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CCS RM6290 :
**Page Executive - Exec & Non-Exec Search
Framework**



Page Executive



Page Executive is part of PageGroup.

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AARAN DOSANJH
Senior Partner
Head of Practice



At Page Executive, our Public Sector practice partners with Government, Local Authorities, the NHS, and the wider public sector to build exceptional leadership capability. Our specialists deliver Executive Search (including SCS), Interim Management, Assessment Services, and strategic recruitment solutions tailored to the unique challenges of public service organisations.

What sets us apart is our position within PageGroup, one of the world’s leading recruitment businesses. With decades of experience placing senior leadership positions within large multinationals, Privately-held businesses, Private Equity backed businesses, family offices and Financial Services institutions amongst other sectors we understand the levers that attract candidates and clients across a broad spectrum hence are uniquely positioned to represent Public Sector opportunities.

Within our Public Sector practice specifically we provide both advisory support on compliant engagement via CCS framework routes and full delivery of senior-level recruitment campaigns. Our team combines deep sector expertise with broad functional capability, ensuring we identify talent that meets today’s demands and drives long-term impact.

Our approach is collaborative and client-focused. We mobilise the best team for every mandate and leverage our national presence, highly qualified research function, and global network to access diverse talent pools. This includes attracting leaders from across sectors to bring fresh perspectives and innovation into government, as well as proactively engaging under-represented communities. As part of one of the largest private sector organisations and a recognised leader in diversity, equality, and inclusion (ED&I), we have the reach, brand, and influence to deliver outstanding results.

We pride ourselves on rigorous, transparent, and inclusive processes, underpinned by our commitment to ED&I. Inclusive recruitment is embedded in every stage of our methodology - from crafting unbiased role profiles and applying structured assessment frameworks to ensuring diverse shortlists and equitable candidate experiences. This helps our clients build leadership teams that reflect the communities they serve and foster innovation through diversity of thought.

Candidate and client care sit at the heart of everything we do, ensuring a seamless experience and sustainable outcomes.

Whether you require permanent leadership appointments, interim expertise, or strategic advisory support, Page Executive is your trusted partner in shaping the future of public services - compliantly, inclusively, and with impact.

Contact me directly on: aarandosanjh@pageexecutive.com

56

Search Partners
Nationally

14 YEARS'

Average search
Partner experience

2,250+

Executive lives
changed in 2025

90%

of Executive
Search
assignments filled

35%

Female
placements in
2025

4-6 WEEKS

Average sign-off
to shortlist
timeframe

£120K-£300K

Base salary / and interim equivalent range
across Executive Search assignments

FUNCTIONAL EXPERTISE

- Board
- Operational & General Management
- CFO / Finance Director
- CIO & IT Leadership
- Education
- Human Resources
- Interim Management
- Legal
- Marketing & Communications
- Commercial / Fundraising
- Policy, Economy & Regulatory Affairs
- Procurement & Supply Chain



AARAN DOSANJH
Senior Partner
Head of Practice



RUTESH SHAH
Partner



KAS ROTHWELL
Partner



LIZ CAMPION
Partner



NICK COLE
Partner



NICKY HARPER
Partner



LOUISA MULVEY
Associate Partner



TANIA GARSTANG
Associate Partner



HANNAH QUINN-HILL
Business Director



ROCHELLE GEORGE
Partner



KATHERINE JACKSON
Senior Partner



CHRIS EDGE
Framework Director



Government organisations face pressures unlike any other sector: public scrutiny, compliance, audit requirements, and the need to deliver meaningful improvement while protecting public value. Our approach is built for these realities as a Boutique Interim and Executive Search business but strengthened further by the scale, governance and infrastructure of PageGroup.

DEEP & DIVERSE TALENT

Organisations increasingly seek leaders who can blend policy, operational capability and commercial thinking.

We specialise in accessing those talent pools.

Our reach includes:

- A database of 3.4m+ UK candidates built over decades
- Access to adjacent regulated sectors, including financial services, utilities, technology, housing, infrastructure and charity
- A superb research function dedicated to identifying niche talent for specialist appointments
- Outreach to under-represented communities through curated communities such as ENABL (Empowerment Network for Asian & Black Leaders), Women in Leadership, Black in Finance and many others.

This enables Government clients to reach new capability pools and widen diversity across shortlists.

AWARD-WINNING INCLUSIVE RECRUITMENT

Our ED&I approach is embedded throughout the process and proven to deliver measurable outcomes.

Our inclusive model includes:

- Language-decoding tools that have increased female applications by 30%
- ED&I surveys at longlist, shortlist and interview stages for full transparency
- Fully accessible recruitment materials, including audio, braille and adaptive formats
- Structured, competency-based assessment aligned with Civil Service Success Profiles
- Transparent, bias-reduced scoring matrices and anonymised longlisting

This ensures a process that is inclusive by design and defensible under scrutiny.

BUILT FOR GOVERNANCE, COMPLIANCE & CCS STANDARDS

As part of a publicly listed global organisation, we operate with the governance rigour, compliance structures and transparent reporting expected across Central Government.

Our compliance strengths include:

- Full alignment with CCS frameworks, GDPR and public-sector assurance standards
- Transparent, defensible audit trails suitable for FOI, scrutiny panels and Civil Service Commissioners
- Public-sector specialists across the UK combining local insight with national consistency
- Significant investment in CRM, data protection and inclusive recruitment technologies

This makes us a low-risk, accountable and fully compliant partner for senior and sensitive public appointments.

INSIGHT-DRIVEN SEARCH: DATA, TECHNOLOGY & EVIDENCE-BASED ASSESSMENT

We bring insight and challenge to every assignment to strengthen decision-making.

Our evidence-based approach includes:

- Data-driven talent mapping and adjacent-market analysis
- Digital tools to track candidate behaviour, skills trends and competitor movement
- Salary benchmarking using extensive public- and private-sector data
- Structured scoring rubrics aligned to pre-agreed competencies and CSSP behaviours

This gives clients a robust, evidence-backed decision-making process.

A TRANSPARENT, HUMAN, HIGH-TOUCH PARTNERED APPROACH

Senior public appointments require structured communication and sensitive handling. Our approach centres on partnership, clarity and trust.

We provide:

- Partner ownership throughout - never delegated to junior teams
- Clear milestone reporting and early risk escalation
- A supportive, well-managed candidate experience aligned to Civil Service expectations
- Post-placement support for onboarding, transition and early success

This delivers a professional, transparent and low-risk recruitment experience.

PROVEN TRACK RECORD

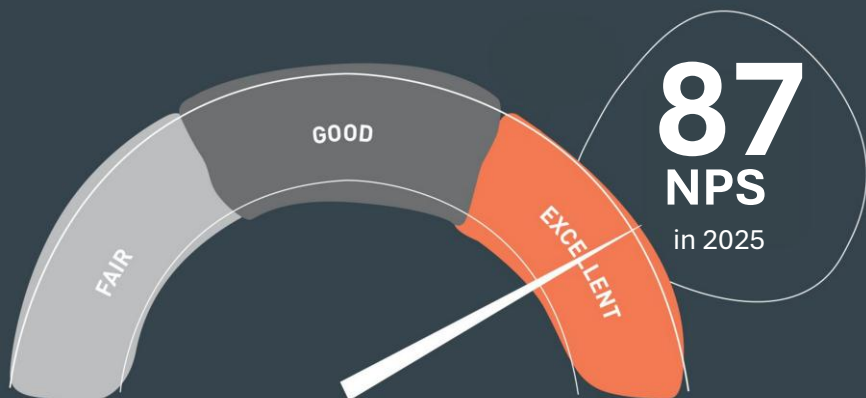
We deliver senior appointments across Central Government, Local Authorities, ALBs and NDPBs, including roles within the SFO, HMRC, Government Property Agency, Bank of England, UKRI, UK Space Agency and others.

We operate effectively in regulated, security-cleared, commercially complex and politically sensitive environments, reducing ramp-up time and ensuring high-quality outcomes.

[View our extensive track record](#)

CUSTOMER-LED: EXCELLENT LEVELS OF RECOMMENDATION - CLIENTS

At **Page Executive**, delivering an exceptional client experience is paramount. We engage in active listening throughout each mandate and conduct independent feedback assessments to ensure we exceed expectations. Our unwavering commitment to excellence is reflected in the trust and strong recommendations we consistently earn from our **clients**.



Source: Bain & Company: A Net Promoter Score (NPS) of above 0 is fair, above 20 is good and above 50 is excellent.

“Page Executive led on a number of high-profile recruitment campaigns for Platform. They were very thorough in understanding our needs for each campaign and provided us with a strong set of candidates for all of the roles. They develop a really good rapport with their clients from day one, are extremely professional and very flexible in their approach – exactly what is needed for Executive/Senior level recruitment.”

Platform Housing

“Positive overall process from explaining the role, requirements, preparation and then keeping me informed at all stages. Nothing could be improved, great effective service – friendly, professional and timely.”

Riverside, Chair Campaign

“I can highly recommend working with Page Executive to recruit to your Board. The Chair of Trustees and I were both hugely impressed by the shortlisted candidates, most of whom had been approached directly by Page through their existing networks and extensive research. It was a smooth process from start to finish, which took the pressure off me and gave me confidence that everything was being managed with the utmost professionalism.”

Wikimedia

“I was delighted with the service provided. Rochelle took time to understand the organisation and the brief for the role. Everything worked like clockwork and we have achieved a good result. Thank you!

Stepchange Debt Charity

“Page Executive made it straightforward and easy. Really easy. Nothing could be done to improve the overall service. I also appreciate the regular ongoing contact from the Page Executive Account Director, so we are always up to speed on any future needs”

University of East London

“Page Executive has built a strong relationship with myself and our internal HR team. They have understood the culture and challenges within the organisation and in particular the Nuclear Sector.”

National Nuclear Laboratory



Chief Financial Officer
Paradigm Housing



Executive Director of Finance & Technology
Advance Housing and Care



Director of IT and Data
Saffron Housing Trust



Chief Financial Officer
A2 Dominion



Chief Financial Officer
L&Q



Executive Director of Finance
Moat



Interim Chief Financial Officer
Sovereign Housing



Executive Director of Finance
Teacher's Housing Association



Chief Financial Officer
The Guinness Partnership



Executive Director of Finance
St Mungo's



Executive Director of Finance
Thrive Homes



2x Finance Directors
Peabody



Chief Financial Officer
Populo Living



Executive Director of Finance
RHP



Executive Director of Finance
Wandle Housing



IT Director
Tilia Homes



**IT Director
Head of Data**
Accent Housing



Executive Director of Finance
Incommunities



CEO | Director of Finance and Resources
Shakespeare Birthplace Trust



Chief Digital & Information Officer
The Arts Council of England



**Finance Director
Chief Information Officer**
The Order of St John Care Trust



**Chief People Officer
Chief Technology Officer**
Marie Curie



**Finance Director
Trustee | Treasurer**
Director of Digital & Technology
Barnardo's



Finance Director
Make-A-Wish



Chief Executive Officer
Children's Cancer Foundation HK



Chief Digital and Information Officer
Brandon Trust



Trustee
St Gemma's Hospice



**CEO | COO | CPO | CFO |
Managing Director**
Royal National Institute for Blind People



**Director of Finance &
Corporate Services**
WhizzKidz



IT Director
Leonard Cheshire



UK Country Director
World Animal Protection



Chief Financial Officer
The Royal Mint



Director of Technology & Data
Nacro



Chief of Staff
Totsco



**Head of Comms and
Fundraising**
Wikimedia



Chief Digital Information Officer
Scouts



CFO
London Metropolitan University



Deputy Director of Finance x 2
Queen Mary, University of East London



**Head of Procurement I
Group Finance Director I
Corporate Finance Director**
University of Bristol



**Director of Procurement |
Deputy Finance Director**
University of Liverpool



Head of Finance Professional Services | Head of Finance Projects | Transformation Director | Change Director | Finance Director
University College London



Head of Finance | Associate Director of Finance
University of the Arts London



Finance Director | Head of Financial Control
University of Chichester



Finance Director | Head of FP&A | Head of Finance
University of Law



Head of Procurement
Nottingham Trent University



**Interim Programme Manager
Head of Reporting**
Imperial College London



Finance Director | Head of Finance
Magdalen College, University of Oxford



Assistant Director of Product | AD Service & Platforms | AD of Product | Interim AD – Service Delivery
University of Sheffield



**Head of Financial Reporting |
Director of Treasury Operations**
Cardiff University



Head of Finance
University of Leeds



Finance Director
University of Central Lancashire



CISO
Anglia Ruskin University



Director of special projects on shared services
University of London



Finance Director
Arden University



Executive Director Delivery
*Liverpool City Region
Combined Authority*



**(Commercial Services
Group Limited) - x2 NEDs
and Group Finance Director**
Kent County Council



Executive Director
Blaby District Council



Chief Officer Communities
Borough of Harborough



**Head of Organisational
Development**
*Bradford Metropolitan District
Council (Bradford Children &
Families Trust)*



**Director of Planning &
Regeneration | Head of
Marketing and
Communications**
Lichfield District Council



Town Clerk
Acton Town Council



**Head of Enterprise
Architecture**
Westminster City Council



x4 Assistant Directors
London Borough of Islington



**West Midlands
Combined Authority**
Head of Policy
*West Midlands Combined
Authority*



**Assistant Head of Finance &
Deputy Officer**
Newport City Council



Senior Lawyer (Employment)
Surrey County Council



**Senior Project Manager |
Head Of Facilities**
West Mercia Police



**Pay & Reward Lead |
Head of organisational
development**
Swindon Borough Council



**Strategic Lead (Technical
Manager) | Service Lead -
Assets And Repairs |Head Of
Assets & Investment**
Manchester City Council



**Property Services & Asset
Manager**
Hertsmere Borough Council



Principal Project Manager
City of London Corporation



Head of Finance
*Oadby & Wigston Borough
Council*



Bank of England

General Counsel | Head of Transformation | Project Director | Head of Change Programme Manager *3 | Change Manager | Head of Digital Currency Technology | Head of Physical Security
Bank of England



SFO
SERIOUS FRAUD OFFICE
Deputy Director of HR (no. 1 role) | Chief Capability Officer (now COO) | Chief Financial Officer
Serious Fraud Office



UKSBS
Shared Business Services
Chief Digital Information Officer | Chief Operating Officer | Chief Finance Officer | Head of Data & Digital | Head of Enterprise Architecture
UK Shared Business Services



Disclosure & Barring Service

Director of Transformation
Disclosure & Barring Service



Interim Transformation | Programme Manager | Interim Head of PMO | Interim Portfolio Consultant
UK Space Agency



HM Revenue & Customs

Director of Estates
HM Revenue & Customs



CDIO
Digital Director
Arts Council England



Department of Health & Social Care

Director of Strategy and Delivery
Department of Health & Social Care



Head of Digital
UK Research & Innovation



Government Property Agency

CDIO | CTO | Head of Business Intelligence & Data | Head of Corporate Systems | Interim Strategy Director
Government Property Agency



Interim Director of Marketing
Chartered Institute of Marketing



Head of Finance
Chartered Institute of Taxation



Group Financial Controller
National Midwifery Council



**Director, PD & Membership
International BD Director**
Institute of Asset Management



**Strategic Business Planning
Manager**
Royal Institute of British Architects



**Associate Director of Information Technology /
Executive Director of Strategy**
General Dental Council



Director of Education
British Institute of Radiology



Trustee
RoSPA



Senior Policy Manager
Lending Standards Board



International Swaps & Derivatives Association (ISDA)
Senior Director Solutions



Head of Digital Technology
CIPD



Head of FPA
Chartered Management Institute



The Law Society
Interim Policy Director
The Law Society



Business Disability Forum
Chair



Royal Society of Medicine
Finance Director

CASE STUDY

Serious Fraud Office, Chief Financial Officer

Company

Established by the Criminal Justice Act (CJA) 1987, the Serious Fraud Office (SFO) is a non-ministerial department headed by the Director of the Serious Fraud Office. We are one of four public bodies sponsored by the Attorney General's Office; the others are the Crown Prosecution Service (CPS), Government Legal Department (GLD), and His Majesty's Crown Prosecution Service Inspectorate (HMCPSI).

The SFO is a specialist investigating and prosecuting authority that tackles the top-level of serious or complex fraud, bribery, and corruption in England and Wales, and Northern Ireland. It is independent in making decisions about its cases.

Campaign – CFO

Following the current Director of Finance deciding to retire, they decided to restructure the function, and we helped them appoint a new Chief Financial Officer - the role would include Finance, Procurement and Facilities. These changes were introduced as the organisation is trying to change the way it operates, increasing efficiency and digitalisation. The Civil Service's approach to hiring is to ensure a fair and equal representation across all protected characteristics.

Solution

We met with key internal stakeholders and designed and agreed a campaign strategy to help them find the most suitable candidate for the CFO role. The SFO was keen to secure someone who understood the ways of working within the public sector. We therefore mapped out qualified accountants, with leadership and board experience working in the civil service and wider public sector. We then approached the target list of candidates, talked to our network and reviewed applications to our adverts. Compiling a comprehensive list of potential candidates across all protected characteristics, then invited the applicants who qualified to a pre-screen interview with ourselves. We then scored the candidates and presented the candidates who fulfilled the minimum criteria.

Result

Page Executive presented a long list of 14 candidates for the Chief Financial Officer role, which the panel then decided to take 10 candidates forward for the panel sift which we attended. We sent ED & I questionnaires to all candidates and shared the data with the SFO.

The panel selected 4 candidates for the interview process, which was a 50:50 gender split. They attended a Staff Focus Group, fireside conversation with the Director and met the panel for an hour long interview.

The panel offered one of the four candidates and the candidate was delighted to accept. The offered candidate started the role within two months of accepting the opportunity.



“

Testimonial

I wanted to take this opportunity to thank you for all the support you've provided through this process.

Everything has been very professionally and efficiently done and communicated and at all stages I felt very well informed.

Tanya de Jager

Chief Financial Officer at SFO

”

CASE STUDY



Chief Digital Information Officer

About Arts Council England

Sponsored by the Department for Culture Media and Sport (DCMS) the Arts Council England are the national development agency for creativity and culture.

Their Strategy for 2020-2030, Let's Create, is an invitation to those who share their beliefs to come together and create new opportunities for every person in England to get creative and enjoy brilliant culture.

They play a vital role in arts and culture have a pivotal role in developing its availability, relevance and sustainability across England.

They have faced significant challenges. For instance, they saw a number of outages in their technology stack for example, with their grant management systems. Digital archiving and new technology investments and adoption are also critical challenges the organisation faces

Project Brief

Page Executive was initially approached by the CFO to place an Interim Director of Digital Technology and Information which they successfully executed with a candidate with significant experience within the driving transformation projects within the cultural heritage sector.

The CFO then approached Page Executive for advice on sourcing a permanent CDIO and wanted guidance on the role. We advised the CFO on the role specification, challenges within the role and salary required, as well as the types of individuals on the market. Page Executive were then retained to search for a permanent CDIO following a competitive tender.

The CDIO would develop and deliver the digital and IT strategies, which would enable Arts Council England to provide services to their customers and staff which are simple and efficient; centred around the needs of users; and are robust and secure. Key for success in the role was to transform how the organisation caters to their stakeholders and develop real capability to provide better digital services to the creative and cultural sector and enhance user experience.



Methodology / Process

Our in-house research team were engaged to produce a targeted longlist of candidates with appropriate Digital Transformation backgrounds both from the cultural heritage sector and in adjacent industries to provide a dynamic and diverse shortlist. In addition, a bespoke Diversity and Inclusion client branded advertising campaign was launched to ensure full coverage of the active and passive candidate pool. This helped showcase the Arts Council England brand and really generate momentum and enthusiasm for the role. In parallel, the team utilised their extensive personal network to source for the role. Arts Council England made use of our large office presence in London to conduct final interviews.

Outcome – Successful appointments

The client had 2 candidates they could have offered and was very pleased with the outcome.

Sathya Poduri was successfully appointed as the CDIO. The second-choice candidate was then placed into another C-suite role by Page Executive demonstrating the strength and quality of the shortlist presented to Arts Council England. As a follow up with the CFO, he was extremely pleased with the outcome. He has subsequently engaged the Page Executive team on additional high profile roles.



CASE STUDY

HMRC, Director of Estates

Company

HM Revenue and Customs (HMRC) is one of the UK's largest organisations, with 60,000+ employees, collecting £814 billion in tax revenue in 2022/23.

As the UK's tax, payment and customs authority, HMRC's work touches the lives of almost everyone in the country. The revenue they generate is spent by government on the schools, NHS, police and other essential services we all rely on.

Their aim is to be a modern, trusted tax and customs department – one that collects revenues and keeps the tax gap low while fitting as seamlessly as possible with how people live their lives and run their businesses. To achieve this, they are driving forward vital changes that will make them more efficient in serving our customers and managing their compliance.

Campaign – Director of Estates

Following the large-scale national Locations Programme which delivered 13 new award-winning modern offices across the UK with 5 more still to be delivered. They restructured their Estates division and created a new role to run their new and existing estate. This is a pivotal role which focuses on maintaining their award-winning estate, which is at the forefront of office maintenance and their facilities management needs for HMRC.

Solution

We met with key internal stakeholders and a Civil Service Commissioner and designed and agreed a campaign strategy to help them find a high calibre candidate for the Director of Estates role. HMRC was keen to secure someone who understood the ways of working within the public sector however they could come from both public or private sector backgrounds. We therefore mapped out experienced individuals, with leadership and board experience working in the civil service, wider public sector and large private sector clients with large complex estates. We then approached the target list of candidates, talked to our network and reviewed applications to our adverts. We compiled a comprehensive list of potential candidates and invited them to a pre-screen interview with ourselves. They were scored against essential criteria and those that reached the minimum level were presented to the panel in a comprehensive longlist pack.

Result

Page Executive presented a long list of 36 candidates for the Director of Estates role, from which the panel selected 14 candidates for us to carry out the shortlist interviews with. We sent diversity questionnaires to all candidates and shared the data with the HMRC. Highlights of this data included that 14% of applicants classed themselves as having a disability, 21% came from an ethnic background and 21% classed themselves as coming from a lower socio-economic background.

The final interview process included a Staff Engagement Exercise organised by Page Executive and our Occupational Psychologist. We also coordinated fireside conversations with the line manager, the Chief Financial Officer and the interview scheduling.

The panel was pleased with the shortlisted candidates and the process. The role was offered to the highest scoring candidate who was delighted to accept.



“ This was a well run campaign and it was a pleasure working with Page Executive. ”

Civil Service Commissioner



BOARD HIRING

Page Executive provides a full range of tailored board services including identifying the right director, evaluating and enhancing your current board competencies, and structuring an effective executive compensation program. This includes non-executive directors, INEDs and Chairs.

RETAINED SEARCH & SELECTION

A dedicated team consisting an industry-focused Partner and a Researcher will talent map the market to find the best candidates to be interviewed, assessed and shortlisted for your role. Detailed search reports, candidate assessment and comprehensive reference checking will be provided during the process to help clients make the best possible hiring decision.

ED&I ASSESSMENT

Page Executive works with three external ED&I consultancies who provide bespoke training, assessment and leadership evaluations. They also offer a full inclusive recruitment audit and support with Internal hiring and retention practices.

LEADERSHIP ASSESSMENT

In partnership with trusted providers, SHL and Hogan, Page Executive can offer a varied selection of assessment tools focused on personality profiling and leadership skills and cognitive ability. We have a dedicated team of in-house psychologists globally as well as external partners.

TALENT MAPPING

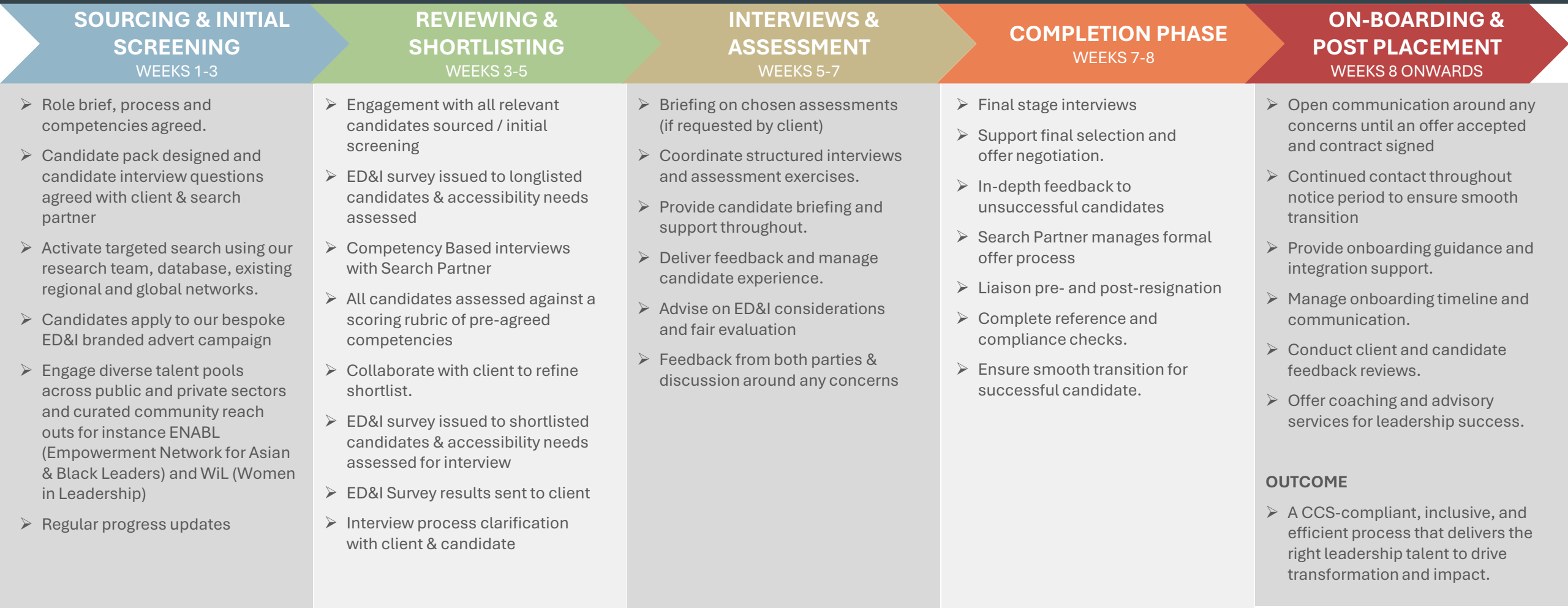
Talent Mapping is a strategic service that is used by businesses to plan for short, medium and long-term talent acquisition and retention, using a rigorous and robust research process to identify between 30 to 50 candidate profiles based on selected criteria.

SALARY BENCHMARKING

Our Salary Benchmarking uses hundreds of quantitative datapoints from similar industries and/or position types to provide a detailed breakdown and report of overall compensation packages including base salary, allowances, bonus and long-term incentive plans.

We work in partnership with clients and vary our approach, communication and timing based on each specific requirement. Our methodology is based on being diligent and thorough from start to conclusion. Outlined below is our suggested timeframe and process which is proven and will ensure that not only are we able to identify and attract the correct calibre of individuals, but also assess their fit to the client

We would utilise both our internal research team and ED&I team to ensure we cover the full scope of candidates who could be relevant for the role.



Clients are increasingly looking to their partners to contribute to their diversity plans, and we are continuing our commitment to helping our clients achieve their goals. We work closely with you to ensure we source and recruit from a truly diverse talent pool.

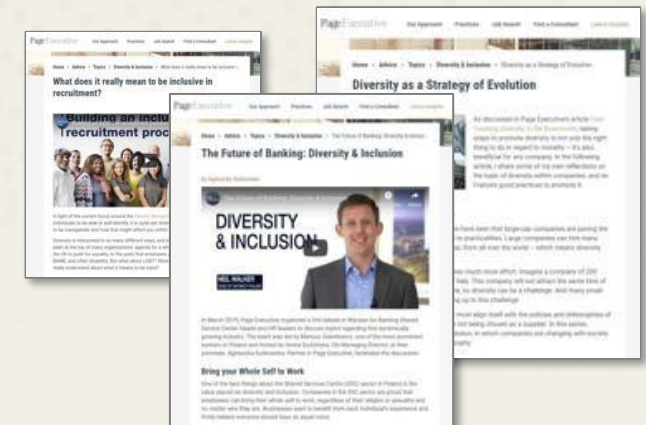
We pride ourselves on our commitment to creating an inclusive and supportive atmosphere which promotes the physical and mental wellbeing of staff and wider stakeholders.

Attracting A More Diverse Candidate Pool

- Our consultants are trained individually to remove all unconscious bias from their processes. Our candidates are assessed objectively. Only their skills, qualifications and experience are considered in the recruitment process.
- We ensure all literature and images used in search (e.g. job descriptions and candidate briefing documents) actively promote diversity to prospective employees. All need to reflect your diverse and inclusive business. Words matter, and the way we use them in our headhunt approaches dictate whether people respond.
- We put screening processes in place to help you recruit from a diverse candidate base and encourage applications from talented individuals from a range of backgrounds and underrepresented groups by ensuring that our recruitment processes are open, fair and based upon merit. Working closely with our ED&I teams, we ensure the best possible chance of appointing you a diverse candidate.

- We have built a diverse and balanced database and network of candidates through our investment over the past 10 years which is unique and adds significant value to our clients when networking on their behalf.
- We are trained to shortlist and select based on merit and skills to undertake the role. We create bespoke ED&I surveys for each individual campaign in order to collect anonymous data.
- We ensure our website and online information is in a fully accessible format and compatible with adaptive technology.
- We provide written information in alternative formats where required or requested.

- We can provide a telephone / virtual service which is accessible by potential candidates with hearing or speech difficulties.
- Our premises are disability-friendly where we use them for candidate services. This includes provision/signposting of disabled parking.



Our Social Value / Impact Programmes for Candidates and Clients

- ❖ **ENABL: Empowering network for Asian and Black leaders;** Aim is to create a pathway to Board and NED roles for Asian and Black Executive Leaders and enable us to inspire the next generation.
- ❖ **Women's Mentoring Programme;** 12-month programme, with 27 pairings, to support women in leadership roles across NFP/ Public Sector to navigate career challenges with the help of a supportive mentor. 4th cycle began in June 2024, in partnership with WISH (Women in Social Housing), following the successful feedback.
- ❖ **Black in Finance - A Networking group for employees Not for Profit and Public Sector**
- ❖ **Women in Leadership;** Event held annually in three locations across the UK. This year we explored the theme of Owing Your Seat at the Table; guided through the discussion by a panel of female leaders, sharing insights from their own experience in key C-suite leadership positions.
- ❖ **Empowering ED&I Network;** Networking group for ED&I Managers to step up into Director roles.
- ❖ **Conscious Leadership Series;** Conscious Leadership is the new executive trend series from Page Executive, in which we explore how our global network of Executive Search partners are helping to shape and drive organisations through effective, transformational leadership worldwide.
- ❖ **Shaw Trust;** Through working with the Shaw Trust, we have given workshops to local people covering CV writing, interview advice, and how to look for and apply to roles.
- ❖ We work with over 50 + charity partners relating to early careers talent, disability, neurodiversity, age, gender, sexual orientation, social mobility, faith and race.



shaw trust



Ambitious about Autism



Page Executive is part of PageGroup.

ESG

ENVIRONMENTAL, SOCIAL & GOVERNANCE AT PAGEGROUP

Our long-term commitment to the environment, society and governance is embedded within our sustainability strategy. Our sustainability strategy will drive purposeful impact today and will expand as our businesses grow in the future. We will implement a global philosophy actioned through local deliverables. This approach allows our businesses to tackle issues and priorities within their local communities. Our success will be measured against transparent targets.



[Click here to read PageGroup's Sustainability Report 2024](#)

CONTRIBUTING TO THE UN'S 2030 AGENDA FOR ESG ADVOCATES SUSTAINABLE DEVELOPMENT

Since our application to the UNGC in late 2020, PageGroup has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment, and anti-corruption. The UNGC provides a framework for developing a more sustainable and responsible business. We honour our commitment to the ten important principles of the Global Compact and the United Nation's Sustainable Development Goals (SDGs).

WE SUPPORT



<p>5 GENDER EQUALITY</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>
<p>10 REDUCED INEQUALITIES</p>	<p>13 CLIMATE ACTION</p>



Making the world a greener place by addressing our own emissions, making society more equitable by reducing barriers to employment, all the way through to delivering sustainable outcomes with clients. This is Page!



Nick Kirk
Chief Executive Officer
PageGroup PLC

OUR SUSTAINABILITY VISION

TO POSITIVELY CHANGE OVER 1 MILLION LIVES IN THE TEN YEARS TO 2030

ESTABLISH A MEANINGFUL GLOBAL SUSTAINABILITY BUSINESS BY 2026

TO TARGET AN INCREASE IN GENDER DIVERSITY WITHIN OUR SENIOR MANAGEMENT TO 50/50 BY 2030

TO BECOME CARBON NET ZERO WITH THE AMBITION OF BECOMING CARBON POSITIVE BY 2026



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PageExecutive

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