



B-RADICAL

Helping businesses - big and small - to turn their diversity, Corporate Social Responsibility and 'Environmental Social and Governance' rhetoric into meaningful action by leveling the playing field for Radical people and communities.



Talent Solutions


End-to-End Recruitment

We provide honest and seamless recruitment services managing your end-to-end marketing, candidate engagement, screening, assessment, interview coordination, offer and onboarding process – think '360 recruitment agency service', But better. Because we have a brand that Radical people trust which means we guarantee the most diverse shortlists the UK talent market has to offer.

Radical Engagement Packages

Alternatively, our Radical Engagement Package connects you with untapped talent pools through dual-branded marketing across our socials, as well as outreach to our candidate base and referral partner list for the widest reach possible. We'll reimagine your usual approach to recruitment marketing, audit your application process to ensure it is accessible to disabled candidates and endorse your brand as an employer of choice for Radical people through a facilitated online engagement event.

Then, we'll take your vacancy to market through a range of tried and tested Radical engagement methodologies that will ensure Radical people don't just see your vacancy but know that when they do apply, they'll be taken seriously in your recruitment process and have a fair crack at landing the job! A support package designed to radically level the playing field and ensure that you're walking the walk when it comes to building truly inclusive hiring processes.



CARLOS

“

I had no home, no money, no possessions other than the clothes on my back and no job. To be honest, my future looked bleak.



In November 2019, I was released from prison back into the community. At this point in my life, I was coming out of prison to absolutely nothing. I had no home, no money, no possessions other than the clothes on my back and no job. To be honest, my future looked bleak.

Prior to going to prison I had worked all my life to support my family and it was my primary mission to regain employment in order to start the process of regaining my self-respect within society.

This proved to be a monumental challenge. Every job I applied for I was told that I was ineligible due to my criminal record. On the odd occasion when I managed to succeed in getting to the interview stage, I was turned down when I had to disclose my criminal past. I was at absolute rock bottom with no hope of securing employment I faced a future of living off the state. I was desolate, depressed and downhearted.

Then, through a work placement agency at my probation hostel, I was put in touch with Emma at Radical. Immediately Emma started the process of getting me to believe in myself and restore my self-pride. Despite knowing that Radical were still in their infancy state having been recently formed, Emma was never phased by the challenge that was in front of her.... getting me into full time employment.

Emma's skillset in assisting me in re-wording my CV was amazing. Through her instructions I was able to completely transform how my CV was presented to potential employers. Emma then focused on the delivery of my disclosure. It was incredible how Emma was able to make delivering my disclosure seem like a positive event rather than the negatively shaming experience I had encountered when I previously delivered it. I now started going into interviews with much more confidence and assurance than before.

Following a few more unsuccessful interviews, Emma successfully placed me as an Administrator in a charity that is devoted to helping people who are suffering with drug and alcohol addiction within both the community and in prison. As a result of this placement my desolate, depressed and downhearted personality was transformed into a positive, productive and professional personality. Something I never thought I would get back.

Since my appointment as an Administrator, over the past 2 years within the organisation, I have been promoted twice and I am now the Directorate Senior Project Coordinator. The level of my responsibility within the organisation is now at a high level where I am now managing my own staff within the department.

I am absolutely convinced that I would not be in this position if it were not for the tireless and uncompromising endeavour of Emma and the Radical Team. I owe them so much gratitude.

”

Since he took on his initial role as Administrator, Carlos has been promoted twice and is now Directorate Senior Project Coordinator. From feeling helpless to achieving success!

KAIDON

“ *Radical has given me the chance to gain human, social and financial capital and I couldn't thank them enough.* ”



My upbringing wasn't a straightforward one compared to others. My father wasn't around for a few years of my life, and would pop up sporadically in my early teens. With just me and my mum left in the household, we just about had enough disposable income to cloth and feed ourselves. This is when I turned to crime.

I got locked up for the first time after just leaving school, and did a six-month custodial sentence in a juvenile prison. My second 'stint' inside was when I turned 21 and would have me do two-and-a-half years behind the door.

Ironically, I met some people who completely changed my outlook on life the second time around. They helped me to see things differently and opened my mind to having new experiences I never thought were possible.

Radical Recruit was introduced to me at a time in my life when I knew what I wanted to do, but the opportunities weren't prevalent. They flipped the script and took someone who was 'rough around the edges', polishing me up so that I was ready for the challenges ahead.

From helping me prepare my CV, to interview practice, Radical primed me ready for my first proper interview in over 10 years. Within the space of two weeks, I'd had my first interview and within four weeks I had earned a new job: something I had ruled out completely.

I don't know what the future holds for me. But what I do know is that it's a much brighter once if I continue to apply myself in my current role as a Digital Marketing Account Manager.

Employers need to understand that there is untapped potential lying within prison leavers and it is waiting to be extracted. I've already recommended Radical Recruit to others I know that have been jail, because unlike other recruitment agencies Radical actually LISTEN. And I love them for this.

Radical has given me the chance to gain human, social and financial capital and I couldn't thank them enough. B-Radical TO THE WORLD! ”

Kaidon secured his new role as a Digital Marketing Account Manager at boutique digital marketing agency, Quick Fox Labs, in October 2022 - and we hear he's thriving!

KAMAL

“ I would most definitely and wholeheartedly recommend their service to anyone who may need help brushing up their skills and finding quality opportunities for work.



I found Radical through a friend that was employed by them he told me about the workshops and how he had secured a job on the Radical team. He then asked me if I would like to attend virtually via zoom. I was in.

At that particular moment in time, I was (and still am) doing e-commerce but like with any new venture cash flow isn't always positive. I found it hard applying for jobs as my cv wasn't up to scratch.

Fast forward a week or two, I was finally in the workshop I spoke to members of the team like Alisha about my experience and history and we managed to draw up quite an impressive CV. I hadn't realised my interview skills weren't all that until we did a mock interview, and I was somewhat nervous.

Emma encouraged me to come to future workshops and iron out my skillset so my nerves wouldn't get the better of me. I attended a few more workshops where Emma and a few very generous volunteers helped me gain confidence when in an interview scenario.

Since these workshops, I have managed to obtain a role as a Social Media Marketing Manager with a Radical employer - Juici Jerk - a startup who are on the road to doing very big things.

I would most definitely and wholeheartedly recommend their service to anyone who may need help brushing up their skills and finding quality opportunities for work. I have also managed to amass quite a broad set of contacts through the workshops which is a bonus.

Thank you everyone on the Radical team and all the volunteers who sacrifice time out of their day to help Radicals like me, who are seeking decent employment opportunities.



Kamal secured his role as a Social Media Marketing Manager at restaurant start-up, Juici Jerk, after extensive employability support at our expert workshops!



Accelerating Accessibility

A Radical solution to the governments Access to Work scheme and the 20+ week wait for an assessment that costs businesses money and prevents disabled people from starting well and reaching their potential. A private, fast-track service that ensures your disabled recruits and existing colleagues get the support they need, when they need it. We offer two services;

Assessment & Planning

Our highly experienced assessors carry out private assessments and provide a comprehensive report detailing equipment recommendations with costs within 10 working days of the assessment being completed. We'll also facilitate a review meeting with the Radical and their employer to explain our recommendations and help to plan the next steps. This review meeting is not something offered by Access to Work.

Implementation & Advocacy

It can often feel overwhelming to implement specialist equipment that you have little to no knowledge about. Usually, policy and procedure doesn't cover the implementation of specialist equipment and larger businesses often tie themselves in knots over the right thing to do. We'll help you get this part right by liaising with the hiring manager and other relevant people and departments within your business to ensure that reasonable adjustments are implemented swiftly and effectively so your Radical gets the best start possible and the burden and stress of having to coordinate reasonable adjustments doesn't fall on them.

MARIA

“ They’ll fight your corner and ensure you get the opportunities you deserve to secure a great job that you’ll love!



I'm employed in PR/Communications for the Civil Service - a career I've always dreamed of doing - and I couldn't have done it without the support of Radical. I found them a couple of years ago during the pandemic. I didn't want to apply online to jobs like the average person because I've got a disability and 99% of the jobs I applied to were not with 'disability friendly' employers. I had to find an organisation that would help me find genuine true believers in diversity and inclusion when it comes to disability.

When I found Radical, they proved 100% that that's what they do. They really fight their Radicals' corner and make sure that their clients level the playfield - especially for disabled candidates who are constantly overlooked because they don't fit what Em calls, the 'popular mould'.

I did so much wonderful weekly training with Radical and attended loads of their employability workshops where I met volunteers that come from amazing backgrounds, including senior managers that know exactly what recruiters are looking for and how to help people like me get ready for interview. Radical helped me improve my confidence and my employability skills including CV writing and especially my interview technique. My weakness was always my interview skills but with the training I received from Radical, I was able to interview for and land my dream job.

Emma is the most positive, bubbly, crazy, lovely woman and the team, including their volunteers, are just so amazing. If you're a Radical candidate that is sick of being overlooked because of your 'difference', my advice to you is sign up to Radical today. They'll fight your corner and ensure you get the opportunities you deserve to secure a great job that you'll love with an employer who truly values you for you.

”

Maria joined the Civil Service in a PR & Communications role after receiving extensive support from the B-Radical team to build her confidence and work on her interview technique!

LOZZIE

“ I've had a lot of difficulties over time with my career. Finally, I feel like I've found somewhere I can really belong.



My name is Lozzie. My pronouns are 'she/they'. I am queer, non-binary and neurodivergent. I've had a lot of difficulties over time with my career, with struggling to get by and never quite understanding why. In more recent times, I stumbled across Radical on LinkedIn and was automatically like "Oh my gosh, I love this!". For me, things changed quickly from this point on.

I loved the Radical manifesto, and I especially loved their 'no holds barred, get straight to the point and tell people what's up' approach. Working with Radical has been amazing. They helped me find my current role - a Global Benefits Administrator for a big tech company, SHL, and I've been in post for six months already. Finally, I feel like I've found somewhere I can really belong.

And having met so many awesome people through them, I'm so excited to just continue working with them, advocating for them, telling the world all about Radical and about how amazing both the team and the people they represent really are.

Radical is doing incredible things. Keep going, keep changing the world. You're amazing. I love you.

”

Lozzie shone during the interview process for the role of Global Benefits Administrator at tech giant, SHL, and has since made the most of our Accelerating Accessibility service, too!

JACIRA

“ I couldn’t have asked for a better job with a team that really believes in me and that is helping me to establish the career I now know I deserve.

I remember walking into the Hackney Works office ready to meet yet another Work Coach who would set up bi-weekly meetings to ‘help me’ polish my CV, improve my interview technique and pick out relevant roles. Instead, I was greeted by Emma - a lively, out-of-this-world and super down-to-earth woman who has, over the years, has become one of my biggest supporters and cheerleaders!

When I met Em, I was unemployed for over 10 years because I had decided to go back into education. Returning to work was a scary because I felt that I lacked experience and because I had lost all my confidence. I also wondered if I would be accepted because I have a disability.

Getting booked for interviews was a ‘piece of cake’ with my new CV but landing the role was a big challenge. I looked good ‘on paper’, but I was terrible in interviews. The B-Radical team really invested in me. God knows they did! From restructuring my CV, endless job applications, reviewing cover letters and interview prep, Emma made sure she pushed and motivated me. She also reminded me that I should be aiming to establish a career and that I deserved more than just ‘any job’. During our time working together, Emma never gave up, even when I did.

I’ve been working at KLH Sustainability for over a year now. Our Founder, Kirsten, has not only invested in me professionally but also personally. I couldn’t have asked for a better job with a team that really believes in me and that is helping me to establish the career I now know I deserve. I’ve also been promoted from Office Manager – my original role – to Personal Assistant to the Directors.

Jacira secured a role as an Office Manager at sustainability consultancy, KLH Sustainability, and has since been promoted to PA to the Directors!

CONTACT

**Emma Freivogel, Director of Consultancy,
Advisory, Training & Events**

**Emma@b-radical.co.uk
07508 615 959**

B-RADICAL