



The Prince's
Responsible
Business Network
Scotland

Business in the Community Scotland

WORKING TOGETHER FOR A FAIRER, GREENER AND MORE PROSPEROUS WORLD

2024

BUSINESS IN THE COMMUNITY'S NETWORK

We are one of the UK's largest and most influential responsible business networks, working together to improve social mobility and climate action. Our community of around 160 businesses champion the responsible business agenda across a range of sectors in Scotland.



WHY WE EXIST

We believe that business is a force for good and that responsible leadership, collaboration and knowledge can tackle some of the most pressing issues of today.



OUR VISION

A fairer, greener, more prosperous world driven by successful, responsible and sustainable businesses.



OUR MISSION

We convene the network of purposeful leaders to take action to transform lives and help the planet and communities thrive.





BE MORE PROFITABLE, RESILIENT, TRUSTED, AND IMPACTFUL AS A MEMBER OF BITC'S NETWORK

- **Access all the information you need to accelerate growth and achieve your goals.**
- **Build a legacy of social and environmental purpose** for your business and demonstrate the credibility of your mission and values.
- **Amplify your story** to reach new audiences, customers, partners, talent and consumers.
- **Connect into a national network** of business leaders, community organisations, local authorities and experts.

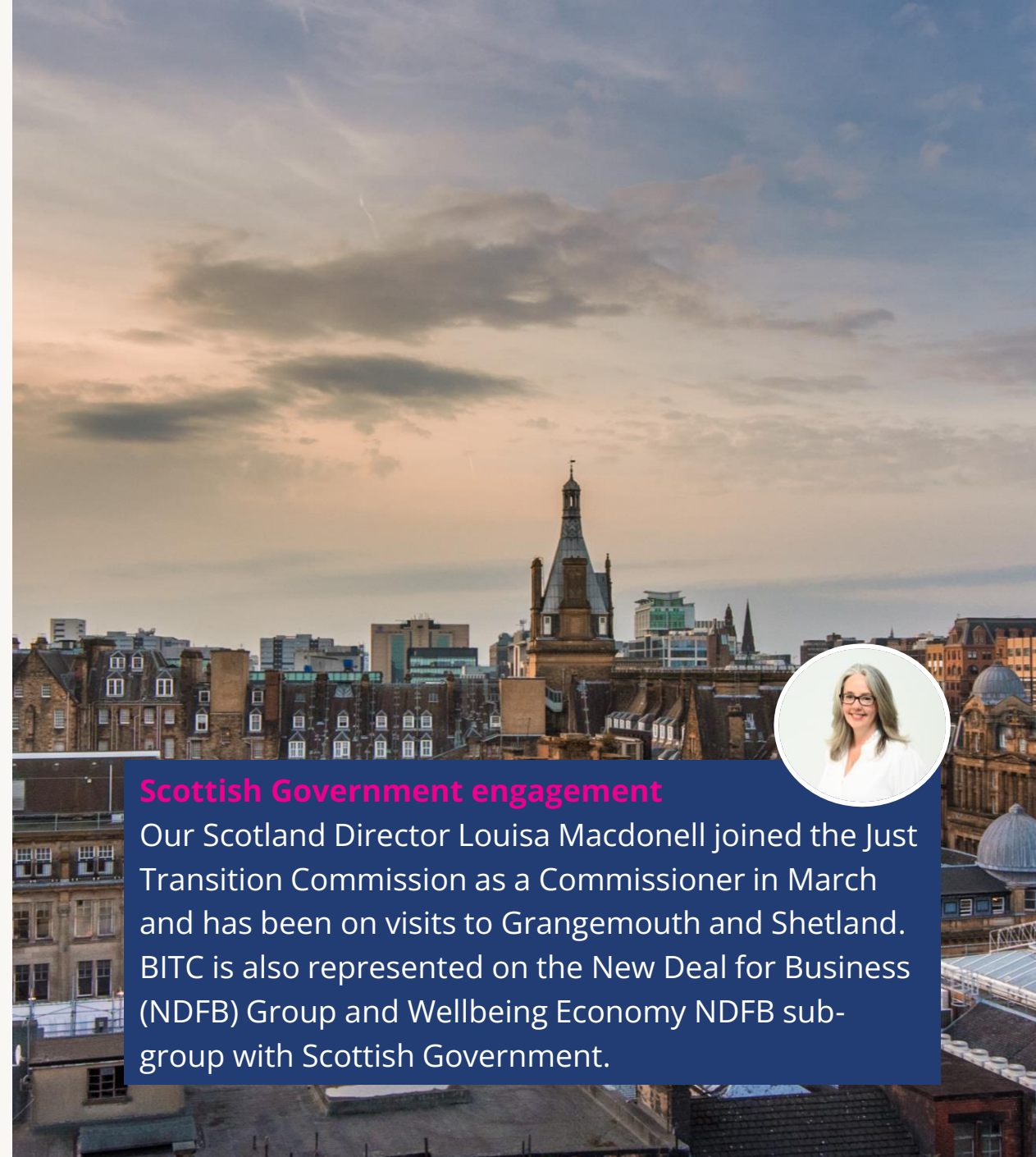
"PwC UK is a proud member of Business in the Community - a **powerful, impactful and action-orientated community using its convening power to make a fairer, greener and more equal Scotland and UK, together**"

Mairi McInnes, Director, Global Clients & Industries PwC & Place & Purpose lead, PwC UK and BITC Scotland Board Member



WHY BUSINESSES WORK WITH US

- ✓ **Impactful delivery 'on the ground'** that brings social impact strategy to life
- ✓ **Skills-based volunteering opportunities** to increase community impact and staff wellbeing
- ✓ **Senior executive networking** to support high-quality connections with likeminded leaders
- ✓ **Practitioner peer-learning** for confident growth and decision-making
- ✓ **Intersectional consultancy** to increase impact
- ✓ **Connected to local, Scottish and UK governments and the third sector** in Scotland to drive systemic change



Scottish Government engagement

Our Scotland Director Louisa Macdonell joined the Just Transition Commission as a Commissioner in March and has been on visits to Grangemouth and Shetland. BITC is also represented on the New Deal for Business (NDFB) Group and Wellbeing Economy NDFB sub-group with Scottish Government.



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WHO WE WORK WITH

A GLANCE AT OUR NETWORK OF 600+ BUSINESSES



A YEAR AT A GLANCE

We are always led by member conversations when planning our networking opportunities. The below timeline demonstrates the wealth of events and opportunities available to our network members to collaborate, network and lead collective action across a typical year:





SCOTLAND LEADERSHIP BOARD

Input from Business in the Community's members helps shape all our activity across Scotland. The following team of senior employees from Scottish businesses and organisations make up our Scotland Leadership Board. We work closely with this inspiring group of business to leaders to inform our strategy and activities in Scotland.

Current chair: Judith Cruickshank, Managing Director, Commercial Mid-Market, Scotland NatWest Group



AEGON UK
James Mackenzie,
General Counsel and
Company Secretary



BUSINESS STREAM
Jo Dow,
Chief Executive



DWF LLP
Caroline Colliston,
Executive Partner Scotland



ENTERPRISE RENT-A-CAR
Adam Lovelock,
Vice President/Managing
Director, Scotland and Northern
Ireland



FWB PARK BROWN
Lindsay Cramond,
Director



HYDROCK SCOTLAND
Marc Pawson,
Regional Director



PWC
Mairi McInnes,
Director



ROBERTSON
Graeme Hannah,
Director of Sustainability and
Social Impact



SODEXO
Angela Halliday,
Director of Social Impact
UK&I



THE SCOTTISH GOVERNMENT
Gary Gillespie,
Chief Economic Advisor



WHEATLEY GROUP
Stephen Henderson,
Group Chief Executive



WHATEVER YOUR FOCUS, WE CAN HELP YOU DELIVER

SOCIAL IMPACT

- Established Place programme
- Community volunteering
- Bespoke delivery programmes
- Scotland leadership
- Strategic consultancy

SOCIAL MOBILITY

- Community delivery
- Established Place programme
- Campaigning
- Progress frameworks

RESPONSIBLE BUSINESS STRATEGY

- Strategic partnerships and national leadership
- Consultancy
- Materiality assessment
- RB Health check

ENVIRONMENT

- Place-based community delivery
- Just transition
- Net zero strategy
- Circular initiatives
- Innovation labs

WORKPLACE INCLUSION

- Consultancy
- Practitioner peer-learning
- Workforce training
- Senior leadership training
- Bespoke insights
- Recognition
- Learning events

EMPLOYEE WELLBEING

- Consultancy
- Self-assessment tool
- Practitioner peer-learning
- Workforce training
- Learning events

KEY PRIORITY ONE: SOCIAL MOBILITY IN SCOTLAND

We have a subgroup of our Board focusing on how can BITC's network of businesses share and develop best practice across Scotland on Social Mobility. Our social mobility subgroup is currently working on:

- Assessing the current landscape in Scotland;
- Collating data on the drivers of Social Mobility in Scotland;
- Creating case studies on what Social Mobility means for a business.

Businesses represented on the group include:



SHOOSMITHS



FWB Park Brown



KEY PRIORITY TWO:

OUR PLACE-BASED WORK IN SCOTLAND

Our Place Steering Group coordinates our Place-based activity across Scotland, and organisations represented are:





Establishing Business in the Community's Place programme in Glasgow provides the perfect opportunity to enhance the great work already happening in communities, whilst focussing on new ideas and innovation that will mobilise people, ideas and passion.

I am eager to work alongside a wide range of stakeholders and partners who are equally motivated to developing the city, making it a place people will want to live, visit and work.

Steven Henderson
Chair of BITC'S Place Steering Group,
Chief Executive, Wheatley Housing Group



WHO WE REACH

MORE THAN 10 MILLION PEOPLE

BITC has positively impacted over 10 million people in the UK since 2016

300 BUSINESS LEADERS

Leaders from every sector across every region and nation are working with us to transform lives and communities

MORE THAN 20% OF THE UK'S WORKFORCE

is employed by our network, and benefits from ever-more inclusive, empowering and rewarding workplaces

THOUSANDS OF COMMUNITY ORGANISATIONS

Our extensive UK-wide community network enables us to seamlessly turn thought leadership into action on the ground



HOW WE WORK

We **convene** for collaboration

We bring senior leaders and practitioners together to act as **a collective voice for leading, encouraging, and recognising progress**

We **challenge** for action at pace and scale

Through our leadership teams, thought leadership and research, **we deliver the business case for responsible business and create clear best practice frameworks for action** that others can learn from and follow.

Consultancy and assessment for progress

Our workplace advisory services help businesses find their focus through internal consultancy work and training across all areas of responsible business. Our expertise informs UK assessments and indices including gender equality, sustainability, and social value.

Community delivery for impact

We deliver in the heart of communities right across the UK, working on the ground to convene businesses, local authorities, community organisations and key stakeholders to change lives and transform communities. Businesses trust us as delivery partners for their own initiatives.

We **communicate** your stories of success to inspire further action



WE OFFER YOU THE RESPONSIBLE BUSINESS TOOLKIT YOU NEED TO DELIVER MEANINGFUL IMPACT

THE **CONNECTIONS** YOU NEED TO ACCELERATE GROWTH



Dedicated Relationship Manager who will understand your goals, provide tailored support and help you connect to relevant opportunities and contacts.



Expert events - invitations to in-person and online events providing upskilling and introductions wherever you are in the UK.



Volunteering opportunities and guidance matched to the skills of your employees.

THE **EXPERTISE** YOU NEED TO ACT WITH CONFIDENCE



Curated thought leadership and content at the right time for you, matched to your business needs.



Diagnostic tools with assessor calls to help measure your progress year on year.



Training, advice and consultancy - support from our advisors, designed for your organisation's needs.

THE **PLATFORMS** YOU NEED TO TELL YOUR STORY



Regional leadership networks to drive social impact and collaborate locally with the public sector and community groups.



Opportunities to share your expertise and recognise your progress at high-profile events such as BITC Annual Responsible Business Event.



Use of our brand - use of The Prince's Responsible Business Network to demonstrate your commitment to ESG.

BITC PROJECT DELIVERY IN SCOTLAND



BITC facilitators work with teachers and Barclays volunteers to deliver face-to-face and virtual workshops on CV writing, networking, problem-solving, creativity, resilience, communication and online reputation management.

Between 2016 to 2022, the partnership between Barclays LifeSkills and BITC has supported more than 77,400 young people in Scotland, Northern Ireland and Wales.

"We are passionate about inspiring young people to develop the core transferable skills they need now and in the future, and I hope our partnership with BITC will continue to boost both the confidence and employability skills of those who take part."

- Kirstie Mackey, Managing Director,
Barclays LifeSkills



Our Age at Work programme has a range of initiatives: support older jobseekers and employees to find and remain in work; help employers be more age-inclusive in retaining, retraining and recruiting older workers; and raise awareness of the impact of an ageing workforce in government, business and wider society.

The programme has had a transformational effect on the potential for older workers and jobseekers across Scotland, Wales and Northern Ireland, and has already supported more than over 2,000 people aged over 50 years old.



TOGETHER AS A NETWORK WE ARE BUILDING A FAIRER, GREENER AND MORE PROSPEROUS WORLD

1.1 MILLION JOBS have been made more accessible to those with criminal convictions, thanks to businesses in our network committing to our Ban the Box initiative **established in 2013**

MORE THAN 1,000 EMPLOYERS representing more than six million employees have committed to **BITC's Race at Work Charter, since 2018**

78% OF EMPLOYERS in the Times Top 50 Employers for Gender Equality were BITC members **in 2023's awards**

95,000 YOUNG PEOPLE have been helped by work experience placements organised by BITC Northern Ireland's Work Inspiration programme **since 1999**

BITC's network has contributed **6,767 VOLUNTEERS** supporting **18,159 BENEFICIARIES** through employment programmes in England, Scotland, and Wales, **since 2015**

24,000 EMPLOYEES have been trained in workplace inclusion, health and wellbeing, environment, social impact, strategy and purpose **since 2020**



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“Working with BITC, I have seen the challenges so many are struggling to overcome across education, skills and social mobility.

I believe that by working together, we can break down these barriers and create positive, long-lasting change.”

Zahra Bahrololoumi CBE
CEO
Salesforce UK & Ireland





For more information please contact:
Georgia Watson, Senior Scotland Lead
georgia.Watson@bitc.org.uk

**TOGETHER, WE CAN CHANGE
THE WAY BUSINESS
CONNECTS WITH
COMMUNITIES FOREVER**



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