



SHERRINGTON  
*associates*

# Impact Report FY 24/25



# A Message from our CEO

It's a fair statement to say the last five years have not been without challenge for businesses in most sectors. Wrestling with implications the global lockdowns, adjusting to changing demands in the hiring market with the advent of new technology and an increasing appetite for hybrid working, navigating crisis in the energy markets and ongoing economic pressures and recruiting from an increasingly transient and often risk-averse talent pool. These factors have all conspired to challenge leaders priorities, however the purpose-led business movement continues to demonstrate that delivering both environmental and social impact is still entirely possible whilst remaining steadfastly committed to profit and shareholder value.

At Sherrington, during 2021 and 2022 we enjoyed a buoyant return to growth following the dark days of Covid-lockdowns, followed by a more challenging year in 2023, however I'm pleased to report record revenues in FY24/25, whilst continuing to deliver social and environmental value and remaining true to our B Corp commitments. It sometimes feels like a drop in the ocean when you consider the scale of social inequalities and environmental crisis, but we're continually reminded by the amazing impact work of our purposeful clients, that every action matters.

As more and more clients begin to adopt our 4A Model to build cultures of sustainable leadership across their organisations, we're now witnessing organisations experiencing real value from the investments we've made in our 4A Assessments. Combined with our ongoing focus on values-led-recruitment, supported through our partnership with Barrett Values Centre, it's clear that Sherrington's place in the purposeful business community is making a difference.

Our biggest achievements this year have surely been the 28 leadership appointments we've facilitated for our clients in our six impact sectors. Add to that the growing amount of time donated to charities for volunteering projects and as Trustees on several charitable boards, all told, it's been our most impactful year to date. Thank you for taking the time to read more about our work.

Rob McKay  
CEO & Co-Founder  
Sherrington Associates



# Our Aims



Be a **great**  
place to work



Be a **responsible**  
business



Make a **positive**  
impact on the  
environment



Make a **positive**  
impact on our  
community



Make a **positive**  
impact on our  
clients

Our purpose is simple - we want to make a **positive impact** - for our **employees** and **colleagues**, for our **supply chain** and **clients**, for our local and global **community**, and for the **environment**.



# Be a great place to work



**ANTHROPY**  
Inspiring a better Britain

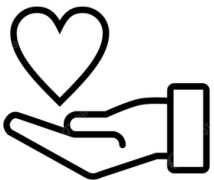
We successfully nominated our rising star and now recently promoted Associate Director, Joe Onions for the Anthropy Emerging Leaders programme.

Anthropy is an organisation that brings together responsible leaders and organisations to look at how to make the UK a better place. The Emerging Leaders programme brings young leaders aged 18-30 into crucial national conversations with established leaders, bridging generational gaps and cultivating diverse perspectives.

## CIPD

We recognise that learning and development are life-long pursuits, and support our employees with financial support and time to develop.

We also recognise the need to develop our skills to improve the way in which we do our work. This year, our COO has embarked on a Level 5 CIPD approved qualification in People Management.

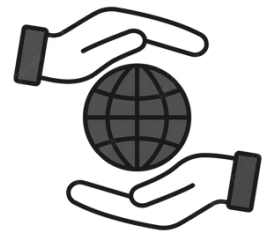


We support our staff to make a personal societal impact, providing 2 full days paid leave for volunteering per year. This is used by the team to commit time and expertise as Trustees with local charities.



We promote a healthy work-life balance and provide all employees with gym memberships at a local health club to support this.

# Be a Responsible Business



We strive to be a fair employer and ensure that all of our employees are not only paid above National Living Wage but also have realistic bonus structures that allow them to benefit financially in line with our profits as a company. We are a team and believe that if we are doing well, everyone should be rewarded.

**Certified**



We value working with like-minded businesses and offer discounts to both charities and fellow B-Corps.

We have recruited senior managers and directors for a growing number of BCorps including Green Earth Developments this year, who we add to our list of B Corp Clients...

- Bikmo - Global CFO
- APC Cardiovascular - CFO
- APC Cardiovascular - Head of Sales
- Inprova Group - FD
- Inprova Group - Marketing Director
- Inprova Group - Head of Sales



Diversity & Inclusion is a constant consideration in what we do on a daily basis. Sherrington Associates believe the executive search profession has a responsibility to make the world a fairer place by recruiting in a way that gives marginalised & under-represented groups the same chance as everyone else.

We use techniques that remove as much bias as possible from the recruitment process and have scrutinised our recruitment practices and made a number of strategic enhancements to support DEI, including investment in search technology that uses algorithms specifically designed to remove bias, using nameless CVs when requested and promoting certain roles within groups and networks where minority candidates are more likely to apply.

# Make a Positive Impact on the Environment



On behalf of all our team members, we subscribe to Ecologi, a fellow B Corp whose vision is to cultivate an Earth where people & planet thrive. With over 24,000 businesses & more than 300 B Corps, the Ecologi community has funded the planting of 89 million trees, the avoidance or removal of 3.4 million tonnes of CO<sub>2</sub> the restoration of over 31,000m<sup>2</sup> of wildlife habitats in the UK.

Our subscription has also contributed to many Ecologi projects around the world including conservation of areas of the Amazon rainforest, the restoration and conservation of peatlands in Indonesia, protecting biodiversity reserves in Peru and protecting deforestation in Democratic Republic of Congo.



144 trees  
planted



24 tonnes  
CO<sub>2</sub>e  
avoided

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We believe small changes make a big difference...



We have reduced water usage in our offices by installing Hippo water savers in bathrooms.



We car share whenever possible, or use public transport



We reduce plastic waste in our offices. We say no plastic bottles, providing glass refillable bottles to staff. We switched to eco tank printing, significantly reducing printer cartridge use.

# Make a Positive Impact on our Community



We donated 1.9% of our profits this year to local and national organisations.



Our team have donated 312 hours of their time and expertise to a number of organisations:

- Trustee at Active Cheshire
- Advisor to the Cheshire Police Ethics Panel
- Trustee at Cheshire Connect
- Volunteer at Koala North West
- Advisor to Cheshire Community Foundation



We donate our time and expertise to support charities who would otherwise be unable to access support with recruitment due to financial restraints:

Cheshire Connect CEO  
Cheshire Connect Trustees

# Make a Positive Impact on our Clients



We see ourselves as an extension to our clients organisation invest in ways to positively support their hiring processes.



Our 4A Model of Sustainable Leadership is our framework for assessing leadership candidates for their potential for sustainability during the recruitment process and is included in all of our executive search processes.

It allows us to scrutinise the qualities of sustainable leadership and gain a rounded insight of a candidate's potential to deliver sustainability in our client's organisation, supporting our clients to hire the right person to support their organisation long-term.



Our team are qualified Barrett Values Centre tools practitioners. Using the Barrett tools, we support clients to

diagnose organisational culture by implementing an inclusive survey that seeks the views of the entire workforce, and enable us to develop a comprehensive picture of the organisational culture. This provides powerful insights to support accurate decision making when it comes to big-ticket strategic decisions.



We invest in cutting edge executive search software, providing us with deeper research capability & access to over 250m executive-level profiles.

Augmented AI within the software, enables more diverse shortlists by deploying algorithms optimised for enhanced DEI, supporting our clients and improving the diversity of their workforce.



258  
4A assessments  
completed



178  
PVA Assessments  
completed



28  
successful  
placements

