

Challenges:

Balancing sustainability concerns: Coyle Personnel's most formidable challenge is balancing multiple sustainability concerns, such as social impact, climate change, carbon emissions, and modern slavery. Addressing these concerns demands the alignment of ethical practices, transparent sourcing, and eco-friendly operations. Such an intricate undertaking necessitates a transformative shift in company culture, bolstered by collaboration and sustained innovation. Driven by their commitment to sustainability, Coyle Personnel continuously refines its strategies, embraces emerging technologies, and fosters partnerships to diminish their environmental impact and ensure adherence to ethical standards. Through this proactive approach, they fulfil their obligation to make a positive contribution to both society and the environment.

Evolving green mobility: Currently, Coyle Personnel oversees over 3,000 candidates, the majority of whom utilise their personal vehicles for commuting. The company is exploring opportunities to offer more candidates access to electric company cars. They are in the midst of trials with electric and hybrid vehicles to assess their compatibility with the business's needs. Following the completion of these trials, they also plan to consider providing electric or hybrid company cars to their internal staff.

PPE disposal dilemma: Another pressing concern for Coyle Personnel is the disposal of Personal Protective Equipment (PPE). They are contemplating a voucher scheme that would enable candidates to repair faulty or damaged PPE, discouraging them from discarding it prematurely. This initiative aims to reduce the frequency of PPE orders and contribute to a smaller carbon footprint.

Impact:

Championing core values: Addressing issues like social value, climate change, carbon emissions, and modern slavery presents significant challenges for Coyle Personnel, often encountering resistance to change internally. Nevertheless, they persistently champion social value, dedicate resources to carbon footprint reduction, and prioritise education on modern slavery through engagement in the Supply Chain Sustainability School.

Positive learning shift: Enrolling in the School's e-learning modules has instigated a positive shift within Coyle Personnel and its workforce. It has underscored the company's dedication to matters like social value, climate change, carbon emissions, and modern slavery.

Informative engagement events: The webinars offered by the School are both informative and easily digestible. The insights derived from these sessions, such as the one on modern slavery,

Fact box



Company

Coyle Personnel

No of employees

250

HQ

Harrow, London

Website

www.coyles.co.uk

Main contact

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Services

Recruitment of candidates for clients.

About

Coyle Personnel is among the UK's largest privately-owned recruitment agencies. With specialist teams operating out of 12 offices nationwide, the agency has expertise in diverse sectors, including Railways, Highways, Construction, Nursing, Teaching, and Office and Admin. Coyle Personnel's objective is to foster robust relationships with both clients and candidates, ensuring they deliver an unparalleled service.

have not only deepened Coyle Personnel's understanding but also equipped them with the tools to recognise and counteract risks of modern slavery.

Targeted knowledge assessment: The School's assessments have served as an invaluable instrument in pinpointing areas where the company's knowledge could be enhanced. This insight directs them to relevant e-learning modules and tools.

Structured action plan: The provided action plan has proven a pivotal resource, delineating precise steps Coyle Personnel should prioritise to achieve their objectives. It has offered a structured roadmap and guides the company in their e-learning journey.

Mandatory e-learning: The School's e-learning content is rich in information, offering an excellent avenue to educate Coyle Personnel's entire team. Several e-learning modules have been made mandatory for all employees, with newcomers required to complete specific modules, including 'Introduction to Social Value', 'Introduction to Climate Change and Carbon', and 'Responding to the Modern Slavery Act', within their initial two weeks.

Value gained:

Membership's strategic advantage: Coyle Personnel highly values their membership with the Supply Chain Sustainability School. It has served as an effective benchmarking tool for the company and opened avenues to enhance their social value, EDI, and comprehensive sustainability understanding. The School consolidates resources, training, and e-learning opportunities into a single platform. This centralisation enables their clients to easily track the training provided to Coyle Personnel's employees and monitor the company's progress. Recognised widely within the construction sector, the School stands as a reputable tool in the industry. Thus, most clients acknowledge its significance. Engaging with the School also strengthens Coyle Personnel's position during client tenders, particularly when addressing queries related to social value and sustainability.

Future proofing:

Coyle Personnel's ambition is to attain the gold member standard with the School and, subsequently, to uphold this prestigious status. All employees who have already completed specific e-learning modules are poised to transition to other e-learning topics and, in due course, participate in webinars. The company has now instituted a protocol where all new recruits must complete e-learning on designated subjects within their initial two weeks.

In the future, Coyle Personnel hopes to see the introduction of e-learning modules that cover topics like paper consumption, PPE disposal, and rudimentary recycling. Additionally, resources that illuminate the nuances of NEET scenarios and underscore the merits of hiring NEET candidates would be invaluable additions.