Five Education Social Value Statement

Date statement issued: October 2026

Review cycle: At least every 12 months

Review due date: Oct 2027 or earlier if our practice or commitments change.

Five Education Recruitment Ltd is a specialist SEND education staffing agency with offices in Bristol and Plymouth, supplying teachers and support staff to schools across the South West. Our social value sits in three things: the security of the work we create, the routes we open for people who struggle through conventional recruitment, and the training we fund for every candidate before they set foot in a school.

Tackling economic inequality

Everyone who works for Five Education is paid through our own PAYE payroll, with employer National Insurance and pension contributions paid in full by us. We do not use umbrella companies.

We refund the full cost of a candidate's DBS certificate once they have worked 20 days with us.

We are a small business recruiting locally into two regional offices, in Bristol and Plymouth, and we spend locally too. Our printing, IT support, graphic design and website development are all provided by businesses and freelancers in our area, and we use local suppliers wherever there is a choice.

Equal opportunity

A conventional interview process screens out capable people. We regularly place candidates who would struggle to be selected that way — people returning to work after time out of the workplace, and people for whom English is an additional language. We assess candidates on what they can do in a classroom, and we are open with schools about the support a worker may need to settle in.

The same applies to our own team. We employ people who face barriers to staying in work, shaping the role around the person and making adjustments where they are needed. Our team is diverse, and we recruit into it locally.

We work with local training routes into the profession, including the Partners in Bristol teaching assistant course, so that people entering school support work for the first time have a path into paid placements.

Wellbeing and workforce development

Every candidate completes Essential in Child Protection, Prevent Awareness and Allergy Awareness before working, at no cost to them. We provide safeguarding training ourselves, free.

Further training is free to Five Education supply staff working with us. We run training in SEND such as Team Teach, autism awareness, ADHD, SLCN and Makaton.

We also aim to raise awareness of SEND more widely, through our training and a monthly blog series for school staff, free to use.

Environment

Our company car fleet is 100% electric. We are an office-based business with a modest footprint, and we place workers in schools close to where they live, which keeps travel short and makes placements more sustainable for the worker as well.