



AMS  
Diversity & Inclusion Alliance

# INformed

Edition 11 | April 2025

A collection of insights and information from our Alliance Partners, keeping our customers **INformed** at all times.

# Welcome

Welcome to the 11<sup>th</sup> edition of our INFormed Alliance insights newsletter where we share the latest insights from our Diversity and Inclusion Alliance partners.

In this edition, you can find out more about the inspirational story of how Evenbreak was born from the Founder and CEO, Jane Hatton, on page 5 along with some exciting news about the recent London Business Awards. We've also recognised a Milestone Moment within AMS, Neurodiversity Celebration Week, and auticon have released their latest impact report in recognition of this important event, you can find the highlights and hear more about the impact auticon have made from a personal perspective on page 7. We have lots more practical insight and tools that can be used for your own organisation shared by our Alliance partners including the top 10 takeaways from 55/Redefined's Age Pioneers Series (page 8), the Bridge of Hope Hire for Grit Toolbox (Page 9), and tips for creating inclusive job advertisements on page 10.

We've also introduced a new content piece bringing you closer to the Alliance where you can ask our alliance partners a question and we will share the responses throughout this newsletter series. Find out how 55/Redefined recommend developing the business case for age inclusion on page 12 Finally, you can read more about the latest PSR Pay it Forward Impact Report on page 15 which provides further information about the way we've created positive change through our volunteering programme in 2024. We hope you enjoy reading this edition and look forward to bringing more insights to you very soon.



*I'm incredibly proud of the scale and breadth of voluntary efforts across PSR in 2024 and the impact on individuals, charitable organisations and communities cannot be overstated. Not only has the number of hours dedicated to volunteering increased by 28% but our suppliers have also engaged in the programme, helping us to maximise opportunities and drive positive change on a wider scale.*

**Charlotte Williams**  
Social Value Manager, Public Sector Resourcing  
Page 14

# Contents

Navigate the content by clicking on the links below or simply scroll through the newsletter to enjoy all the articles.

- › [The Alliance Partners](#)
- › [The Journey to Disability Inclusion with Jane Hatton, Founder/CEO at Evenbreak](#)
- › [Driving Inclusion and Innovation: auticon's 2024 Global Impact Report](#)
- › [workwork Drive Inclusive Workplace Growth](#)
- › [55/Redefined: Top 10 Takeaways from Age Pioneers](#)
- › [Bridge of Hope: The Hire for Grit Toolbox](#)
- › [The Recruit for Spouses Career Academy](#)
- › [Tips for Creating Inclusive Job Advertisements from the Alliance](#)
- › [A poem from BYP Network](#)
- › [Ask the Experts: Q&A with the Alliance partners](#)
- › [Working in Partnership: Supporting the Military Community](#)
- › [Editor's Choice](#)
- › [In other news: PSR Pay it Forward](#)
- › [Key dates in April and May](#)



Click icon to return to contents page



Look out for this icon, highlighting a link to further information or insights

# Who are our Diversity & Inclusion Alliance partners?

Disability/ Neurodiversity



LGBTQ+



Age

55/**REDEFINED**

Military



Ethnicity/ Black



Social Mobility



Key existing partners



# Disability | Evenbreak

**We're excited to kick off our interview series with an inspiring conversation about inclusive employment with Jane Hatton, Founder and CEO of [Evenbreak](#) and one of our valued Alliance Partners.**

## **How did you get into the world of DEI?**

I've always been ridiculously passionate about fairness. My career started as a Civil Engineering Technician – almost unheard of as a woman in the late 1970s – and then I moved into the much more female-dominated world of social work, where I saw first-hand the impact of discrimination on various groups of people. Then I became an independent inclusion consultant, working mostly with the public sector.

## **What made you decide to create Evenbreak?**

In my work around inclusion, I had witnessed the specific discrimination disabled people faced, and yet disability always seemed to be at the bottom of the diversity agenda. Ironically, in my forties, I then became one of the 83% of disabled people who acquire a disability in adulthood. A spinal condition, resulting in numerous spinal surgeries. The issue of disability inclusion became quite up close and personal as I lay in bed, with limited ability to walk, stand or even sit! I founded Evenbreak, from my bed, to support employers who wanted to up their game on disability inclusion, to support disabled candidates looking for new or better work, and to help each group find each other through a pioneering disability job board. Thankfully, over a period of many, many years, my mobility greatly improved, and Evenbreak grew to the trailblazing global social enterprise it is today.

## **Looking back, what impact has Evenbreak had on inclusive hiring and disability representation in the workplace?**

We have supported hundreds of corporate, public and third sector employers to improve their practice on disability inclusion and accessibility, through [training and consultancy](#). We have supported many thousands of disabled candidates through our career support service and helped them identify opportunities with truly inclusive employers through the only global [job board](#) run by and for disabled people. The average social value created by each disabled person who gains employment through Evenbreak is £47,000. And, most importantly, we have started to change the narrative around disabled candidates from 'pity hires' to 'valuable talent'.

## **What advice would you give organisations looking to become truly inclusive for disabled talent?**

Firstly, to identify any disabling barriers in your organisation, for example, in recruitment processes, working practices, culture, etc, and take action to remove them, or improve practice. This will require input from internal or external people with lived experience of disability. Ensure that your



# Disability | Evenbreak

people feel confident around disability, through appropriate training. And make sure disabled candidates know that you welcome their talent (for example, through advertising vacancies on Evenbreak!).

## What's been your most rewarding moment, or success story from Evenbreak?

There are so many! The first candidate, Jean, who found work through Evenbreak back in 2011, told us that we had 'saved her life', as she now had a purpose, and a reason to get up in the morning. I'm exceptionally proud of the Evenbreak team, each one of whom has personal lived experience of facing the barriers our candidates face on a daily basis. Evenbreak's success is not despite all of the team being disabled, but because of it. I couldn't wish for a more creative, talented, motivated and loyal group of people to work alongside. I'm proud that this team has created such a unique and pioneering global social enterprise that is literally changing lives on a daily basis.

## Have you achieved the objectives you originally set out to?

Not yet! Our mission is to create a world where Evenbreak no longer needs to exist – where all disabling barriers have been removed, and every disabled person in the world has the same opportunities to enter, thrive and progress in the workplace as everyone else.

## What's next for Evenbreak, and how do you see the future of disability inclusion evolving?

We are working hard to form partnerships globally, to ensure that disabled people in every country have access to great jobs. For me, making employment accessible to disabled people means it works better for everyone. I look forward to organisations and businesses recognising that their success depends on attracting the very best people

(from a talent pool that includes everyone, regardless of disability, age, gender, race and so on), and creating the environments where those people can thrive and flourish, using all their talents for the good of themselves, the business and the wider society. It's not about pity, or quotas, or charity, or favouritism. It's about talent, and skills, and untapped potential.

## If you could change one major misconception about disability in the workplace, what would it be?

It would be that employing disabled people isn't a problem. It's a solution for a wide range of problems.



## Evenbreak recognised at London Business Awards

Evenbreak won Employer of the Year at the SME London Business Awards. This award is for employees who are

engaged in company values and promote sustainable employee welfare, engagement, and development.



# Neurodiversity | auticon

## Driving Inclusion and Innovation: auticon's 2024 Global Impact Report



During Neurodiversity Celebration week, auticon released their latest impact report, read the full report [here](#). Their 2024 report reinforces that when businesses embrace neurodiversity, everyone benefits.

### How working with auticon impacts autistic individuals and businesses

For many autistic professionals, finding meaningful employment can be a challenge. Auticon provide consultants the opportunity to thrive.

Neurodiversity is an asset, not a barrier. auticon's work challenges outdated hiring practices and proves that with the right support, autistic professionals can thrive in industries like tech, data, and cybersecurity.

"I have a purpose to get up to in the morning. I feel like I contribute to the company I'm assigned at with the work I'm doing. I'm learning new things. After many years of feeling stuck in an endless cycle of not moving forward in my life, I now feel like I've started on a path towards a meaningful future and an exciting career." - **auticon Consultant**

auticon's impact extends beyond its consultants. Businesses that work with autistic talent often experience fresh perspectives, new problem-solving approaches, and improved team dynamics.



"Working with an autistic team member has helped me understand neurodiversity better. I've seen how different ways of thinking can bring new ideas and improve problem-solving. I now appreciate more how important it is to create an environment where everyone's unique strengths are valued." **auticon client**



# 62%

The percentage of unemployed at the time of applying to auticon.



# 88%

The percentage of auticon's autistic technologists who have a professional qualification, or a Bachelors degree or higher.



# 98%

The percentage of auticon clients that said auticon's IT consultants made valuable contributions to their projects.

### What is Neurodiversity Celebration Week?

It's a global initiative that takes place annually to challenge misconceptions about neurological differences and promote inclusivity. It aims to raise awareness, celebrate neurodivergent talent, and create more inclusive environments in schools, workplaces, and society.



## myGwork Secures New Investment & Expands Leadership to Drive Inclusive Workplace Growth

myGwork, the world's largest LGBTQ+ talent and networking platform, has secured a new round of investment, bringing its total funding to over £4 million in the past four years. This latest funding will accelerate international expansion, enhance e-learning offerings, and strengthen recruitment solutions, furthering myGwork's mission to create safer, more inclusive workplaces.

Leading the investment round is Phil Hollingdale, a seasoned entrepreneur who now steps in as Chairman, bringing over 35 years of experience to

guide myGwork's next phase of growth. Alongside this, the company welcomes several new leadership appointments to drive innovation and impact.

With a growing network of 350+ inclusive employers and flagship events like WorkPride and WorkFair, myGwork continues to champion workplace inclusion on a global scale.



*This latest investment and the addition of exceptional leadership talent demonstrates myGwork's resilience and continued success, even in the face of growing challenges to DEI efforts – particularly in the U.S. While some companies retreat from inclusion, many are doubling down, proving that workplace diversity is not just the right thing to do, but also a key driver of business success,*

**Phil Hollingdale, Chairman,  
myGwork**



## Top 10 Takeaways from Age Pioneers January 2025 Summit

The January 2025 Age Pioneers Summit saw industry leaders including LinkedIn, Barclays, Warner Bros. Discovery and AMS come together to discuss the future of an intergenerational workforce. Attendees also heard from Eleanor Mills, best-selling author and founder of Noon, the community for midlife women. Here are the key takeaways from the day - practical steps that every organisation should consider to harness the full potential of a multigenerational workforce.

*“If you're not leaning into the only growth demographic of customers, if you're not leaning in to the only growth demographic of talent, then you cannot possibly as an organisation have a growth strategy.”*

**Lyndsey Simpson,**  
**Founder & CEO, 55/Redefined**



A|M|S

- › **Plan for a 100-year life** – With half of today’s babies expected to live to 104, longevity needs to be factored into workforce planning.
- › **Align your workforce with your customer base** – By 2040, 63p of every £1 spent in the UK will come from someone over 50. If your workforce doesn’t reflect your customers, you’re missing a huge commercial opportunity.
- › **Recognise that an age strategy IS a growth strategy** – Research from Gartner shows that diverse and multigenerational teams are 288% more likely to exceed their financial targets. Businesses that embrace age diversity will be more innovative, resilient, and profitable.
- › **Know your workforce data** – Conduct an age audit to understand the demographics of your organisation. Identify the pinch points where older employees, particularly midlife women, are most likely to leave and take action to retain them.
- › **Create an age-inclusive Employee Resource Group (ERG)** – Use this group to test policies and recruitment campaigns, ensuring they resonate with employees of all ages.
- › **Challenge outdated assumptions** – Educate your teams to dispel stereotypes about older workers and highlight the value they bring.
- › **Adapt your Employee Value Proposition (EVP)** – Consider what older workers value most, from flexible working to purpose-driven roles.
- › **Consider mentoring and reverse mentoring** – Intergenerational knowledge exchange benefits all.
- › **Ensure visible role models** – As the saying goes, ‘You can’t be what you can’t see.’ Your age strategy should be built-in, not bolt on - Make age diversity a core part of your strategy, not an afterthought



## Unlocking Potential: The Hire for Grit Toolbox

Bridge of Hope Careers champions talent beyond qualifications—prioritising perseverance, passion, and resilience. The **Hire for Grit Toolbox** equips employers with tools to identify and hire individuals who overcome challenges and drive success.

### Why Grit Matters

Grit, defined by Dr. Angela Duckworth as passion and perseverance, outperforms intelligence and formal education in predicting success. Individuals with grit excel in demanding roles, adapt to challenges, and bring valuable resilience to the workplace. Bridge of Hope Careers connects employers with exceptional talent from diverse backgrounds, including veterans, neurodivergent individuals, and those overcoming significant barriers.

### What's Inside the Toolbox?

- › Grit-Based Interview Guide – Questions to assess resilience and perseverance.
- › Grit Scale Assessment – A tool to measure candidates' perseverance levels.
- › Best Practices for Neurodivergent Hiring – Inclusive evaluation strategies.
- › Case Studies & Success Stories – Real-world examples of resilience.
- › Implementation Guide – Steps to embed grit-focused hiring into recruitment.
- › Building an Inclusive Workforce By prioritising grit over traditional credentials, employers create inclusive, high-performing teams. This approach ensures resilient candidates receive the opportunities they deserve.
- › Join the Movement

The Hire for Grit Toolbox unlocks dedicated, driven professionals who can make a lasting impact. Find the guide [here](#)



# Military | RFS

## BAE Systems Empowers Armed Forces Community Through Career Mentorship

Since 2017, BAE Systems has proudly sponsored the RFS Career Academy Coaching and Mentoring Programme, a transformative initiative supporting members of the Armed Forces community as they take their next professional steps.

The programme provides candidates with expert mentorship, career guidance, and networking opportunities, increasing confidence and employability.

With the support of 81 dedicated volunteer mentors, it has delivered 1,300 hours of coaching in 2024 alone, benefiting 130 candidates—80% of whom are military spouses.

The impact is undeniable: 100% of participants recommend the programme, highlighting its role in breaking employment barriers, fostering career progression, and enhancing overall well-being. Since its inception, the initiative has helped nearly 1,900 individuals transition into fulfilling careers.

This partnership underscores BAE Systems' commitment to empowering the military community through education, professional development, and strategic employment support. For more information on how this programme is changing lives, visit RFS Career Academy.



# Tips for Creating Inclusive Job Advertisements

## The Business Case for Inclusive Job Advertisements

In today's competitive job market, organisations must not only focus on attracting top talent but also ensure that their hiring practices are inclusive and equitable. One of the most effective ways to achieve this is by creating inclusive job advertisements. These advertisements go beyond simply posting a job opening—they actively promote diversity, equity, and inclusion (DEI) in the hiring process.

Inclusive job advertisements can help companies reach a wider and more diverse group of candidates. By using neutral, welcoming language and emphasising the company's commitment to diversity, organisations can encourage individuals from different backgrounds, gender, ethnicity, and experiences to apply. This opens up the talent pool, increasing the likelihood of finding innovative and skilled employees who might otherwise be overlooked.

Inclusive job advertisements are not just a tool for attracting a broader range of candidates—they are a strategic business decision. By embracing diversity in the recruitment process, companies can improve their culture, enhance their reputation, and ultimately drive better performance. Inclusivity is no longer just a "nice to have"—it's a business imperative that positions companies for long-term success.



## Top Tips from the AMS Diversity & Inclusion Alliance

- 1. Use Inclusive Language.** Avoid gendered language like "he" or "she." Use neutral terms such as "they" or "the ideal candidate." Avoid using jargon that might be inaccessible to people from different backgrounds or experiences.
- 2. Highlight Your Commitment to Diversity.** Include statements that show your commitment to diversity and inclusion, don't forget to mention if your company has diversity initiatives, support for underrepresented groups or employee resource groups.
- 3. Ensure Accessibility.** Use accessible fonts and design elements in your job ad. Avoid overly complex formatting or images that might be hard to read for people using screen readers. Provide alternative routes to apply.
- 4. Focus on Essential Skills and Experience.** List only the essential qualifications required for the job to avoid unintentionally excluding candidates who might have the ability to learn quickly but do not meet every single criterion.
- 5. Consider the Job Title.** Choose job titles that are inclusive and do not carry implicit gender or age biases. For example, instead of "Salesman" use "Sales Associate" or "Sales Representative."
- 6. Be Clear About Flexible Working Options.** Clearly mention any flexibility regarding work hours, remote work, or parental leave, as this can make the job more appealing to a wider group of candidates.



## Celebrating Black History Month

February marked Black History Month in the United States, a time to reflect on the resilience, achievements, and contributions of Black individuals throughout history. Black history is not just a month but a legacy that shapes our world every day. True recognition goes beyond a month, it's about continuing the conversation, amplifying Black voices and working toward a more equitable society every day.

## A Poetic Tribute

BYP recently hosted a partner brunch with companies including BBC, BSI, Beazley, EY, Fitch Ratings, Ogilvy and Coventry Building society. During the event, participants shared their ideal fairytale ending in today's challenging climate, and a short poem was created.



## *The Kingdom of Equitania: A Future Fairytale*

In the future, Equitania became a place where every voice mattered. But it hadn't always been so.

Once, the Silent Few locked opportunity behind gates. Warriors of D, E, and I — Diversity, Equity, and Inclusion — rose to challenge them.

The journey was long, but the BYP Clan and Circle of Partners imagined a world where leaders wore integrity and young dreamers became trailblazers. Opportunity would belong to all.

By dawn, warriors' torches became eternal flames of leadership. They became mentors, guiding others to light their own fires.

The voices of the BYP Clan still echo, reminding all to never forget the fire's origin.

Equitania became a kingdom where everyone belonged — not as a dream, but as a promise kept.

**Together, they rose ever after.**



# Ask the Experts

Your questions answered by our Alliance partners



## How can I create the business case for Age Inclusion within my own organisation?



Answered by Simon Long,  
Business Development Director

55/**REDEFINED**

Age inclusion is not a "nice to have"—it's a business necessity. Organisations that fail to recognize the value of an age-diverse workforce risk stagnation, talent shortages, and financial losses. Here's why age inclusion must be on every leader's agenda.

### The Business Imperative

The global workforce is changing. The working-age population is projected to shrink by up to 28% in Western countries by 2050, leaving businesses with a shortfall of over 50 million skilled workers. Meanwhile, the over-60 population will grow by more than 40%, representing a wealth of untapped experience and talent. Ignoring age diversity is costly. Companies risk losing institutional knowledge, increasing attrition rates, and driving up recruitment costs. Research from Gartner shows that multigenerational teams are 288% more likely to exceed financial targets, making age inclusion not just an ethical decision but a strategic one.

### The Time to Act is Now

Inclusion isn't about politics—it's about business resilience. Companies that embrace age diversity will be better positioned to navigate workforce shortages, economic fluctuations, and shifting consumer demographics. The International Longevity Centre projects that older consumers

will drive 63% of total consumer spending by 2040. Organisations that reflect this demographic shift will be the ones that thrive.

### Unlocking Budgets for Inclusion

To gain executive buy-in, leaders must position age inclusion as a business-critical issue. The key is to connect it directly to profitability, performance, and sustainability.

- › **Talent attraction & retention:** Older workers are more loyal, reducing turnover and hiring costs.
- › **Competitive advantage:** Age-diverse teams bring varied perspectives, boosting innovation and resilience.
- › **Risk mitigation:** With age as a protected characteristic under UK employment law, the average age discrimination claim settles at £103,000. Proactively embedding age inclusion reduces legal risks.

Companies like Apple and Deloitte continue to prioritise age inclusion, reaping the benefits of a truly diverse workforce. Those who roll back on DEI initiatives risk reputational damage and loss of consumer trust.

### Practical Steps for Leaders

Leaders can drive age inclusion by:

- › **Using workforce data:** Conduct an age diagnostic to benchmark against industry best practices.
- › **Embedding inclusion into culture:** Reverse mentoring programs help break down generational stereotypes.
- › **Creating targeted recruitment strategies:** Seeking age-inclusive employer accreditation attracts experienced talent.
- › **Investing in lifelong learning:** Development programmes ensure all employees, regardless of age, continue to grow.



# Working in Partnership

## AMS announces new Military ERG Lead

At AMS, our Employee Resource Groups are vital to our DEIB Agenda. We set our ERG's up for success, uplifting underrepresented voices and empowering them to make meaningful change across the business. We partner together to educate colleagues on important topics, develop communities and groups, and embed global governance to hold ourselves and our leaders accountable.

We're happy to announce that PSR's Diversity Specialist Natalie Taylor will take on the role Lead for our Military ERG alongside Luciano (based in America). Natalie, a military spouse with a wealth of lived experience and a passion for the amazing work already done by PSR's Hollands who steps down having served his ERG Lead.

In Natalie's capacity as ERG Lead for AMS, she will support in the development of our partners Recruit for Spouses, the non-profits we partner with (including Little Troopers, Combat Stress and more) and will lead our engagement with the Armed Forces Covenant where we hold Gold Status in the Employer Recognition Scheme.

## RFS Recruit For Spouses and AMS Webinar Empowers Military Spouses with Social Value Insights

RFS, in collaboration with Charlotte Williams (Social Value Manager) and Paul Modley (Managing Director – DEIB COE), recently hosted a webinar on social value insights.

**RFS Recruit for Spouses**  
3,471 followers  
1d • 🌐

Meet Paul and Charlotte, AMS's social value experts who are about to unlock their secrets!

Ever wondered how to make your bids stand out while making a real difference in your community? These two will dive into exactly that during the webinar.

From winning tenders to creating lasting impact, they're here to share the inside scoop on how AMS is rocking the procurement world with powerful social value initiatives.

Get ready to transform your procurement game and create some serious social impact!

Join us for 30 minutes to help elevate your initiatives whilst AMS shares pure procurement gold.

Register HERE!  
<https://lnkd.in/eJhQYeJ4>

Heledd Kendrick Emily Hartshorn Paul Modley Charlotte Williams CMgr CertRP Ella Cartwright-Terry Cerise Upham Kim Williams Emma Owen Joselyn Some Kanyua Rob Keen Helen Callis Rusila Halofaki

#ProcurementPros #SocialValue #AMSExcellence #WinningBids #SocialImpact #ProcurementInnovation

*for supporting underrepresented talent to thrive to support our Military ERG & drive inclusivity.*

**Natalie Taylor, PSR Diversity Specialist & AMS Military ERG Lead**

## Editors Choice



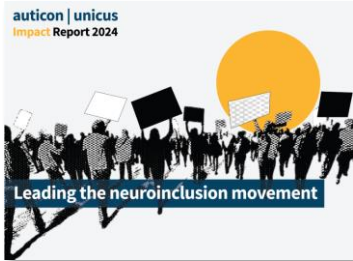
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### auticon

#### Report | Global Impact Report

At auticon, we believe that neurodiversity is a competitive advantage. Our latest Impact Report highlights the profound impact our work has on the autistic individuals we employ, the businesses we partner with and on society as a whole.

[Read the full report here.](#)



### A|M|S

#### Article | DEI vs Merit-Based hiring – are they really at odds?

Is hiring about diversity or pure merit? The growing debate between DEI (Diversity, Equity & Inclusion) and MEI (Merit, Excellence & Intelligence) suggests a divide, but the truth is more nuanced. While merit-based hiring assumes a level playing field, systemic barriers still hinder fair opportunity. True meritocracy can only exist when organisations actively remove these obstacles, ensuring diverse talent has a fair shot. Rather than seeing DEI and MEI as opposing forces, this article explores how they work together to create workplaces where the best talent truly rises. Read more!

[Read the insights article here.](#)

### A|M|S



#### Article | The 'Is DEI dead?' panel debate: Five highlights

Missed Is DEI Dead? panel debate? Catch up on the key takeaways from this powerful discussion, chaired by Woosh Raza. From dismantling outdated perceptions of diversity to integrating DEI as a golden thread in business, industry leaders shared insights on sustaining momentum, setting boundaries, and holding firm against pushback. With thought-provoking perspectives from experts at the Financial Times, British Heart Foundation, and more, this is a must-read for anyone committed to driving real change.

[Read the article here](#)



#### Podcast | The Unlearning Ableism Podcast

PSR's Charlotte Williams and Nat Taylor joined the Unlearning Ableism Podcast to discuss our partnership with Evenbreak & how we are breaking down Barriers to Disabled Talent through our Guaranteed Interview Scheme. [Listen/Watch here](#)

**Have you recently listened to an interesting podcast or watched an inspiring video or TedTalk? Let us know by contacting:**  
[diversityandinclusion@weareams.com](mailto:diversityandinclusion@weareams.com)



# In Other News...

## The Power of Volunteering: PSR Pay it Forward 2024 Impact Report

Volunteering is more than just giving time or support – it’s about creating meaningful connections and making a real difference in the lives of others. Whether it's helping to address a pressing need or providing essential support where it’s needed most, the true magic of volunteering lies in its ability to spark a ripple effect. That simple act of helping someone else often leads to broader benefits for the community, the environment, the economy, and even the volunteers themselves.

At PSR, we believe in the power of giving back which is why our ‘Pay it Forward’ Volunteering Programme continues to inspire our team to contribute their time and skills in ways that truly matter. The programme leverages our wider organisational resources including an annual gifted volunteer day plus the AMS Global Day of Giving, an additional volunteer day gifted to all AMS employees.

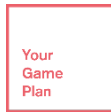


You can learn more about our 2024 programme by reading the PSR Pay it Forward 2024 Impact Report on our website [here](#).



## Key highlights from our 2024 programme include:

- › **1237 hours** dedicated by PSR to local voluntary causes, nearly doubling our 2023 efforts.
- › **50% team engagement** in the programme, a 7% increase from last year.
- › **72 beneficiary organisations** including charities, schools, community foodbanks, and NHS services.
- › **Over £25,000 of social value** generated and recorded using Thrive social value reporting software



## National Interview Month 2025

National Interview Month, powered by Your Game Plan, addresses an urgent

development gap in schools across the UK by providing free practice interview sessions for students at state schools and colleges nationwide. This builds interview confidence for young people taking the next step in the career or education pathway. The PSR team were gifted additional volunteer leave to participate in the event this year.

Number of PSR Volunteers	Number of Students supported
<b>27</b>	<b>124</b>
Social Value Generated	Number of voluntary hours contributed
<b>£2,375.84</b>	<b>62</b>





# Key dates in April

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

UK/International Date | AMS/PSR Date | Alliance Partner Date

- › **2<sup>nd</sup> April** | **Recruit For Spouses** virtual event. Resilience is a competitive advantage. Register [here](#)
- › **7<sup>th</sup> – 11<sup>th</sup> April** | **AMS** celebrate DEI week by hosting a variety of guest speak sessions.
- › **23<sup>rd</sup> April** | **myGwork** host online Event. Lesbian Visibility Week. Includes a panel celebrating Lesbian Voices. Register [here](#)
- › **26<sup>th</sup> April** | **myGwork** are sponsoring a live event with LSEG in London. Be Seen, Be Heard: Join The Lesbian Visibility Week Celebration! Register [here](#)

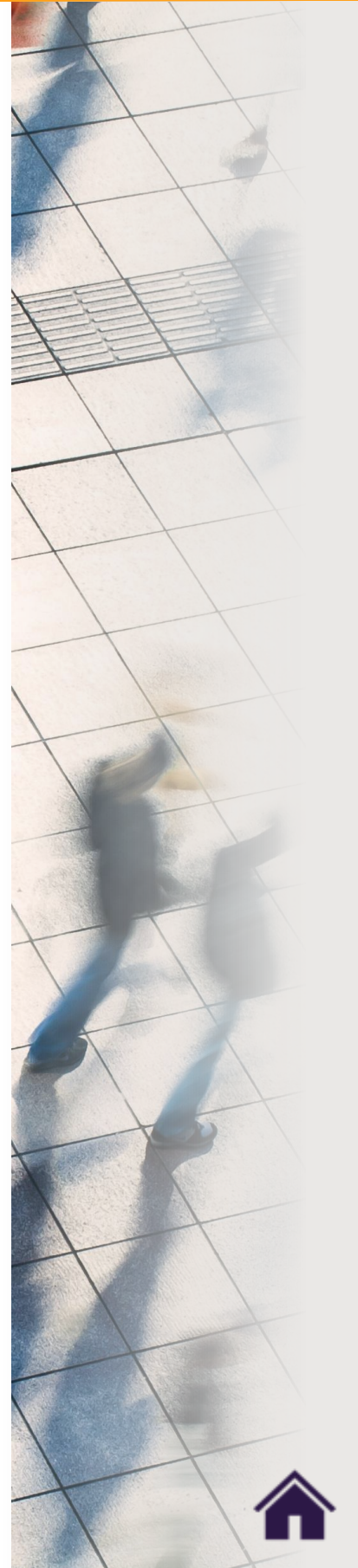
**myGwork's WorkPride:** Empowering the LGBTQ+ business community.

Join the Largest **Virtual** Global Conference Dedicated to Workplace Inclusion between **16<sup>th</sup> to 20<sup>th</sup> June 2025**.

Designed for all those who believe in workplace equality.

Register [here](#)

**A|M|S**



# Key dates in May

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
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25	26	27	28	29	30	31

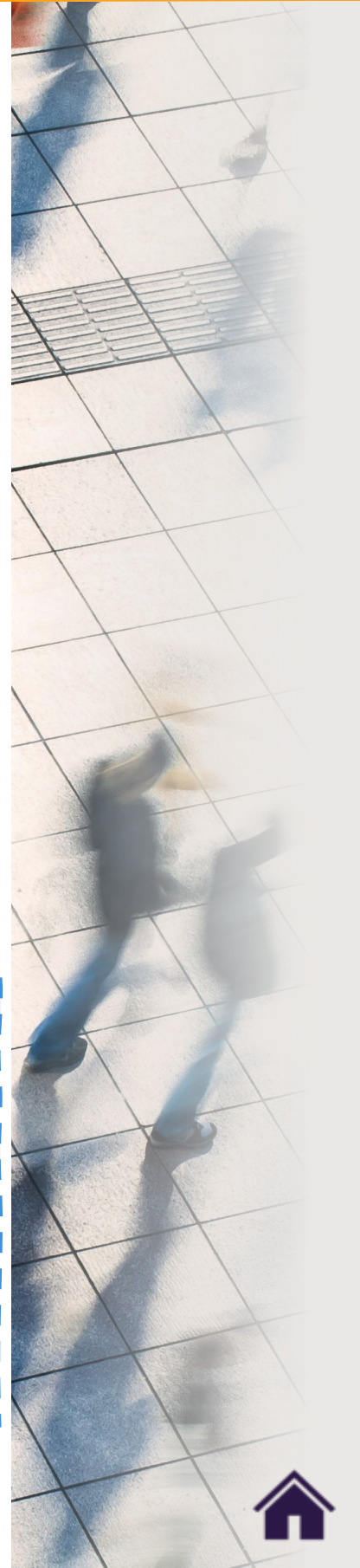
UK/International Date | AMS / PSR Date | Alliance Partner Date

- › **12<sup>th</sup> – 16<sup>th</sup> May** | **AMS** celebrate Mental Health Awareness Week...more coming soon.
- › **12<sup>th</sup> May** | **Recruit For Spouses** virtual financial guidance session. Register [here](#)
- › **13<sup>th</sup> May** | **Recruit For Spouses** Career confidence workshop. Register [here](#)

## BYP Network Leadership Conference and Careers Festival 2025

The event returns for its 7<sup>th</sup> year in in **London on Wednesday 17th September**. Focusing on **'Accelerated Growth'** to equip Black professionals with the skills and opportunities to advance their careers. With tailored sessions for experienced professionals and recent graduates, connecting talent with top firms, providing invaluable insights, networking, and career development.

Please contact [info@bypnetwork.co.uk](mailto:info@bypnetwork.co.uk) to attend or to sponsor the event.



# Thanks for reading.

## Let us know your thoughts

[DiversityAndInclusion@WeAreAMS.com](mailto:DiversityAndInclusion@WeAreAMS.com).

Or for more information on how you can engage with our Diversity & Inclusion Alliance partners for **PSR**, please contact [PsrSocialValueTeam@WeAreAMS.com](mailto:PsrSocialValueTeam@WeAreAMS.com)



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