

We're on a mission...

Keeping it fresh and agile

Here at GoCo Group, our staff are at the heart of our business. That's why we make sure that they are at the top of their game. We support our people, not only through their professional development and clear career pathways, but their work-life balance; staff health and wellbeing are key to both individual effectiveness and the success of our businesses.

We embrace the paradox of individuality and Group identity; we encourage all staff to be their authentic selves, to amplify, innovate and challenge themselves in a trusted environment. We have highly engaged and loyal employees, contributing far more than 'business as usual'; our people help us to fulfil our mission.

We're a home for talent

In the last 12 months we've focused on several key areas that span diversity and inclusion, and introduced several initiatives designed to help the Group become a home for the most talented people based solely on merit. We rolled out Company-wide unconscious bias training, implemented blind CVs in the recruitment process and introduced monitoring software to ensure job descriptions and job adverts aren't inadvertently off-putting. Our people are our competitive advantage; naturally we want fresh and agile teams, built with talented and energised people to drive our inclusive business into 2020.

Our parental leave policies are unrivalled

Understandably, we are very proud of our enhanced parental leave policies, which are unrivalled. In 2019, we were referenced in the House of Commons and the Welsh Assembly for both our parental leave and flexible working policies; we enable those taking maternity, shared parental or adoption leave to receive up to nine months at full pay, and those taking paternity leave to take four weeks at full pay. We have had 100% of new fathers adopt the enhanced paternity leave policy, some of whom have also taken shared parental leave. All employees taking adoption leave have taken the full nine months and all new mothers took at least the fully paid nine months maternity leave. Retaining talent is important for us; we support staff so they can take the time to be a primary care giver, and know there is a career waiting when they come back.

Addressing the skills gap

The GoFurther Academy is an initiative that will enable the existing workforce and prospective students to develop and progress in their careers. The breadth of opportunities within the Academy demonstrates our continued commitment to developing our local talent pool and helps shape and grow the tech community in South Wales.

Working patterns that add value

We are upfront about our commitment to flexible working and this has transformed our business for the better; it has enabled us to attract the best talent, in varied working patterns and not restrict our staff to traditional full-time, set hours. We saw an increase in female applicants in the last 12 months; there was an upwards trend from c.40% female applicants to c.58% female by year end. We believe flexible patterns support modern ways of working that will benefit the UK economy if adopted as a 'normal way to work'. We encourage all our staff to work in patterns that add value to their life outside the workplace, as work-life balance is so important to the wellbeing of our team.

100%

post-parental leave retention rate in 2019 +40%
from 2018

Over
£280,000

investment in GoFurther
in 2019

200+

applications for our
degree apprenticeship

30+

STEM mentors giving
guidance on
career pathways

10

trainee software engineer
degree apprentices

