

Compass signs the Social Recruitment Covenant to help people into meaningful work

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[Compass Group UK & Ireland](#), the UK's largest food and support services company, has reaffirmed its commitment to Social Recruitment by signing the Social Recruitment Covenant – in a bid to further drive societal and economic change and offer opportunities for all.

This landmark initiative brings together hundreds of organisations across the UK that share a commitment to support individuals facing barriers to employment.

Created by PeoplePlus, and championed by the Social Recruitment Advocacy Group, the Covenant underlines Compass' commitment to further enhance its work in creating a more inclusive workforce and championing opportunities for all. In 2021 Compass launched "Our Social Promise" – an ambition to positively impact one million lives by 2030, which includes a focus on creating meaningful job opportunities, supporting people with career progression and helping people from the local communities it operates in.

Compass has had success in helping people onto the first rung of the career ladder, through programmes such as its Social Partner Hub – a tailored recruitment initiative, for those who are long term unemployed, disabled and care leavers, into job roles. Launched in 2023, the Hub has now resulted in paid employment for over 220 people who were previously struggling to gain employment and over 1000 people have received help with job interview training and guidance. Compass has also supported people into roles through Sector Work Based Academies, programmes within its Xcelerate with Edgbaston regional skills and learning hub and offering a broad range of entry level apprenticeships.

Fellow signatories include a range of employers, social enterprises, education providers, awarding bodies, charities, and innovative businesses that are united in championing the principles of best practice in social recruitment. As a collective, those signing the covenant recognise that the complex personal circumstances faced by individuals, whether related to disability, mental ill health, neurodivergence, parenting responsibilities, prison experience, or a myriad of other challenges, should not be barriers to employment.

Sophie Smith, Chief People Officer, Compass Group UK & Ireland said: “Signing the Social Recruitment Covenant reflects our unwavering commitment to inclusivity and our belief that everyone deserves the opportunity to thrive. We are proud to be a people centred organisation, where many of our roles don’t require specific qualifications and we are able to provide on the job training and career pathways. This positions us perfectly to help people into work and invest in their development.

“We are committed to offering everyone the opportunity to progress, regardless of their background. Attracting, supporting, and nurturing a diverse workforce has numerous benefits – for individuals, for our organisational success, and for the good of society. We’re proud to be part of this important initiative.”

Kenny Boyle, CEO, PeoplePlus: “We created the Social Recruitment Covenant to act as a recruitment sergeant – a practical tool to help employers lead with purpose and open up jobs to those who face the greatest barriers. We’re proud to see Compass Group UK & Ireland take this step. Their leadership moves us closer to a fairer labour market – and we need more employers to join them. We’re ready to help.”

The Social Recruitment Covenant officially launched at Westminster on 6 November 2024. Signatories joined parliamentarians, business leaders, representatives from the Department for Work and Pensions (DWP) and the Minister for Employment, Alison McGovern, as well as numerous stakeholders dedicated to realising the full potential of Social Recruitment.