
Purpose Impact Report 2024





Becoming a B Corp in July 2023 marked a significant milestone. Since then, we've actively engaged with other law firms, fostering a sense of collective action. This reflects our enduring dedication to creating a positive impact on the world through everything we undertake.

In this report, we delve into our commitment to our B Corp accreditation, Diversity, Equity and Inclusion (DEI), as well as our collaborative partnerships.

Our efforts in these areas remain steadfast, and we are committed to providing updates on our progress. In the meantime, we encourage you to explore the [Totum Foundation](#), which encompasses initiatives such as the [Totum Bursary](#) and our environmental pledge.

Additionally, you can learn more about our community engagement, including our most recent [diversity report](#).

Certified



Corporation



"Totum packs a big punch relative to its size. Over the years, I've observed the significant impact we have on improving business. It's inspiring to pursue our passions and explore innovative ways to make a positive impact on our community. Many of our initiatives have been ongoing for years, so receiving B Corp recognition has been great."

[Sarah Broad](#), Head of Marketing
& Special Projects, Totum



"We are a small business compared to some, but we know our influence extends wide. We want to play our part in improving lives, making a positive difference to both individuals and our wider community – and that's where the Totum Foundation comes in."

[Gary Jones](#), Director, Totum

Totum In the Community

We continue to establish a balanced and sustainable pipeline of female talent, with 54% of our candidates women and 43% men (2% prefer not to say and 1% self described). Additionally, we have created opportunities to promote awareness of women in leadership through podcasts, blogs, and events throughout the year, as well as International Women's Day.

Our candidates reflect the communities we are part of. In 2023, the proportion of registered candidates from the Black, Asian and Minority Ethnic population has increased further to 36%, a rise from 27% in 2021.

This figure surpasses the latest census statistics from 2021, where this demographic comprised 18% of UK population.

Totum continues to achieve gender parity in the numbers of men and women placed into business services leadership roles, placing an average of 47% men to 53% women.

Totum's own leadership team is 50:50.

What we have achieved

Published our 7th annual DEI report, circulated to clients, candidates and our community.

Enhanced our internal processes to ensure we can provide clients with our DEI statistics. This included updating our candidate registration process to include questions related to neurodiversity.

Organised knowledge sharing sessions that cover various aspects of DEI including purpose, age and life stages, as well as insights from our DEI report and our charity partners.

Utilised job boards that have specific focus on DEI such as Flexible Working People and Diverse Jobs Matter.

Provided funds, keeping in touch days and work experience for our two Totum Bursary students.

Introduced formalised mentoring guidance for employees, aiming to empower individuals to realise their full potential and provide support for their career development.

Published guidance and recommended practices for supporting neurodiverse candidates and colleagues in their roles and within the wider workplace to create a more inclusive culture.

Continued to work with Social Mobility Business Partnership by providing online mentoring and contributing to its Work Insight Days to support students from a low-socio-economic background.

Circulated a newsletter, in honour of Black History Month, featuring interviews, historical insights, quizzes, culture and entertainment. Also hosted a knowledge sharing session with the White Allies Network, to delve into principles and practices of white allyship.

"Totum is at the forefront of their industry in terms of their approach to DEI and at the top of the game in terms of our competitors."

Client quote from recent DEI review

What's next?

- Ensure candidate pool and shortlists at least match the diversity of the relevant market.
- Develop policies and procedures to improve employees DEI performance including incorporating DEI objectives into business plans, recruitment, training, performance reviews and promotions.
- Look into Social Mobility Employers Index.
- Partner with EY Foundation (independent UK charity supporting young people on Free School Meals to have an employment and earnings potential that is equitable to other young people in the UK) and organise roundtable discussion to explore the challenges firms face with attracting diverse talent to tech roles.
- Collaborate with mental health expert, Petra Velzeboer to delve into this year's theme "Movement for Mental Health," providing tips and tools for optimising mental well-being in the workplace.
- Continue to raise awareness for Black History Month through a fresh newsletter while celebrating the richness of Black culture, heritage, and diversity.
- Work with the Purpose Xchange, supporting people via workshops to make positive life and work changes at every age. We will continue to spread the word on the many career paths for people of all ages across business services functions in the professional services sector
- Explore the disability confident employer scheme.
- Review and explore accessibility website plug-ins.
- Promote increased use of Totum's Mentoring program among Totum employees, including seeking out opportunities for mentoring externally.
- Continue promoting good causes, including our partnerships and initiatives for our clients, on Totum's social media platforms.

Totum In the Community

What we have achieved



We're currently exploring the possibility of the Foundation becoming a charity in its own right.

Welcomed Alfie's Wish as our newest charity partner and will continue to work with Support SendKids and CPRE as part of our long-term partnership.

Raised £7k for Support SENDKids following a 100km Ultra Challenge from London to Brighton.

Continued our partnership with charity CPRE through Team Totum's volunteering efforts, including participation in this year's Hedgerow Heroes' preservation campaign in London.

Hosted our inaugural B Corp networking meeting with representatives from other B Corp law firms, facilitating insightful discussions on business practices aligned with the triple bottom line. With the release of new B Corp standards in April 2024, this remains a priority topic for our upcoming meetings.

Offered employees access to services that enhance financial well-being, including discussions on pensions.

Donated £50 to one of our charities for every placement we make as part of our Refer a Friend scheme,



"As a recruitment firm, we have always believed we play a vital role at the heart of our sector bringing together individuals and firms in a way that prioritises honesty, integrity, and equity of opportunity for all."

Deborah Gray, Director, Totum

What's next?

- Embed B Corp networking meetings and invite others as appropriate.
- Implement new B Corp standards.
- ESG Collective action – B Corp networking group to establish an initiative for next year's B Corp month. Organise collective charity event sponsored by this group.
- Continue to volunteer our support for our named charities including online mentoring for Social Mobility Business Partnership and contributing to their Work Insight Days. Also to identify an activity to include our clients e.g CPRE
- The Ruggs, a band led by Totum's Founder, Tim Skipper and Director, Laura McNair, will perform at Under the Bridge, Chelsea Football Club, to support the Totum Foundation, expecting a turn-out of 550.
- This year's Totum Ultra Challenge will entail walking 100km to support Totum Foundation, 14 participants aiming to raise £10,000.
- Relaunch The Totum Bursary for its second year, with support from SMBP and EY Foundation.



"The Totum Foundation holds immense significance to me for several personal reasons and is something I am very proud to be a part of. Whether through my involvement with the Social Mobility Business Partnership or personal challenges such as boxing, the 100km London to Brighton walk and the Three Peaks challenge, I always feel supported by the Totum team and encouraged to do good. The Totum Foundation serves as a catalyst for positive change and by participating in these projects, I can actively engage in initiatives in an impactful way."

Dee Deol, Consultant, Totum

Totum and sustainable futures

What we have achieved

Provided employees with one volunteering day per year, allowing them to dedicate their time to either supporting the Totum Foundation or a cause that holds personal significance to them.

Planted 20,288 trees, enough to offset the footprint of 2,140 houses in their lifetime.

Collaborated with PurePlanet Recycling for the disposal of our electrical goods.

Donated surplus IT equipment to a charity called Little Lives. Little Lives UK has a technology donations programme that helps disadvantaged children that do not have access to the technology necessary for online learning to help them develop useful skills that will enhance their future career prospects.

Encouraged employees to recycle all we can in the office with plenty of different recycling bins in the office including food, paper, cardboard, plastic, glass and metal.

Introduced a battery recycling scheme.

What's next?

- Encourage good environmental stewardship in the office and virtual offices.
- Identify option(s) to replace Byrnk to continue our pledge to 'make a positive environmental impact'.
- Promote travelling sustainably during London Climate Action week in June 2024.
- Evaluate social/environmental impact of our suppliers by introducing best practice supply chain questionnaire. Ensuring alignment with our values.



We now look forward to taking our commitments into the next phase of our journey, to work alongside our clients, candidates and wider community, to further support positive change for all.



"I feel privileged to be involved with the Totum Bursary. It is incredible to be associated with a firm that is dedicated to giving back. I am also involved with the Social Mobility Business Partnership online mentoring scheme, workplace insight days and our quiz night, which is also attended by a number of other law firms. It is such good fun. Working alongside a team who are genuinely passionate about the positive impact our work has on our community makes me very proud."

Lynn Connelly, Researcher, Totum



**For more information,
please contact:**

.....
Sarah Broad
Head of Marketing & Special Projects

sarah.broad@totumpartners.com
.....

