

4myschools is committed to deliver maximum Corporate Social Responsibility (CSR) using recruitment service expertise and innovative technology.

4myschools overarching social value themes.

4myschools supports social value through finding workers better work with schools that value their contribution, and the social cohesion local skilled workers deliver.

4myschools promote skills and employment through access to our recruitment service and technology platforms.

Promoting Skills, training, and Employment:

Our services support local workers to find better work locally with preferred schools creating greater choice and better outcomes for all.

More work facilitated through digital systems helps to build local skills and higher employment with greater opportunities for more meaningful employment.

By enabling local workers to choose their work schedules, with who they work with more often, and the type of work they do, develops more meaningful work.

4myschools provides CPD training and employment opportunities within local communities, in areas of skills shortages in the education sector, for those who face barriers to employment and for those who are in deprived areas. Support is provided via a range of activities, including but not limited to;

- Apprenticeship and work experience placements;
- Part-time, full-time, and flexible working opportunities;
- Supporting individuals to fulfil their potential with further education, employment, or training e.g., coaching, mentoring, CV, interview skills and volunteering.
- We provide funded professional training, qualifications and CPD opportunities for existing employees and workers.
- We work closely with local universities, schools, and job centres to ensure local workers have access to our work finding services.
- We offer a range of employee assistance schemes covering well-being and health issues and signpost workers to Education Support charities and funded CPD where necessary.

Equal Opportunities

4myschools provide employment and skills development opportunities for all including disabled people and provide in-work progression opportunities to support people, including those from disadvantaged or minority groups, to develop new skills and progress into higher paid work. Full details of our [Equal Opportunities Policy](#) are published on our website. 4myschools are a signatory of The Race at Worker Charter, Disability Confident, Menopause Workplace Pledge, and Neuro Diverse employers.

Equal Pay

4myschools has a fair and equal pay and progression policy and aim to pay all employees the National Living Wage, irrespective of age or gender where the same role is being performed. We ensure compliance with the National Minimum Wage and National Living Wage legislation.

Supporting the Growth of Responsible Regional Businesses:

4myschools support local schools to find workers with the right skills and availability through digital systems, which deliver symmetry and transparency. Finding the best available workers locally supports growth and improves productivity.

Creating Healthier, Safer and More Resilient Communities:

The 4myschools technology platform and services through the delivery of direct communications between workers and hirers supports greater resilience for healthier more productive communities. Our platform services include access for all, including voluntary and social enterprise sectors enabling easier delivery of local services and for their workers to have greater control over their schedules and power through improved choice of work and who they work with.

Protecting and Improving our Environment

4myschools continue to invest in digital services removing reliance of paper and futile administration that waste resources. Our continued investment in innovative solutions with our customers supports the reduction in carbon and improves the environment and access to better local work.

Our company has provided; water to over two million people, funded cleft surgery through our work with Smile Train, funded access to music lessons in primary schools as part of our giving back.

Our continued investment in digital services, the improvement in work and access to education for all supports improvements in our environment and the long-term future.

Promoting Social Innovation:

4myschools invest in education and digital platform innovation promoting access to temporary and part-time workers, a group typically underrepresented, who are often low paid and have little choice. Through the continuous investment in social innovation empowering workers with choice, transparency and control our service will continue to support our customers to deliver greater social value.