strengthened existing partnerships and developed new ones, growing our partner network from 23 to 25. Through these partnerships, we exceeded our employability target metric of 49, achieving 84 job offers and helping to reduce unemployment among marginalised groups by supporting access to sustainable employment.

Employability Aim:

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



● **Metric/KPI:** Minimum x49 job offers made to social value partners.

● **Actual:** x84

Of the 84 individuals from social value partners who were employed:

- 59 were long-term unemployed
- 17 declare themselves an ethnic minority
- 4 have a disability
- 18 were NEETS (not in Employment, Education or Training)

Some individuals meet multiple criteria and may therefore be represented in more than one category above.

Our social value work has strengthened Arcus' reputation as an inclusive employer, leading more people from disadvantaged backgrounds to apply directly. As a result, a further 95 people were employed outside Social Value Partners: 8 veterans, 1 Forces Families, 4 prison leavers, and 82 people with a disability



From April 2025 to March 2026, Arcus supported 179 people from disadvantaged backgrounds: 84 through Social Value Partners and 95 through direct recruitment outside those partnerships.

The comments below from social value partners and colleagues show the impact of these opportunities on people from disadvantaged backgrounds.

“Our partnership with Arcus is not only helping individuals but supporting local growth by enabling more people to enter and progress in work.”

– Strategic Engagement Manager at Maximus

“I knew I couldn’t go back into the finance sector. I had a big gap in my CV, my age was against me, and I was totally inept of any practical skills to offer an employer whatsoever. Thanks to Maximus and Arcus I’ve been given a golden opportunity. If I’d known 20 years ago how much I would love my job, I would have joined the industry sooner.”

– Barry, Arcus Area Support Manager

“I come from the gypsy and traveller community. It’s uncommon for women and girls to go out to work but I wanted to do more with my life. I didn’t just want to be a wife and mother; I wanted a career and my own independence.

“Maximus provided me with one-to-one support, without them I wouldn’t have known about Arcus and wouldn’t have a job. A job that I love, really love.”

– Pearl, Arcus In Store Cleaning Manager

As in previous years, all 84 social value participants were employed into cleaning roles in our Soft Services division. Their development is supported in various ways, including through Rise, our talent programme for minimum-wage cleaning colleagues. Rise helps improve earning potential by building leadership skills and supporting career progression, and was described by a Senior Cleaning Operations Manager as:

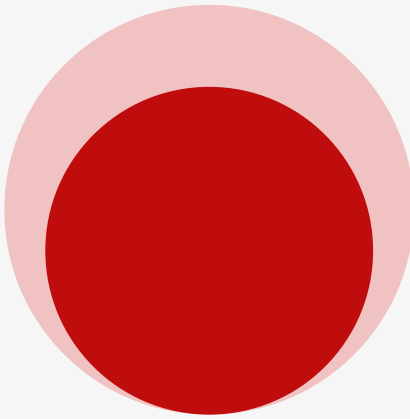
“A great achievement by all involved, with one of the graduates receiving a promotion to Area Support Manager whilst undertaking this programme!”

WORK EXPERIENCE

Where paid employment isn't possible, Arcus may offer work experience (WEX) as an alternative. Due to changes within our WEX programme, unfortunately we weren't able to reach our metric of 15.

Employability Aim:

To increase year on year number of WEX opportunities.



- Metric/KPI:** Minimum **x15** WEX opportunities of which **10%** are SV candidates.
- Actual:** **x12** - 100% of WEX participants were social value candidates.



Arcus' WEX programme is open to people aged 14+ at all career stages, subject to application approval and team capacity. These placements provide practical insight into the workplace for people who are unemployed, considering a career change, or exploring a discipline they may wish to pursue. Our programme enhances an individual's employability prospects, as supported by the following data:

- 51.3% of 'entry-level jobs' required prior working experience ([Source](#)).
- In 2024-25 nearly 6,000 learners avoided NEET status, saving the treasury an estimated £300 million. Providing meaningful opportunities such as career talks, mentoring, workplace visits lead to more sector interest - closing the skills gap ([Source](#)).
- Only 36% of UK students gaining in-person work experience before leaving education ([Source](#)).

Our Projects Team supported two students from Camphill SEN school on work experience placements. They attended our Leeds office one day a week for eight weeks, supporting the Keelham Primary School project. The placements benefited both the students and the team, giving the students their first experience of a professional workplace while helping with key project updates.



The Work Experience Manager at Camphill Wakefield shared the following feedback on their experience:

“On behalf of the students and Work Experience Team at Camphill, Wakefield, we sincerely thank Arcus for their exceptional support in helping our students gain experience in Construction Administrator skills. Your guidance, industry expertise, and commitment to supporting students with SEND have been invaluable. The practical knowledge and real-life insight you've provided have strengthened their skills and prepared them for the world of work. Thank you for being an outstanding partner in their development.”

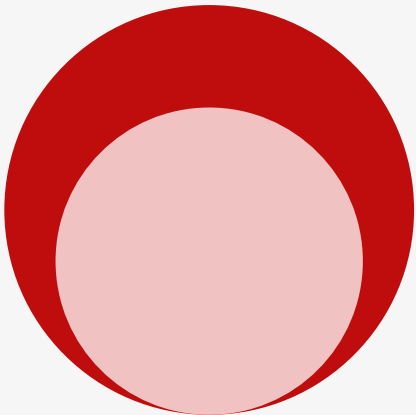
– Work Experience Manager at Camphill Wakefield

CAREER COACHING

Social value participants may not always have the facilities, networks, or contacts needed to explore specialist areas such as Refrigeration, Mechanical & Electrical, Account Management, or Software Engineering. On request, Arcus connects them with Arcus colleagues working in those fields. These coaching sessions can be highly valuable for candidates who are unsure what training or experience they need to progress, while also providing useful networking opportunities. This year, we also encouraged Arcus colleagues to connect with peers in disciplines they are interested in, supporting internal career development and knowledge sharing. This helped us exceed our target for this metric.

Employability Aim:

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



- Metric/KPI: Minimum of 3 coaching/advice sessions.
- Actual: x4

Arcus arranged a coaching session for a social value candidate on Catch22’s Digital Edge programme, which helps people from underserved communities access digital training. During a 45-minute Microsoft Teams call, our Head of Compliance and Insights reviewed the candidate’s CV and shared advice on the skills, experience, and roles needed to progress towards a career as a Digital Analyst. The candidate described the feedback as ‘incredibly encouraging’.

Arcus also provided career coaching to internal colleagues, including two members of the cleaning team who want to move into Hard Services roles. As many Soft Services roles are entry-level and lower paid, opportunities like these can be life changing for colleagues from diverse and disadvantaged backgrounds, helping them develop their skills and progress their careers.

Support included guidance for a Cleaning Support Manager with a Cyber Security degree on routes into cyber security, advice for an In-Store Cleaning Manager with a Civil Engineering degree on moving into Mechanical & Electrical roles, and a development discussion for a Customer Resolutions Coordinator interested in Building Fabric. Senior managers from each discipline provided tailored advice and insight to support their progression.

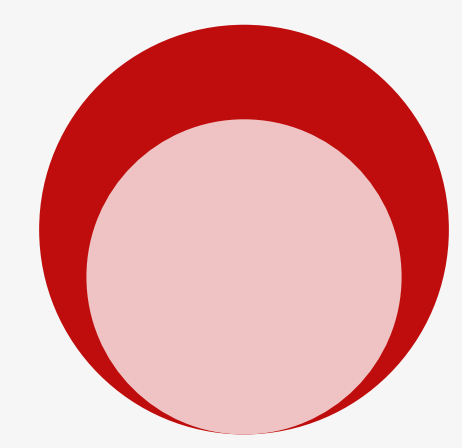




CAREERS FAIRS

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.



● Metric/KPI: Minimum x10 events supported
● Actual: x13

Attending career fairs is important to Arcus in raising awareness of our brand and our roles, and in meeting a range of individuals from diverse backgrounds. These events are important within our employability work because they can positively impact attendees in the following ways:

- On average, students from schools and colleges meeting all eight Gatsby Benchmarks, which requires employer encounters, have lower rates of not being in education, employment or training NEET ([Source](#)).
- 88% of schools and colleges say in-person employer encounters are the most effective form of engagement ([Source](#)).
- In 2025 the disability employment rate was 52.8% compared to 82.5% for non-disabled people ([Source](#)).
- The aspirations of young people are disconnected from the needs of the labour market, both current and projected future vacancies ([Source](#)).



School and university visits: Arcus colleagues attended six events at the schools and universities listed below, speaking to students about the facilities management industry, Arcus FM, and our career opportunities. These visits help raise awareness of the sector among young people as they begin to consider future careers, while also building Arcus’ future talent pipeline.



- Notre Dame school careers talk
- Bromsgrove High School careers day
- University of Bradford careers fair
- Sheffield Hallam University fair
- Thornton Primary school Year 5s
- National careers week at Camphill Wakefield

Mike Forrest, Head of Marketing and Digital at Arcus, spent the day with year 11 students at Bromsgrove High School:



“It’s such a worthwhile activity getting in front of students as they’re starting to think about the career paths available to them. Many of them had an aspiration to go into practical trades but had never considered facilities management or the trades within it, as a pathway. More than that, though, just to engage with young adults about their aspirations and supporting them with soft skills to help them realise their potential is a really humbling activity. I’m grateful to Arcus for giving me the opportunity and time to carry out this meaningful work.”

– Mike Forrest, Head of Marketing and Digital

Social Value Partner events: Arcus supported four events with our social value partners where we spoke to social value candidates about our business and our job roles. These events help promote Arcus as an inclusive employer to our priority groups and to strengthen our partnerships with our social value partners.

- Lunch and Learn Reed in partnership
- Employability day with Maximus
- G4S information session
- CTP virtual event



Prison employment events: During visits to two prisons with Beating Time, we spoke to people in custody about Arcus FM, our roles, and available opportunities. After the presentation, we held mock interviews and provided one-to-one career guidance and support.

- HMP Isis with Beating Time.
- HMP Hewell with Beating Time.

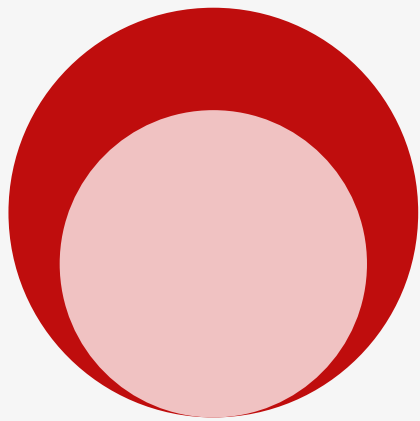
“It was a truly inspiring day. The men left feeling energised by the conversations and the career opportunities Arcus FM has to offer. Most importantly, they saw the real value in engaging with an employer that invests in people—not just as workers, but as individuals with potential, ambition, and a future.”

– Beating Time Employment reps



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:** x4

Future Ready Yorkshire: Santander and Ethos Academy Trust ran this event to connect local schools and businesses and share opportunities for young people in Yorkshire. An Arcus representative spoke about our social value strategy and how we support young people. As a result, we have since worked with Camphill Wakefield SEN to share vacancies, offer work experience to two students, and attend a careers day.

Opening Doors to Diverse Talent Sheffield: An Arcus representative attended this event to raise awareness of Arcus as an inclusive employer and discuss how organisations can overcome barriers to employing people from disadvantaged groups.

Maximus round table on ex-offenders: An Arcus representative joined a discussion with Maximus and other employers to share insights, highlight the barriers faced by ex-offenders, and explore best practice across sectors.

The Recruitment Junction, The Big Give for Hampers and Hardship: Arcus donated £250, which will be doubled through the Big Give. This will help provide 75 hampers for newly released people and prison leavers in work, as well as hardship support such as bus passes, interview clothes, and help with essential household costs. Our donation is equivalent to 10 hampers. An individual who received a hamper said, “You’ve made my day... no, you’ve made my Christmas”.

SUPPORTING ARMED FORCES

Arcus is a signatory to the Armed Forces Covenant and is committed to supporting serving personnel as they transition to civilian life, as well as veterans.

Arcus continued to work with social value partners to support serving personnel and veterans into employment through shared vacancies and virtual events. We also supported Arcus veterans through our Viva Engage Armed Forces Veteran Group, which enables colleagues to network and share information.

As each year, Arcus marked Remembrance Day with a two-minute silence to honour those who served in the armed forces, their families, and those who lost their lives in conflict. Here are some of the photos and memories shared by our veterans on Remembrance Day:



“The routine I had lived by for two decades disappeared overnight and I had to find a new sense of purpose. One day I was leading soldiers, the next I was learning what facilities management even meant. There is no manual that tells you how to translate military skills into civilian life. I worked long hours, learned fast and made mistakes. It took around six months before I felt confident again.

Almost twenty years later, I now manage a large soft services contract across the UK at Arcus, supporting thousands of colleagues in hundreds of stores. The lessons I learnt in the military influence how I lead every day”

- Eddie Manners, Head of Operations for Soft Services

Jamie Middleton, Operations Project Delivery Manager is pictured right in 1989, from his time serving in West Belfast, as a member of the 1st Battalion Coldstream Guards.



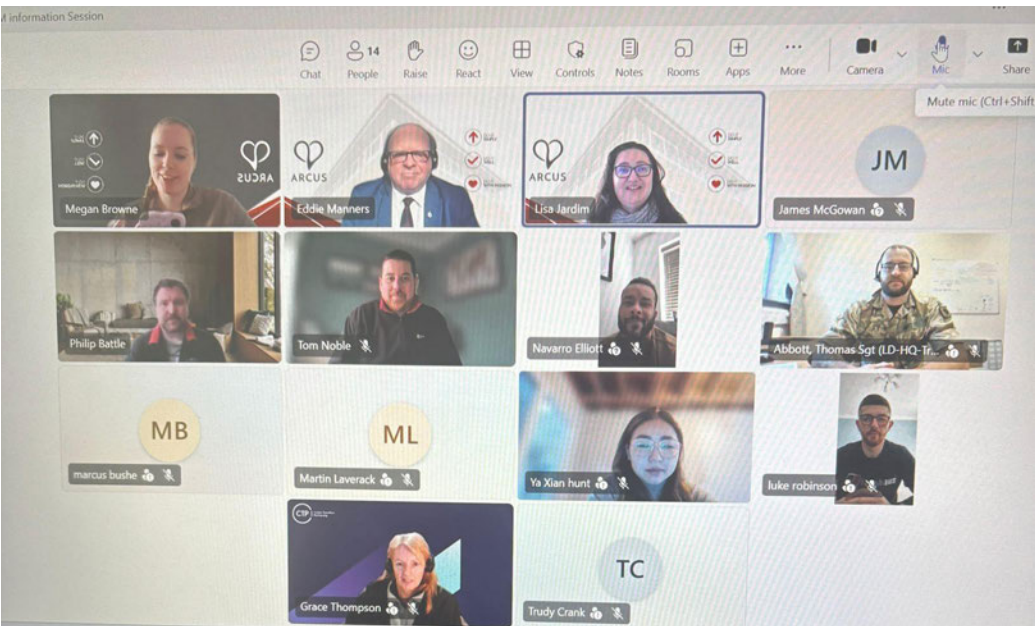
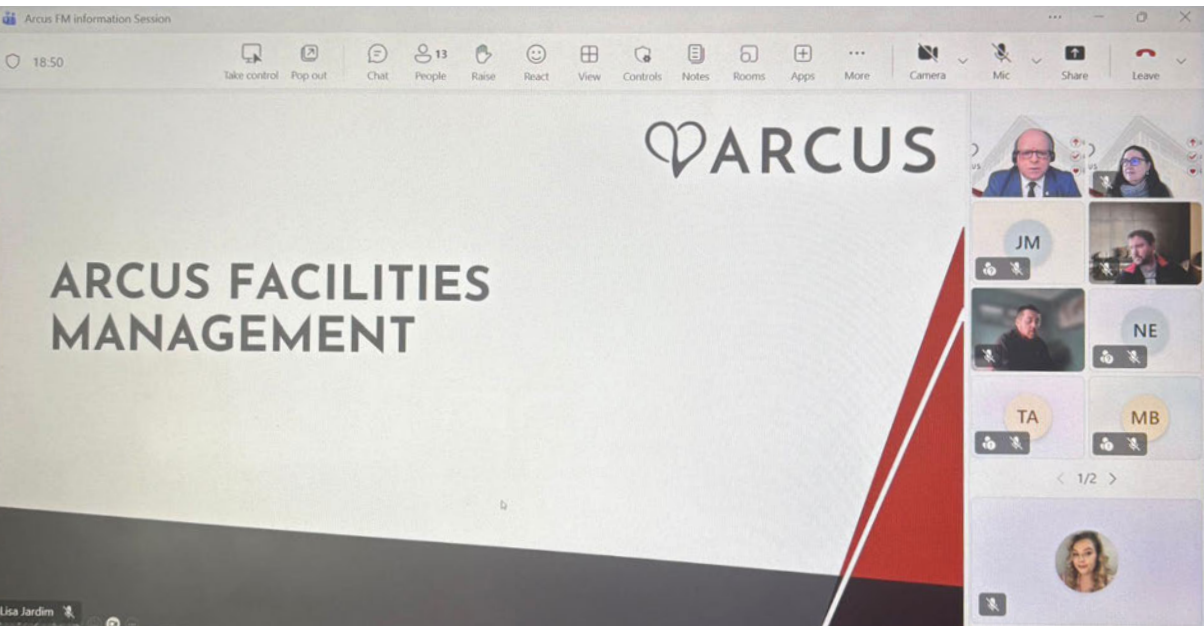
Another colleague shared:

“I served in the forces in South Africa as a Sergeant in the Intelligence Unit. I find it strange that the older I get, the more I remember of my time in the service. Unfortunately, I do not have any photos as we were not allowed to take any, but I salute all who have served.”

- Frank Van Dijk, Soft Services Support Manager

Through our commitment to ex-services personnel and those currently serving, we have retained our bronze award from the Defence Employer Recognition Scheme (ERS).

This year, we partnered with the Career Transition Partnership to host a virtual webinar for people leaving the Armed Forces. We introduced Arcus, our roles and opportunities, and invited Arcus veterans to share their experiences. Attendees could also request career coaching or work experience.



“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.”

- Chris Green, CEO

3. ACTION AREA 2: COMMUNITY WORK

Community Work:

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

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

With consideration of national / environmental factors, make x1 additional fundraising initiative available to all Arcus colleagues.

Arcus Christmas Raffle held in aid of a nominated charity.

Actual: £21,280



AitC:
£8,750



Macmillan:
£442



Mental Health Awareness
week for Mind:
£569



Andys Man Club
Christmas raffle:
£11,519

MACMILLAN COFFEE MORNING

During October, Arcus raised £442 for Macmillan Cancer Support. A bake-off was held at our Upminster, Cirencester, and Redditch offices, and colleagues had the opportunity to win 1st and 2nd prizes for their best bakes and cultural crumbs. Colleagues were encouraged to donate in exchange for the goods.



MENTAL HEALTH AWARENESS WEEK

For Mental Health Awareness Week, colleagues at our Redditch and Cirencester offices participated in a ‘bake or buy’ in aid of Mind. A total of £569 was raised for the mental health charity Mind, which provides vital support to individuals with mental health problems. The event encouraged our colleagues to get together, connect, and chat.



FOOD BANK

Arcus supported National Foodbank Day throughout October by encouraging colleagues to donate at collection points in our offices. All donations went to local Trussell Trust food banks near our offices. Our Leeds project office donated 39kg of stock, which created 93 meals for local people in need. Our Upminster colleagues donated food items and raised over £80 which was used to purchase a large supply of items for the foodbank.



ARCUS IN THE COMMUNITY (AitC)

The Arcus in the Community scheme allows colleagues to nominate local community causes to receive financial support and/or labour. AitC prioritises nominations that support our four marginalised groups and causes our colleagues have a strong association with. This year, we supported 25 causes to a total value of £8,750. Here are some examples (see Appendix 1 for the full list):



Eckington Belles FC: Arcus donated £250 to a girl’s football team, the donation funded new winter training kits for the team.

Broughton Junior School: Arcus donated £500 to a local junior school to help renovate a double-decker bus into a library for the children.

Birmingham & Black Country Wildlife Trust : We donated £500 to a local charity that protects the wildlife of Birmingham, Dudley, Sandwell, Walsall, and Wolverhampton. The donation will go towards the Wild Walsall project, which aims to make a significant contribution to vital habitats and connect people to this local natural resource.

Celtic FC: £250 was donated to a children’s football team for new kits and equipment.

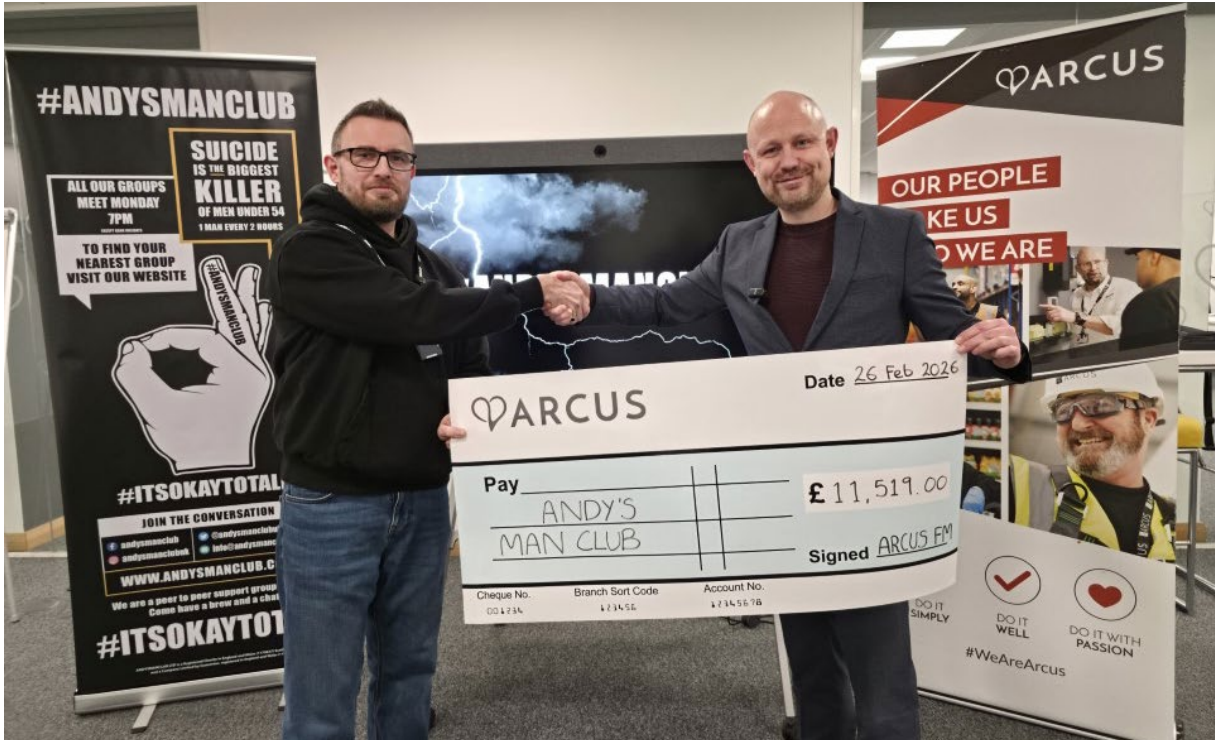
Signpost Inclusion: Arcus donated £500 for Signpost Inclusion, a charity that supports families and children with additional needs and disabilities. They run regular activities for families to get involved in such as swimming, youth groups and holiday clubs



Christmas Raffle - Andy's Man Club: This year, Arcus held a record-breaking raffle and raised £11,519 for our chosen social value charity, Andy's Man Club (AMC). AMC is a men's suicide prevention charity that provides free weekly peer support groups across the UK. We selected this charity using EDI data and workforce insight: men make up most of the Arcus workforce, depression and anxiety are among the most common reasons for sickness absence at Arcus, and men are statistically more likely than women to die by suicide. We recognise the important role AMC plays in supporting colleague wellbeing and encouraging a culture of openness and support. Our suppliers donated 56 prizes and, with additional prizes donated by Arcus, colleagues had 89 prizes to win.

Here is what our colleagues had to say about AMC:

Such an amazing cause that's very dear to me and I know that a difference is already being made so thank you Arcus for this amazing opportunity and you'll be helping so many men throughout the UK.



All for a worthy cause that I know offer services in my local area. Men do need to talk more but need the space surroundings to feel comfortable to talk freely. Keep up the great work. #itsoktotalk

Amazing work is done by this group of people. A worthy charity and one that is making a huge difference to those going through hard and sometimes unexplainable times.

Absolute Best Charity to support! My partner is a facilitator & the person who started up the Queens hospital location. #itsokaytotalk Meetings are every Monday 7-9pm for any man 18+.



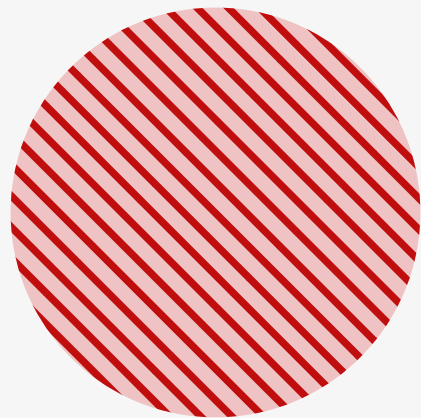
HIS MAJESTY’S PRISON & PROBATION SERVICE

His Majesty’s Prison and Probabtion Service supplies the Arcus notepads given to new starters at induction. This year, we purchased £295.48 of HMP notepads. They are made by people currently serving prison sentences, helping support rehabilitation through purposeful activity.

DIY PROJECTS

Community Work Aim:

Volunteering in support of community-based causes or initiatives.



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

COTS 4 TOTS

Cots for Tots is the dedicated charity for the Neonatal Intensive Care Unit at St Michael’s Hospital. It supports families by providing accommodation while their child is in hospital, funding life-saving equipment, and offering music therapy to help reduce stress and pain. As part of the Arcus in the Community scheme, two colleagues spent a morning tidying the patio areas, weeding, cleaning, and carrying out other maintenance tasks. Their work helped create a more welcoming space for families staying there.



CHURCH KITCHEN REFURB

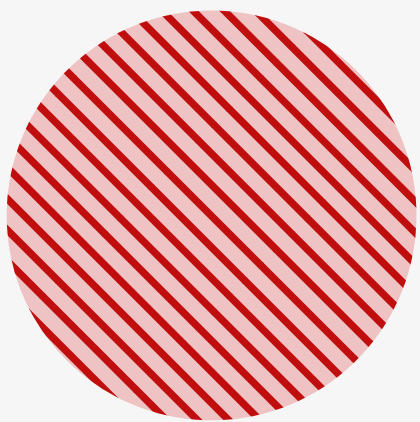
As part of the Keelham Primary School project, the Arcus Projects team refurbished the kitchen at The Christian Community Church (CCC). As the church relies on public donations, this support helped improve its facilities without creating financial pressure. Arcus colleagues volunteered to strip out the old kitchen ahead of the new units being installed, then returned to paint the space alongside church members.



COMMUNITY WORK

Community Work Aim:

Volunteering in support of community-based causes or initiatives.



Metric/KPI: Work with a minimum **x1** customer or supplier per year on a mutually beneficial SV initiative or intervention.

Actual: x1

WEST MIDLANDS POLICE DOG TOYS & TREATS COLLECTION

As part of our partnership with customer West Midlands Police (WMP), our Redditch office collected dog toys and treats for the force's working dogs in the lead-up to Christmas. Colleagues across the business donated through an Amazon wish list, and a group of Arcus colleagues delivered the items to the Tally Ho training centre.



5. OUR COLLEAGUES

THANK YOUR CLEANER

Leaders from our soft service team visited our cleaners across the UK, to thank them for their services.



SOFT SERVICES ADMIN TEAM: LISTER HOSPITAL DONATIONS

Colleagues from our Soft Services admin team visited Lister Hospital in Stevenage to donate toys to the children's ward. The team also brought the staff chocolate and biscuits.



ALAN WRIGHT: CHARITY CYCLE FOR MOLLY OLLYS WISHES

Arcus Chief Technology officer, Alan Wright and his daughter Hannah completed a charity cycle for Molly Ollys Wishes, cycling 210 miles from Great Yarmouth to Warwick over 3 days. Molly Ollys Wishes is a UK charity that supports children with life-threatening illnesses and their families by granting wishes, providing therapeutic toys and resources, and funding projects in children's hospitals. In total the cycle raised over £60k.



TOM PETZNICK: LONDON MARATHON FOR MIND

Arcus Senior Operations Business Support Manager Tom Petznick took part in the London Marathon to raise funds for Mind. Mind is a mental health charity that provide advice, support and services to individuals experiencing mental health problems.

GEMMA CROOK: THE ONE LOVE PROJECT

Gemma Cook, Compliance Planner and Administrator at Arcus, raised vital funds and supported The One Love Project, a charity that helps vulnerable children in Uganda through education, boarding, special educational needs support, and wider community assistance. In October, Gemma spent 10 days in Uganda helping improve the school she had previously worked on by carrying out bricklaying, labouring, and decorating. She also raised over £1,000 for the project and donated three suitcases of clothes for the children.

JONATHAN BARGATE: THE GREAT TOMMY SLEEP OUT

Jonathan Bargate, Maintenance Service Technician at Arcus, took part in this year's Great Tommy Sleep Out in support of Royal British Legion Industries (RBLI). RBLI supports veterans with housing, employment, and welfare, and the event raises awareness and funds for veterans experiencing homelessness. Jonathan raised £812 for the cause.



APPENDIX 1: ARCUS IN THE COMMUNITY

SUPPORTED CAUSES

JUNE 2025 CAUSES

- 1. **St Mirren Youth Development Club:** A children’s football team who will be using the donation for new kits.
- 2. **Celtic FC:** A children’s football team who will be using the donation for new kits and equipment.
- 3. **Cots For Tots:** A DIY project for the dedicated charity for Neonatal Intensive care unit at St Michael’s Hospital. Arcus colleagues spent the morning making the space more welcoming for families.
- 4. **Rotherham Girls U14s:** A children’s football team who will be using the donation for new kits.
- 5. **Mags Argentina Boys U10s:** A children’s football team who will be using the donation for new kits.
- 6. **Signpost Inclusion, The Renewal Family Centre:** A charity that run family activities, youth groups, holiday clubs, PA service and a swimming club.
- 7. **Dean Park FC:** A men’s football team who will be using the donation for new kits.
- 8. **Mind:** An Arcus colleague will be running the 2026 London marathon for Mind which is a mental health charity who provide information, support and campaign for changes.
- 9. **Dunmow Atlantis Swimming Club:** A competitive swimming club for children and adults, the donation will go towards the pool hire.
- 10. **Eckington Belles FC:** A girl’s football team who will use the donation for new winter training coats.
- 11. **Harold Hill Scout Group:** A scout club that will use the donation to purchase new camping equipment.
- 12. **U13 Orpington Roversb:** A children’s football team who will be using the donation for new kits and equipment

JANUARY 2026 CAUSES

- 1. **Rotherham Town Girls U14s:** A children’s football team who will be using the donation for new kits.
- 2. **CSC Gymnastics:** A children’s gymnastics club who will use the donation for new equipment.
- 3. **Eastbourne Edge Inline Hockey Club:** A children’s hockey club who will use the donation to train new players.
- 4. **Upminster Town United:** A children’s football team who will use the donation to purchase waterproof coats.
- 5. **Meon Milton U8s packs FC:** A children’s football team who will be using the donation for new kits.
- 6. **The Tommy Sleep out for Royal British Legion:** An Arcus colleague will sleep outside for one night to raise funds and awareness of veteran homelessness.
- 7. **Barnsley Youth Choir:** A local children’s choir who will use the donation to cover travel costs and new uniforms.
- 8. **Mains Martial Arts:** A local community club that teaches martial arts, they will use the donation for new equipment.
- 9. **Hollinsclough Church of England Academy:** A primary school, who will use the donation to purchase a greenhouse so the children can grow their own vegetables.
- 10. **Birmingham & Black country Wildlife Trust:** The donation will go towards the Wild Walsall project which aims to make a significant intervention to vital habitats and connect people to this local natural resource.
- 11. **Broughton Junior School:** A local junior school received funding to help renovate a double decker bus into a library for the children.
- 12. **The Brain Tumour Charity:** An Arcus colleague will be running the 2026 London Marathon for The Brain Tumour charity. The donation will fund vital research, support families and raise awareness.

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. **Drive Forward:** Supporting young people with care experience to transition into sustainable careers.
9. **Enable:** Supporting individuals with disabilities to gain work across Scotland.
10. **Fedcap:** Supporting individuals from disadvantaged backgrounds in Scotland and South Central.
11. **Ingeus:** Regional, supports individuals from disadvantaged backgrounds.
12. **Maximus:** Supporting individuals from disadvantaged backgrounds regionally.
13. **New Futures Network:** A part of HM prison and probation service that supports returning citizens back into employment.
14. **No Going Back:** Supporting returning citizens in and around London.
15. **People Plus:** Supporting individuals from disadvantaged backgrounds in Glasgow and Kent.
16. **The Recruitment Junction:** Supporting citizens currently serving a prison sentence and those recently released in the Newcastle area.
17. **Reed in Partnership:** Regional, supports individuals from disadvantaged backgrounds.
18. **Seetec Pluss:** Regional, supports individuals from disadvantaged backgrounds.
19. **Serco:** Supports individuals from disadvantaged backgrounds primarily in Wales and West Central.
20. **Standguide:** Supporting individuals from disadvantaged backgrounds in North and Northeast Lincolnshire.
21. **Thirteen Housing:** A housing association in the Northeast, Yorkshire and Humber Region that provides employment support.
22. **G4S:** Supporting individuals who have been unable to find employment in the North-West.
23. **The Growth Company:** Providing employment support to individuals unemployed in the Manchester region.
24. **ECL:** Provides inclusive employment support in Essex.
25. **Mencap:** Supports individuals with disabilities into employment across the UK.

APPENDIX 3: ARCUS CHRISTMAS RAFFLE

SUPPLIER DONATIONS

1. Polar Cooling
2. Ecotec Filters
3. HSS training
4. Camphill
5. Aeromark
6. Miele
7. RLT
8. FSW
9. AB Roofing Solutions
10. CEF
11. Partners&
12. Wolseley Building Services
13. UK Glassforce
14. RPS Drainage Services
15. PAD Property Care Solutions
16. Numatic
17. Bunzl Cleaning & Hygiene Suppliers
18. Invincible Drain Care
19. Outco
20. Flair
21. C&G Commercial Service
22. HSS the Hire service
23. Caval
24. Titan Water
25. PHC Parts
26. Degafloor
27. NPTA
28. LLV Group
29. Pure Facilities Group
30. Blade Roofing LTD
31. Open Control Solutions
32. Montgomery Refrigeration
33. BIS
34. Kenfield LTD
35. UltraSyntec
36. The Building Maintenance Company
37. Hippo

“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 in helping make the transition a less stressful one.”

– A colleague employed by Arcus after completing her prison sentence



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