

GXO leading the way in inclusive employment!



GXO

A timeline on how Employment is for Everyone worked with GXO to create 10 job offers for people with learning disability and autistic people!

October
2024

June 2023 Employability Days

Following talks. Employment is for Everyone ran an employability day for individuals to find out more about GXO and what opportunities they had to offer.

A sold out session of individuals attended the employability day and got the rare opportunity to tour the site and see some roles in action.

As well as the site tour they got the chance to sit down with senior members of staff to ask questions and find out more about GXO and what it's like to work there.

Following the session 10 attendees were interested in pursuing a career with GXO.

September 2023 Mock interviews & Taster Days

Employment is for Everyone Supported GXO to conduct some mock interviews to the interested candidates.

They also ran some taster days so that the individuals could try the roles that they have been matched to.

Both these experiences gave the individuals raw exposure to a real employer that many of them wouldn't have previously had.

October 2024 Capturing Impact

12 months on. Employment is for Everyone reached out to GXO to discuss creating a video to talk about all the great work.

The video focused on the background of EifE & GXO. The individuals and the benefits of employment to them. And the employer and positive impacts it's had to the business.

The video was fantastic and highlighted the amazing impact that came from this inclusive approach to recruitment and employment.

The full video can be watched on our website!

March 2023 Employer Training

Employment is for Everyone helped to deliver some disability and autism awareness training to over 50 GXO staff members.

Together we discussed inclusive recruitment, potential job opportunities and had full site tour of the company seeing various job roles and duties in action.

While there, we also hosted a market stall in the cafeteria, giving out information to off duty staff on all things employment related.

July 2023 Job Matching

GXO gathered further information from the 10 interested individuals and began working to match them to the current vacancies available.

Employment is for Everyone continued to work with both the individual, the relevant organisations, and the business to support this and make it an inclusive and positive experience for all.

October 2023 Employment Success

Following this whole programme of work that was put together. GXO officially offered 8 individuals permanent roles within the business.

They completed induction and training days that were all supported by Employment is for Everyone to make the start of their employment as smoothly and as easy as possible for all involved.

The new starters began their employment journeys with the support of a work buddy. Support was then tailored off and they have not looked back since.

If you are a business looking to do something similar. Please get in touch and let's talk about how we can tailor a programme that works for you.

Check out the next page to hear from the different people who were involved in this work, and what they had to say!



“The employability days with Employment is for Everyone were really important to me getting where I am today.

We got the chance to speak to senior people about different roles and were shown all the different departments around the warehouse which gave us a real idea of what it would be like to work there.

All this made me want to move forward with the process and I've been at GXO ever since. If I have any issues I know who to go to and they can assist with anything I am struggling with.”

Joe Turner - Warehouse Operative

“When I first started working at GXO everyone was really helpful and understood that I may need a little help and support with certain things.

These sessions are a great way for people to be given a chance to be heard and show their abilities that they may not have been able to do it the standard way through applications and interviews.

There's plenty of people with Neurodiverse disabilities that are more than fit to work and contribute to a business given the right support, in the right setting.”

Dale Jenkin - Inbound Operative

Inclusivity is one of GXO's core values and everybody we employ, regardless of who they are they are individuals first and all bring different positive elements to a team. It's part of our DNA and we want to give everyone the opportunity to be the best that they can be.”

“The employability sessions not only benefits us as a business but they also help the potential colleagues that we employ too. We get the chance to meet them and they get a good feel for the site and business. It gives us the opportunity to also speak to the support organisations as well which is really helpful the get a different perspective.

Richard Burdin - General Manager

“GXO bring people in from all over the planet, and in my opinion that is where the positive impact comes in.

When you have different abilities, cultures and diverse backgrounds all bringing in different ideas it only benefits the company.

GXO is great for that in my opinion because they welcome everyone in and there's not any business in the world that wouldn't benefit from taking an inclusive approach to recruitment.”

Brian Hall - Training Instructor

