

RAEBURN CONSULTING

# Raeburn Consulting Annual Impact Statement 2026

Raeburn Consulting's first public impact statement covering commitments, progress areas, and next steps for 2026.

## LAST REVIEWED

June 2026

## APPLIES TO

Reporting period: 2026. Status: First public impact statement



## Overview

# Annual Impact Statement

Raeburn Consulting is building a responsible AI automation consultancy focused on recruitment agencies and growing businesses.

Our work is designed to help organisations reduce unnecessary admin, improve CRM usage, automate repetitive workflows, increase operational visibility, and implement AI in a practical, responsible, and human-led way.

This first Annual Impact Statement sets out the commitments, progress areas, and next steps we are developing as the company grows.

# Our Purpose

Raeburn Consulting exists to help businesses work more effectively through practical AI automation, workflow optimisation, CRM improvement, reporting dashboards, and business process improvement.

Our focus is not technology for technology's sake.

Our aim is to help organisations:

Reduce operational friction

Improve recruiter productivity

Improve candidate and client experiences

Build better systems

Use AI responsibly

Improve accessibility and fairness

Scale without unnecessary complexity

# Commitment Areas

In 2026, Raeburn Consulting is developing public commitments across five areas:

Diversity, Equity and Inclusion

Career Growth and Learning

Environmental Sustainability

Social Impact

Work-Life Balance

These commitments are supported by additional policy areas including responsible AI, accessibility, equal opportunities, Disability Confident, Living Wage preparation, and B Corp standards.

# Diversity, Equity And Inclusion

Raeburn Consulting is committed to equal opportunities, inclusive recruitment, and accessible working practices.

Progress areas:

Published public commitments page

Created Equal Opportunities Statement

Created Accessibility Statement

Developed Disability Confident-focused commitments

Committed to fair treatment for disabled people, carers, neurodivergent people, and people with long-term health conditions

Included accessibility and inclusion within responsible AI principles

Next steps: confirm and publish Disability Confident status, maintain evidence of inclusive working practices, review accessibility of website and documents, and build inclusive recruitment guidance into client resources.

# Responsible AI

Raeburn Consulting believes AI should support human judgement, not blindly replace it.

Progress areas:

Created Responsible AI Policy

Defined human-led AI principles

Built responsible AI into recruitment automation positioning

Added fairness, privacy, bias awareness, accessibility, and accountability into the consulting approach

Next steps: publish responsible AI client principles, create a responsible AI checklist for recruitment agencies, include responsible AI review points in workflow audits, and develop practical AI adoption guides.

# Career Growth And Learning

Raeburn Consulting supports continuous learning around AI, automation, recruitment technology, CRM systems, workflow improvement, and responsible business transformation.

Progress areas:

Created public commitment to career growth and learning

Developed client-facing education focus through audits, guides, and strategy calls

Positioned AI as a tool to improve work rather than remove the value of human skill

Next steps: publish free learning resources, create recruitment automation guides, develop AI literacy materials for recruitment teams, and maintain an internal learning and improvement log.

# Environmental Sustainability

Raeburn Consulting is committed to building a low-waste, remote-first, digital-first business.

Progress areas:

Created Environmental Commitment

Established remote-first delivery approach

Committed to reduced unnecessary travel

Committed to digital-first documentation

Acknowledged environmental considerations around AI and digital tools

Next steps: begin environmental measurement, review digital tool usage, consider SME climate measurement tools, publish future environmental updates, and avoid unsupported environmental claims.



# Social Impact

Raeburn Consulting aims to create positive social impact by helping organisations build fairer, clearer, more accessible, and more efficient recruitment and business systems.

Progress areas:

Created public social impact commitment

Connected recruitment automation with accessibility, candidate experience, and fairer workflows

Built responsible AI and inclusive recruitment into the company positioning

Next steps: publish free resources for recruitment agencies, build accessible workflow audit templates, support clients in reducing candidate friction, and develop case studies as client work grows.

# Work-Life Balance

Raeburn Consulting supports flexible, remote-first, accessible, and outcome-focused working.

Progress areas:

Created Flexible Working Commitment

Established remote-first consulting approach

Included accessibility, wellbeing, caring responsibilities, and disability considerations

Built outcome-focused collaboration into the company's operating model

Next steps: formalise flexible working policy as the team grows, continue offering written follow-ups and clear next steps, avoid unnecessary meetings, and improve documentation and client handover processes.

# Accreditation And Certification Journey

Raeburn Consulting is developing its responsible business framework and aims to build towards recognised standards over time.

Current status:

Disability Confident: status to be confirmed and published

B Corp: working towards B Corp certification standards

Living Wage: planned for future accreditation when pay and contractor policies are ready

Environmental measurement: beginning measurement process

Responsible AI: policy in development and being implemented

Raeburn Consulting is not currently claiming B Corp certification, Living Wage accreditation, carbon neutrality, net zero status, or any environmental certification unless and until those statuses are properly achieved and evidenced.

# What We Are Building Next

Publish all commitment policy documents

Confirm Disability Confident status

Create a Responsible AI checklist for recruitment agencies

Create an Equal Opportunities page

Create an Accessibility page

Create a Disability Confident page

Create a B Corp Journey page

Begin environmental measurement

Build public learning resources

Publish future impact updates

# Accountability

This statement will be reviewed and updated as Raeburn Consulting develops. We will aim to be clear about:

What is already in place

What is in progress

What is planned

What is not yet certified

What evidence supports each claim

# Contact

For questions about this impact statement or Raeburn Consulting's commitments, contact:  
[consulting@theraeburngroup.com](mailto:consulting@theraeburngroup.com)



REVIEW AND CONTACT

# This document will be reviewed as Raeburn Consulting develops.

For questions about this document or Raeburn Consulting's commitments, contact the consulting team.

**CONTACT**

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