



'Making a Mark'

Mark Holder Social Impact Declaration

Evenbreak

Evenbreak helps inclusive employers attract more disabled applicants and helps disabled job seekers find work with employers who will value them.

With Evenbreak, inclusive employers can be confident that they will attract additional disabled candidates that they may not find through any other recruitment channels. Disabled jobseekers can be confident that employers who have chosen to place their vacancies on this site are serious about looking beyond their disabilities to identify what skills they have to offer.

As a social enterprise we are keen to promote a positive image of disabled people in employment, and any surplus income will fund positive publicity campaigns promoting the benefits of employing disabled people, to balance out some of the current negative, and inaccurate, portrayals of disabled people in the media.

The Social Enterprise Mark criteria includes a requirement for all applicants and renewing Mark Holders to answer a set of social impact questions, which illustrate how they are striving to meet their social/environmental objectives. Below are examples of how **Evenbreak** is Making a Mark, to create a positive impact on people and planet.

Decreasing the disability employment gap

We aim to decrease the disability employment gap by:

- Helping disabled jobseekers find work with employers who will value their skills

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- Helping employers attract more disabled candidates
- Promoting the business benefits of employing disabled people
- Promoting best practice in accessibility and inclusion in the workplace

Key activities - how we achieve our aims

To achieve our key aims, we provide:

- A specialist job board helping disabled jobseekers and inclusive employers to find each other
- A best practice portal of resources to help employees gain confidence and competence around accessibility and inclusion

We also regularly give talks to groups of disabled candidates and at events for recruiters and/or employers.



We offer free resources on the website for disabled candidates and give informal advice to stakeholders – e.g. Jobcentre Plus work coaches, employers, charities who support disabled people, and disabled candidates themselves.

Outcomes for employers and candidates

As a result of our support:

- Disabled candidates have found vacancies and jobs with employers who are actively seeking to attract disabled people
- Inclusive employers have attracted and employed disabled candidates they wouldn't have found elsewhere
- Employers are gaining confidence and competence in inclusion and accessibility
- Awareness around the government's Disability Confident scheme has been raised

We have also directly employed disabled people at Evenbreak.

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