

Churchill Group ranked in the top 10 at Inspiring Workplaces 2025

12 months ago



[Churchill Group](#) has been ranked 10th in [The UK & Ireland Top 50 Inspiring Workplaces](#). Awarded by Inspiring Workplaces Group (IW), Churchill Group was recognised as a “PeopleFirst” organisation that evidences strong support and opportunities for employees.

All entrants were required to demonstrate their investment in people through a comprehensive assessment. Churchill Group’s entry focused on six elements that IW consider fundamental to prioritising people: culture and purpose, leadership, wellbeing, inclusion, employee voice, and employee experience.

Entrants were categorised according to the size and kind of organisation; Churchill Group competed in the Enterprise Business category for organisations with over 5,000 employees, where it ranked 2nd. It was praised for its internal recognition programmes, including the annual Shining Star awards, which received over 500 nominations in 2024.

Churchill Group’s employee ownership model was a hit with the judges; one stated that the model “enables it to create a strong sense of belonging with its people, but it is evident that the business has not stopped there. Its use of a decentralised model where there is autonomy to shape the strategy locally will create a greater sense of agency. The ethos of ‘we are all owners’ and the programmes and communications to make this real day to day is also great to see.”

It was also recognised for the £366 million generated in social value, its extensive apprenticeship programmes and its wellbeing initiatives, including mental health first aid training, awareness talks and resources for topics such as menopause and domestic abuse.

James Bradley, CEO at Churchill Group, said: “We are honoured to achieve such a high ranking in the

Inspiring Workplaces list. As an employee-owned business, we want all our colleagues to invest in our organisation and share in its future success. Churchill Group is only as strong as our people, and without their commitment and expertise, our organisation would not be nearly as high on this list.”

Matt Manners, founder at The Inspiring Workplaces Group, said: “As Inspiring Workplaces marks its 10th anniversary, we’re proud to recognise organisations that are setting the gold standard for PeopleFirst cultures. This isn’t just a feel-good approach, it’s a fundamental business strategy. With AI reshaping the way we work, companies that continue to prioritise profit over people may find themselves facing short-term wins but long-term setbacks. PeopleFirst isn’t optional. It’s essential.”