

'Making a Mark'

Mark Holder Social Impact Declaration

Evenbreak

Evenbreak, a not-for-profit social enterprise, has three main purposes:

1. For inclusive employers to attract more talented disabled candidates
2. For disabled jobseekers to find work with employers who will value their skills
3. To promote best practice around accessibility and inclusion in the workplace



Via the only specialist job board in the UK run by disabled people for disabled people, we help inclusive employers attract more disabled applicants, and help disabled job seekers find work with employers who will value them.

The Social Enterprise Mark criteria includes a requirement for all applicants and renewing Mark Holders to provide 'social impact statements', which illustrate how they are striving to meet their social/environmental objectives.

Below are examples of how **Evenbreak** is Making a Mark, striving to make a difference to society.

Social inputs – provision of specialist job board

Our core service is the job board; disabled jobseekers have the confidence to apply to employers who have paid to advertise their vacancies on a specialist job board for disabled people.

We also offer free live webinars for disabled candidates in job search issues, including when, if and how to discuss reasonable

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adjustments with prospective employers. This can prepare candidates for selling themselves well to employers, increasing their chances of employment.

We also offer free live webinars for employers in how to become more attractive to disabled candidates, and how to improve their accessibility and inclusion. This removes some of the barriers faced by disabled candidates.

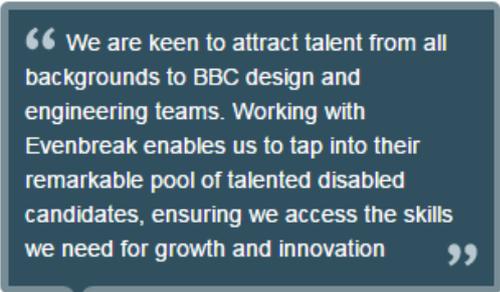
Social outputs – example measures of activities

- **Numbers of visitors to the site** = average **15,000** per month (source: Clicky)
- **Number of registered candidates** = over **10,000** (since start)
- **Number of employers using site** = over **200** (since start)
- **Number of jobs advertised** = **25,000** (since start)
- **Number of webinars delivered to candidates** = **20** (last year)
- **Number of webinars delivered to employers** = **20** (last year)

Social outcomes – benefits for communities

Employers don't track where their candidates come from, so we have anecdotal evidence only, including:

- Employers feedback about the quality of candidates, confirming they have offered jobs to our candidates;
- Feedback from candidates about gaining work after thinking they may never work again;
- Feedback from candidates saying they feel more confident about applying for jobs after attending our webinars;
- Feedback from employers about implementing more inclusive practices after attending our webinars



“ We are keen to attract talent from all backgrounds to BBC design and engineering teams. Working with Evenbreak enables us to tap into their remarkable pool of talented disabled candidates, ensuring we access the skills we need for growth and innovation ”

**Toby Mildon, Diversity & Inclusion
Manager BBC Digital**

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