



Social Impact Report 2023



Social Impact Summary

On average, each disabled candidate who gains employment through Evenbreak equates to over £47,000 of social value.

In 2023, Evenbreak:

- Advertised 500,000 jobs, with 145,000 views, and 9,540 clicks to apply; a ratio of 6.57% (double the industry average of 3 – 3.5%).
- Attracted 10,200 new candidates who registered on the Evenbreak job board.
- Improved the recruitment processes for 6 companies employing around 30,000 employees.
- Delivered 63 training events, attended by 1,990 people.
- Delivered 547 personalised one-to-one career coaching sessions.
- Reported on the ESG Framework.
- Gained RNIB's 'Visibly Better Employer' accreditation.
- Was verified as a 'People and Planet First' social enterprise.
- Was certified as one of 'The Best Places to Work'.
- Won three awards, and was Highly Commended in three more.



Introduction

As a social enterprise, Evenbreak has a double bottom line. We exist to create social impact. And, like all businesses, we need to be financially sustainable and profitable. Although, unlike traditional businesses, our surplus income doesn't go to shareholders; 100% of our surplus goes to funding additional social impact. This report documents the social impact we created in 2023.

Evenbreak's mission is 'to create a world where Evenbreak is no longer needed – where disabled people have the same opportunities and choices to enter, progress and thrive in the world of work as non-disabled people. All disabling barriers have been removed, and disabled candidates are valued equally.'

Currently in the UK, approximately 80% of non-disabled people are in paid employment, compared with just 50% of disabled people. The cost of this 30% gap – the 'disability employment gap' – is huge. For businesses missing out on talent, for disabled people missing out on opportunities, and for society and the economy generally. The gap is even wider in most other countries.

We operate on the social model of disability, which states that disabled people aren't disabled by their health conditions, but by the barriers that society puts in front of us. For example, someone who uses a wheelchair is disabled by stairs. Removing those barriers, or providing alternative options, gives that person the same access as others (in this case, providing a lift, or a ramp, or by bringing to the person whatever they were trying to access by stairs).

In Evenbreak's case, we focus on the barriers that disabled people face when entering or remaining in the world of employment, and how we can facilitate the removal of those barriers, or by providing acceptable alternatives.

Evenbreak can't achieve its goals alone. There are many ways you can help create a more inclusive workplace. Visit our website to learn more about advertising, training, or becoming an employer partner. Together, we can break those barriers down!

www.evenbreak.co.uk



Barriers and solutions

Disabled people face many barriers when looking for, and staying in work. Evenbreak offers solutions to the following barriers:

Barrier: Disabled candidates are sometimes seen as less valuable than non-disabled candidates; often seen as 'pity hires' or 'charity cases'

Solution: Evenbreak promotes disabled candidates as premium candidates, through story-telling, social media and marketing activities

Barrier: Disabled people can't identify those employers who would welcome their talent

Solution: Advertising their vacancies on Evenbreak's job board powerfully demonstrates employers' commitment to disability inclusion

Barrier: Inclusive employers don't know how to attract disabled candidates

Solution: Evenbreak's job board enables employers to demonstrate their commitment to inclusive hiring, meaning more disabled candidates will apply

Barrier: Employers don't know how to identify or remove disabling barriers in their recruitment and employment practices, thereby excluding many disabled people from entering or staying in their workplaces

Solution: Evenbreak provides an online best practice portal, online, virtual and in-person training and consultancy for employers

Barrier: Disabled candidates don't know how to navigate around the external and internal barriers to employment that exist. Externally, inaccessible recruitment processes and internally, lack of confidence following constant rejection or discrimination

Solution: Evenbreak's Career Hive offers accessible and relevant career support, including one-to-one career coaching sessions, workshops, Meet the Employer events, online resources and a directory of local and national support organisations.



Social Value (Social Return on Investment)

Evenbreak commissioned a third party (ARK) to explore and evaluate the social impact outcomes experienced by candidates and the social return on investment achieved by our support services.

ARK conducted in-depth interviews with ten disabled people who had gained employment through Evenbreak. This enabled them to capture qualitative and quantitative information relating to the individual and their family members directly attributable to them securing employment. Four themes were explored – skills, employment, health and wellbeing, and financial. The Wellbeing Evaluation can be used to calculate the equivalent amount of money needed to increase someone's wellbeing by the same amount.

Amounts will vary, depending on the individual's circumstances prior to, and after gaining employment. The social value for the people involved in this evaluation ranged from £1,229 to £94,410, with the average being £47,091.

A more detailed report, produced by ARK, can be found in Appendix 1.

Our heartfelt thanks go to the people who participated in this exercise.



Job Board

Evenbreak is the world's only global disability job board run by and for disabled people. It enables disabled candidates to find work opportunities with inclusive employers who will value their skills. And it enables inclusive employers to demonstrate their commitment to disability inclusion, and attract candidates from this largely-untapped pool of talent.

In 2023, approximately 600 employers advertised their vacancies on Evenbreak, ranging from small social enterprises to large global corporates. Employers come from a wide range of industry sectors, including finance, manufacturing, tech, retail, broadcasting, public sector, legal, accountancy, charities, hospitality and many, many more. Jobs were also diverse, including entry level, graduate, technical, professional, managerial and leadership role.

Just under 500,000 job adverts went live on Evenbreak in 2023. Around 145,000 views translated into 9,540 clicks to apply; a ratio of 6.57% (around double the industry average of 3 – 3.5%).

10,200 new candidates registered on Evenbreak in 2023. They come from a range of sources – partnerships with universities, charities, social enterprises, job centres and welfare to work providers; events such as Naidex and Disability Expo; an advert on Channel 4; sponsorships of events such the para-swimming finals and the Morph art installation; social media, columns in disability journals; and organic and paid adverts on search engines.

"Inclusion and diversity are central to what Channel 4 stands for. Our long-term partnership with Evenbreak helps us to ensure that talented disabled candidates know what opportunities are available and about our continued commitment to removing barriers to employment"

Nicky Ivory-Chapman, Head of Talent Acquisition, Channel 4

"The John Lewis Partnership recognises the importance of attracting candidates from the widest possible sources in order to secure the range of skills and experience to supply our ever-expanding business. Evenbreak ensures we promote our vacancies to individuals who are looking to work for a business which values the contribution each member makes to the long-term success of the business."

Carole Donaldson, Manager Resourcing Strategy, John Lewis Partnership



Educating and Influencing Employers

Recruitment Process Reviews

Evenbreak's recruitment review process involves looking at the employer's process from a vacancy arising to onboarding the successful applicant, and every stage in between. Interviews are carried out with talent acquisition and recruitment teams, accessibility people, hiring managers, disabled employees and any other relevant stakeholders. A 'mystery' application is made by someone who uses a screen-reader, to test the accessibility of the online part of the application process. Recommendations are made on how to improve inclusion and accessibility, and how to remove potentially disabling barriers.

In 2023, we carried out recruitment process reviews for Mars Petcare, the Football Association, Vodafone, Dunnhumby, Capgemini and NFU Mutual. Between them, these companies employ around 30,000 people, so the impact of a more inclusive and accessible recruitment process is wide-ranging and will benefit disabled candidates for years to come.

"The workshop was excellent and provided us with helpful insight and guidance, which was then used to update our website, making it more accessible and making the language on our website less legislative and more user-friendly. The tools provided also enabled us to reflect upon each step of our recruitment process and embed the useful tips which Evenbreak provided us. Thank you Evenbreak!"

Sharon Campbell-Morgan, HR Business Partner, Rail Delivery Group

Promoting Best Practice

Evenbreak exhibited and/or spoke at a number of events in 2023, including Global D&I Leaders, Naidex, In-House Recruitment Expo (IHRE), Disability Expo, Diversity Conference, HPMA Conference, Greater Anglia Staff Conference, SEUK Social Procurement event, Law Society Conference, HS2 event for International Day for Persons with Disabilities and the Ability RE conference.



Training

In 2023, we delivered 63 training events, attended by 1,990 people.

A wide range of bespoke training is offered to employers. This can include:

- **Disability Awareness**
- **Inclusive Recruitment for Talent Acquisition professionals**
- **Inclusive Recruitment for hiring managers**
- **Workplace Adjustments**
- **Neurodiversity**
- **Inclusive Leadership**
- **Inclusive Management**
- **A programme of events**

The aim is for employers to gain competence and confidence around best practice in disability inclusion, and to learn how to identify and remove disabling barriers from their recruitment and employment practices.

"Working with Evenbreak, they have co-designed and delivered our Recruitment Diversity and Inclusion training using their lived experience. It is delightful to work with Evenbreak who are genuinely passionate and committed to supporting Homes England to attract and retain a diverse talent pool which supports our Equality, Diversity and Inclusion Commitment. We have had fantastic feedback from our colleagues who have found the training to be informative, engaging, and thought-provoking".

Victoria Rendles, Talent Acquisition Partner, Homes England

"The session was just what our audience needed – clear and concise with tangible actions that everyone could take away. The session received great feedback and is definitely something we will use again to continually nudge hiring managers and to remind colleagues about the big impact that small actions have when it comes to inclusion."

Claire Mayday, Marks and Spencer



Supporting Candidates

The Career Hive was designed to fill a gap in existing provision of career support services specifically relevant and accessible to disabled people looking for new and better work. Services are designed and delivered by people with lived experience of disability, and include:

- **One-to-one career coaching**
- **Workshops**
- **Meet the Employer events**
- **Online resources**
- **Directory of local and national disability support services**

In 2023, the Hive had over 100,000 unique page views, and delivered 547 one-to-one coaching sessions. Candidates' evaluations of those sessions were mostly 10/10.

In addition to the Hive, we write columns in every edition of the journals Pos'Ability and Enable, giving career advice through a disability lens.

We also speak and exhibit at events aimed at disabled people, including Naidex and Disability Expo, where we engage with disabled people looking for new or better work.

"It was great to receive support from someone who understands the challenges of having an 'invisible' impairment, and I finally received the support I needed from Evenbreak's Career Hive"

Natasha

"After trying for such a long time to get a role where I could really use my skills, the support I received from Evenbreak's Career Hive gave me the confidence to apply for my dream job – and I'm now thriving in that role"

Sarah

"There are so many amazing things that I can say about Evenbreak but their biggest attribute by far is the way that they treat all of their clients with such dignity, respect and compassion"

Nicky



EGS Framework

Evenbreak, like all businesses, operates within a larger ecosystem, and takes its environmental, social and governance responsibilities very seriously.

Environment

- Evenbreak is committed to delivering our service in a sustainable way with minimum adverse impact on the environment.
- All Evenbreak employees work remotely from home, negating the daily commute.
- Most meetings are held virtually. Where in-person meetings or events are unavoidable, Team members are encouraged to use public transport.
- We source promotional items and gifts from ethical companies.
- We actively support other social enterprises and buy locally when possible.
- We are committed to using recycled materials for all print needs.
- We do not generate any commercial waste.
- When onboarding, our sustainability statement is included in the team welcome pack.
- Evenbreak operate a policy of continuous improvement to ensure that we are constantly reviewing issues such as waste and environmental impact.



EGS Framework

Social

- As a social enterprise, Evenbreak is keen to demonstrate best practice in this area – not just around disability, but about social justice more broadly.
- Evenbreak is a Living Wage employer – every employee earns above the Living Wage. The Pay and Benefits Policy is fair and transparent.
- The team at Evenbreak all have lived experience of disability, and are also diverse and representative in other ways. For example, the team comprises 47% women, 47% men and 6% non-binary. 26% of the team are from ethnic minorities.
- There is no gender pay gap at Evenbreak. Genders are represented at all levels of the organisation, with women taking three of the five board positions.
- Evenbreak only employs disabled people, and that lived experience is invaluable when co-producing services and the business plan.
- Evenbreak is a learning organisation. All employees have a budget for continual professional development, and are encouraged to engage in learning activities leading to their desired career goal, whether within Evenbreak or elsewhere.

Governance

- Like every other aspect of Evenbreak, everyone on the board of directors is a disabled person. The board is also diverse in terms of gender and ethnicity.
- The Board ensures that all business decisions are made bearing in mind ethics, social impact, financial responsibility and legal compliance.
- The Pay and Benefits Policy states that the highest paid employee will be paid no more than five times the salary of the lowest paid employee.
- The board ensures that all relevant taxes, National Insurance contributions and any other financial requirements are paid fully and on time.



Third Part Endorsements

In order to improve and demonstrate our commitment to inclusion, during 2023, Evenbreak sought to add to its externally-assessed accreditations.

For some years we have been assessed as a Disability Confident Leader, a Trusted Partner of APSCo, and have held the Social Enterprise Mark. We are a Living Wage Employer and a Living Hours Employer.



In 2023, we were proud to be accredited by RNIB as a 'Visibly Better Employer', celebrating our support for and inclusion of team members with sight loss, and also to be certified as one of the 'Best Places to Work'. The latter involved anonymous feedback from team members about the culture at Evenbreak. We were also verified by the Social Enterprise World Forum as a 'People and Planet First Social Enterprise'



"I love working for an organisation that is truly passionate about the continuous personal development of everyone who works at Evenbreak. I'm currently half way through my Apprenticeship and the skills and confidence I've gained so far has made me become a better manager"

We also gained the following awards:

- Disability Smart Awards 2023 – Inclusive Workplace Experience (Won)
- Go Global Awards 2023 - Human Resources (Won)
- UK Social Enterprise Award 2023 for Building Diversity, Inclusion, Equity and Justice (Won)
- APSCo Embrace Award 2023 (Highly Commended)
- The Global Recruiter - Industry Awards 2023 (Highly Commended)
- The Make a Difference Awards 2023 - Best Culture of Psychological Safety (Highly Commended)

Social Impact Evaluation

November 2023





Introduction

Evenbreak is a business who provide an accessible job board connecting disabled candidates and employers to secure employment outcomes. However, we know from experience that securing employment provides much wider economic and health & wellbeing outcomes.

Evenbreak's mission is "to aim for a world where Evenbreak is no longer needed – where disabled people have the same opportunities and choices to enter, progress and thrive in the world of work as non-disabled people. All disabling barriers have been removed, and disabled candidates are valued equally."

ARK have extensive experience of measuring and evaluating social impact in the public and private sector. Those people who secure employment following periods of unemployment often experience feelings of improved confidence, better health and wellbeing outcomes and economic benefits.

ARK were commissioned by Evenbreak to explore and evaluate the social impact outcomes experienced by candidates and the social return on investment achieved by their support services.

Scope and Methodology

To fully understand the impact of the services provided by Evenbreak, ARK conducted interviews with 10 participants who had secured employment. This enabled us to capture qualitative and quantitative information relating to the individual and their family members directly attributable to them securing employment. It also helped us to understand the barriers they had experienced in accessing employment, and the wider outcomes experienced since gaining employment.

Following feedback from participants we identified several common themes which described the range of the qualitative and quantitative outcomes experienced, this enabled us to create a Social Return on Investment (SROI) framework.

2.3 Each individual case study has been summarised within this report and a social value calculated.



Social Return on Investment

Social impact is the effect on people and communities that happens because of an action or interaction, an activity, project, programme, or policy. Increasingly, organisations are considering their activities holistically, taking account of the wider economic, social, and environmental effects of their services and activities.

Social value serves as an umbrella term for these broader effects, and organisations that make a conscious effort to ensure that these effects are positive and add social value by contributing to the long-term wellbeing and resilience of individuals, communities, and society in general.

The SROI Framework is based on the methodology and units derived from:

- **Housing Association Charitable Trust (HACT)**
- **New Economics Foundation**
- **Education database**
- **McDaid and La Park research.**

Wellbeing valuations enable organisations to measure the success of a social intervention by how much it increases people's wellbeing and how personal circumstances have stabilised because of support and interventions. This is done using the results from large national surveys including:

- **British Household Panel Survey**
- **Understanding Society**
- **The Crime Survey for England and Wales**
- **The Taking Part Survey.**

This isolates the effects of a factor on a person's wellbeing. Analysis then reveals the equivalent amount of money needed to increase someone's wellbeing by the same amount. The main advantage of the Wellbeing Valuation is that the values contained within the Social Value Bank are consistent and robust. The Wellbeing Valuation is in HM Treasury's Green Book – the UK Government's core guide to policy appraisal and evaluation – as a method for placing values on things that do not have a market value.

Following the participant interviews we identified the following 4 key thematic groups which described activities and outcomes experienced:

- **Skills** • **Employment** • **Health & Wellbeing** • **Financial**

2.3 **Appendix 1** details the Social Impact on Investment Framework created to reflect the thematic groups, it details the data source, the social return on investment value and description.



Case Study Evaluation

Case Study Assessment

The case studies capture the feedback from of 10 Evenbreak clients who secured employment opportunities. They were asked a series of questions reflecting their experience pre and post securing employment, and the impact they and their families had experienced.

A summary of the feedback is detailed below, the individual social return on investment value has been assessed and recorded against each case study. If individuals have included additional feedback, we have incorporated them within the case study.

Participant Case Study	SROI Value (£)
<p>Participant A</p> <p>A female aged between 25 – 49 had experienced redundancy and was seeking employment with an inclusive employer with a strong social mission.</p> <p>She identified the key challenges and barriers when seeking employment:</p> <ul style="list-style-type: none">• Knowing where to begin her job search• Establishing that the employer was not inclusive or committed to what they said on paper• She did not feel that she met all the listed skill requirements, even though she felt that she would be able to do the job• Suffering with dyslexia meant that she needed more time to apply for roles and complete applications which sometimes meant that she missed closing dates• Knowing where to go as an adult to get some suitable and relevant free careers advice. <p>She was attracted to Evenbreak because of:</p> <ul style="list-style-type: none">• The specialist job board• Free careers advice and resources• A list of inclusive employers who were hiring.• Easy to read and to navigate website.• Good user experience• Mission, vision, and values. <p>Participant A secured part-time employment with Evenbreak, she has developed new skills and loves working for a top performing inclusive company.</p>	<p>£1,229</p>



Participant Case Study	SROI Value (£)
<p>Participant B</p> <p>A female aged between 25 – 49 who has two children aged 13 and 17. She suffered extreme depression following the death of a parent and was off work ill for 11 months.</p> <p>She identified the key challenges and barriers when seeking employment:</p> <ul style="list-style-type: none">• Communication• Coming back into society whilst experiencing social anxiety• Building herself confidence. <p>Evenbreak helped her to gain knowledge and understanding of where to find suitable employment, she felt empowered by her coach. She secured full-time employment with the NHS 11 months ago.</p> <p>Since engaging with Evenbreak the other outcomes experienced are summarised below:</p> <ul style="list-style-type: none">• She is no longer in receipt of Employment Support Allowance• Her confidence has increased• Her coping skills have increased• She feels in better control of her life• She feels positive about the future• She has set goals and aspirations for her future• She is no longer in debt and is in control of her finances.	<p>£75,862</p>
Participant Case Study	SROI Value (£)
<p>Participant C</p> <p>A male aged between 25-49, had been unemployed for some time, Evenbreak offered him the opportunity to volunteer to gain work experience. He now has his own business in web design.</p> <p>The key challenges and barriers he experienced when seeking employment were that initially people seemed open and friendly on the phone, however, he felt that once they knew that he was in a wheelchair and used public transport they were not interested.</p> <p>Since engaging with Evenbreak the following outcomes experienced are summarised below:</p> <ul style="list-style-type: none">• Increased social skills and strategies• Increased communication skills• Increased resilience• Increased support network• His confidence has increased• He feels more empowered• He feels that he now has a purpose• He feels in better control of his life• He feels positive about the future• He has set goals and aspirations for the future.	<p>£42.335</p>



Participant Case Study	SROI Value (£)
<p>Participant D</p> <p>A female aged between 25 – 49.</p> <p>The key challenges and barriers she experienced when seeking employment included:</p> <ul style="list-style-type: none">• Employers not understanding non-visible disabilities• Flexible hours not available• Flexibility and an understanding of the need to attend medical appointments and treatments• Not accommodating periods of sickness linked to her disability. <p>She found the Evenbreak website which provided advice and guidance and took the pressure off her knowing that conversations regarding adjustments would take place.</p> <p>She secured full-time employment, reduced her benefit dependency, and increased her resilience.</p>	<p>£45,295</p>
Participant Case Study	SROI Value (£)
<p>Participant E</p> <p>A female aged between 25 – 49, relocated to a new area and had been unemployed for some time. She contacted Evenbreak to seek help and support.</p> <p>The key challenges and barriers she experienced when seeking employment included confidence issues, she had not worked full-time due to her disability and attitudinal issues she had experienced from employers.</p> <p>She had attended interviews but found that when she requested reasonable adjustments the employers attitude changed towards her. She attended coaching sessions through Evenbreak, and this helped to build her confidence and she started to feel in more control of her future.</p> <p>She secured full time employment at Leicester County Council; in addition, the following outcomes have been experienced:</p> <ul style="list-style-type: none">• Increased social skills and strategies• Increased coping skills• Increased communication skills• Increased resilience• Increased support network• Her confidence has increased• She feels in better control of her life• She feels positive about the future. <p>She now has a full-time job and is training to further develop her skills in energy efficiency. She has applied for a new mobility car.</p>	<p>£44,874</p>



Participant Case Study	SROI Value (£)
<p>Participant F</p> <p>A female aged between 25 – 49, work had been sporadic due to unstable health conditions, she had not worked for 4 years.</p> <p>The key challenges and barriers experienced in seeking employment were linked to her mental health issues which required hospitalisation. Through contact with Evenbreak she began to volunteer for a position to gain work experience.</p> <p>She has since secured part-time employment. She found the skills coaching and training sessions helpful and felt that they help candidates to think about their transferable skills.</p> <p>Since engaging with Evenbreak the other outcomes experienced are summarised below:</p> <ul style="list-style-type: none">• Improved health and wellbeing• Increased social skills and strategies• Increased resilience• Her confidence has increased• She feels more empowered• Her coping skills have increased• She feels in better control of her life• She feels now that she has a purpose• She feels positive about the future. <p>She is now able to work from home, has less pressure and able to work flexibly around her condition.</p>	<p>£50,344</p>
Participant Case Study	SROI Value (£)
<p>Participant G</p> <p>A male aged 50+, a freelance worker who had experienced barriers against disability, ageism and racism which had led to limited employment opportunities.</p> <p>He was attracted to Evenbreak given their focus on supporting people with disabilities. This helped him to feel that his qualifications and years of experience were good enough to get him to where he wanted to be.</p> <p>He has secured part-time employment as a freelancer. He has increased his network of contacts which has opened opportunities to collaborate with people.</p>	<p>£1,229</p>



Participant Case Study	SROI Value (£)
<p>Participant H</p> <p>A male aged under 25, had been unemployed since leaving education, he found that with cerebral palsy and having been in education for several years it was difficult to gain employment. He had applied for many jobs but did not get past the interview stage.</p> <p>The key challenges and barriers he experienced when seeking employment related to equal opportunities, when he stopped disclosing on application forms that he had a disability he started to secure interviews.</p> <p>He came across the Evenbreak website which helped him to secure full-time employment, in addition, the following outcomes have been experienced:</p> <ul style="list-style-type: none">• Improved health and wellbeing• Increased social skills and strategies• Increased support network• His confidence has increased• He feels in better control of his life• Increased friendships• He has set goals and aspirations for the future• No long in debt and he is in control of his finances• Improved relationships with his family. <p>Evenbreak helped him to get his first job and he has now gone on to further employment. He is in a good place.</p>	<p>£71,925</p>
Participant Case Study	SROI Value (£)
<p>Participant I</p> <p>A male aged between 25 – 49, left his former employer following disagreements regarding pay and struggled to secure another role.</p> <p>The key challenges and barriers he experienced when seeking employment related to confidence and knowing where to find jobs. He suffered from anxiety, and this impacted on his performance during interviews.</p> <p>He found the Evenbreak website and received support and encouragement. This helped him to understand his own qualities and abilities and made him feel less alone. He secured full-time employment with the AA.</p> <p>The other outcomes he experienced are summarised below:</p> <ul style="list-style-type: none">• Increased resilience• His confidence has increased• He feels more empowered• He feels in better control of his life• He feels more positive about the future. <p>He has more financial resources available to him which have helped to improve his</p>	<p>£43,407</p>



Participant Case Study	SROI Value (£)
<p>Participant J</p> <p>A female aged between 25 – 49. She experienced a combination of multiple complex conditions which were made worse by a car accident injury that permanently disabled her and caused her to stop working in 2015.</p> <p>Having previously been career orientated and a “highflyer,” she became solely reliant on her partner as both a carer and breadwinner. She felt lost, hopeless, worthless, despite having lots of skills and experience to offer the workforce.</p> <p>The key challenges and barriers she experienced when seeking employment included:</p> <ul style="list-style-type: none">• The need for flexibility in her day to enable adequate rest and to attend medical appointments• Workplace adjustment for example high monitors (due to a neck condition)• Control over the workload to enable her to manage stress. <p>She was attracted to Evenbreak because they were a disability friendly service so she felt that she could trust them to vet employers for accessibility and flexibility.</p> <p>She secured full-time employment more than one year ago with John Lewis Partnerships.</p> <p>Since engaging with Evenbreak the other outcomes experienced are summarised below:</p> <ul style="list-style-type: none">• She is no longer in receipt of Employment Support Allowance• Improved health and wellbeing• Increased resilience• Decreased social isolation• Her confidence has increased• She feels more empowered• Her coping skills have increased• She feels in better control of her life• She feels now that she has a purpose• She feels positive about the future• She has set goals and aspirations for her future. <p>The increased financial stability has enabled her and her husband to move from a part-owned flat to building a house of their own that meets her medical and accessibility needs. She believes that this would not have happened if she had not gained full-time employment.</p>	<p>£94,410</p>
Social Return On Investment	£470,910

The social return on investment value for the ten participant case studies assessed totals £470,910 an average of £47,091 per participant. Appendix 2 provides a social impact infographic highlighting some examples of the thematic groups and values/savings which equates to £462,479 the remaining £8,431 relates to other categories



Qualitative Feedback

Participants provided some rich feedback as part of the evaluation process summarised below:

"I feel more secure. I am learning more about my role every day. The courses around mental health are amazing and give me more insight about struggles in life and how to solve them effectively. I have HOPE in the future".

"I am ME again after 4 years of not being myself, I am back to managing a team, feeling empowered, feeling needed and engaging with the professional world in a way that is meaningful".

"I recognise the skills I bring, not just my disability and valuing the different viewpoints having a disability brings to a business. If I hadn't had developed my confidence, I would not have set-up the business".



Conclusions

It is evident from the information provided by participants that they experienced similar challenges and barriers when seeking employment, some examples provided included:

- Disability discrimination – once employers realised that they had disabilities this impacted on their success rate at interview stage
- The lack of flexibility around reasonable adjustments and time off for medical appointments
- A lack of information, advice, and guidance to help gain employment
- Their individual confidence levels were often low having previously experienced discrimination.

They all found the range of services provided by Evenbreak helpful, this included coaching support, encouraging volunteering to gain work experience and the general advice and guidance. They found the website easy to understand and navigate.

The social impact value evidenced as part of this evaluation has captured both quantitative and qualitative outcomes and where applicable an economic value has been applied. The average social value calculated is £47,091 per participant which is an extremely positive outcome and highlights the impact that Evenbreak are making to individuals specifically relating to:

- Securing employment opportunities
- Improved financial position and a reduction in benefit dependency
- Increasing people's confidence
- Feeling, in more control of their lives
- Improved general health and wellbeing.

ARK would like to thank the participants who very kindly shared their experiences and the positive impact that their involvement with Evenbreak had made to them, and their families.

ARK Consultancy Limited
November 2023



Appendix 1: Social Return on Investment HACT Wellbeing and Unit Cost Database Definitions

EVENBREAK SOCIAL IMPACT FRAMEWORK 2023

Data Source (Skills)	Value	SROI Name	SROI Description	Evidence Required
General training for a job HACT EMP1610	£1,567	General training for a job	General work-related training to increase skills and assist in gaining employment	Record of individual attending training
Regular attendance at voluntary or local organisation HACT EMP1609	£1,773	Regular volunteering voluntary or local organisation	Attends local and voluntary groups at least once per month for two months	Record of individual regularly attending groups
Member of a social group HACT SOC1601	£1,850	Social interactions in a group environment	Aged under 25 engages in social groups	Evidence of involvement

Data Source (Employment)	Value	SROI Name	SROI Description	Evidence Required
Full time employment HACT EMP1401	£14,433	Full time employment	Moving from unemployment to full time employment - 30 hours or more	Record of individual moving from unemployment into full time employment
Part time employment HACT EMP1603	£1,229	Part time employment	Moving from unemployment to part time employment - 16 hours	Record of individual regularly attending groups
Self-employment HACT EMP1602	£11,588	Self-employment	Moving from unemployment to self-employment	Record of individual moving into self-employment
Employed parent HACT EMP1612	£1,700	Employed parent for children (11-15)	Moving from unemployment to employment and number of children	Record of those moving into employment who have children between 11-15
Employment & Economy UCD Benefits E&E1.0	£37,237 per claimant per year saving	JSA to employment - DWP	Job seekers allowance fiscal and economic benefits from a workless claimant entering work	Record of moving into employment
Employment & Economy UCD Benefits E&E2.0	£30,862 per claimant per year saving	ESA to employment - DWP	ESA fiscal and economic benefit from a workless claimant entering work	Record of moving into employment
Employment & Economy UDC Benefits E&E3.0	£16,063 per claimant per year saving	Income Support to employment – DWP	Income support fiscal and economic benefit from a workless claimant entering work	Record of moving into employment



EVENBREAK SOCIAL IMPACT FRAMEWORK 2023

Data Source (Health & Wellbeing Measures)	Value	SROI Name	SROI Description	Evidence Required
Confidence HACT HEA1601	£13,080	High confidence	Self-assessment of level of confidence	Evidence improvement in confidence
Anxiety and depression HACT HEA1602	£36,766 Under 25 £31,914	Relief from anxiety or depression	Self-assessment of suffer from anxiety or depression	Record that individual no longer suffers with anxiety or depression. Survey question
Good overall health HACT HEA1603	£20,141	Improved general health	Self-assessment of the improvement in overall health over a 12-month period	Survey question
Family support HACT HEA1607	£6,784	Can rely on family	Self-assessment of how much individual can rely on your family if you have a serious problem	Evidence of increase in reliance on family
Life control HACT HEA1406	£15,894	Feel in control of life	Self-assessment of how much control an individual feels they have over their life	Evidence of increase in feeling of control
Debt free HACT FIN1601	£1,593	Debt relief	Description of debts excluding mortgages and credit cards paid off in the month	Survey question



£101,873

Employment outcomes



£111,258

Feel in more control of
their lives



£92,586

Welfare benefit savings



The total SROI

£470,910

an average of £47,091



£91,560

Increased confidence



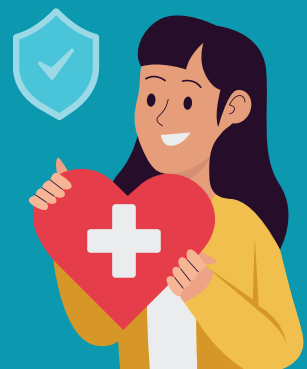
£4,779

Debt relief



£60,423

Improved general health





Appendix Contacts

If you need help or advice on any aspect of this document, please contact:

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