

Arcus FM awarded silver in first inclusive employers standard assessment

4 months ago



[Arcus FM](#) has been awarded Silver in the Inclusive Employers Standard (IES), an accreditation recognising organisations committed to building inclusive, supportive workplace cultures.

This was Arcus's first submission to the IES assessment, and the company is proud to have scored consistently above the Construction and Engineering sector average across all six measured pillars: Engage, Equip, Empower, Embed, Evaluate, and Evolve.

The rigorous scoring matrix of the IES is designed to ensure companies have a culture of inclusivity, and to map themselves against peers in what is a competitive jobs market.

Arcus outscored peers by over 25% in every category. In the Engage pillar, which focuses on colleague involvement and communication, Arcus achieved 85% against a sector average of 63%.

In Equip, which assesses how well people are supported with the right tools and knowledge, Arcus scored 84%, well ahead of the sector's 59% average. This reflects Arcus's ongoing focus on turning inclusion from intention into action, embedding it across everyday operations.

The assessment particularly praised Arcus's leadership and proactive approach in employability and recruitment, including its work to offer opportunities to individuals from disadvantaged or underrepresented backgrounds.

These achievements translate social value commitments that Arcus has made into tangible results for colleagues across the business.

Emily Pattinson, Senior Inclusive Employers Standard Programme Lead at Inclusive Employers, said: "We're incredibly proud that Arcus FM has shown a clear commitment to building an inclusive culture and has achieved Silver accreditation. In what can feel like an overwhelming time for inclusion and diversity work, organisations like Arcus are driving meaningful change. By seeking to understand their inclusion development, they demonstrate to others in their sector that they are prioritising their people and creating a culture of impactful inclusion."

Arcus's work in this area includes providing pathways into work for ex-service personnel, care leavers, and individuals with long-term health conditions, alongside its commitment to developing talent across all roles and career stages. Feedback from the assessment highlighted the strength of Arcus's internal networks, leadership commitment, and inclusive approach to recruitment.

Lisa Jardim, Head of Social Value at Arcus FM, commented: "To achieve such strong results in our first IES assessment is something we're incredibly proud of. It speaks to the passion, action and belief our colleagues bring to work every day.

"Inclusion is not about ticking boxes, it's about listening, learning, and continually improving. This accreditation reflects how far we've come and gives us a firm action plan to go further. We're delighted to get the Silver award at our first submission, and to see how far ahead of our sector we are, but we've now got our eyes set on Gold."