



Inclusive Recruitment

How to Hire Diverse Talent

What is inclusive recruitment?

- Ensuring our own bias doesn't get in the way of recruiting good/credible candidates.
- An opportunity to find excellent talent - missed opportunity if recruitment is not inclusive.

Did you know?

36%

of UK adults report experiencing discrimination in the workplace, or when applying for a job.



Protected Characteristics

It is against the law to discriminate against anyone because of;

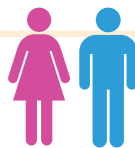


Disabled people on average apply for **60%** more jobs than able-bodied people in their job search.

Disability



Sex



Age



Race



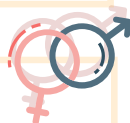
Religion



Pregnancy & Maternity



Gender Reassignment



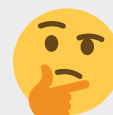
Marriage & Civil Partnership



Sexual Orientation



A recent study, published by Proceedings of the National Academy of Sciences, finds that managers of both sexes are twice as likely to hire a man as a woman.





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Types of bias

Confirmation Bias

When we make a judgement about another person, we subconsciously look for evidence to back up our own opinions of that person.

Halo/Horn Effect

When someone's performance or character is generalised based on just one seemingly positive, or negative, trait or event.

Affinity Bias

Naturally, we want to surround ourselves with people we feel are similar to us. As a result, we tend to prefer working with people who are like us.

Conformity Bias

Bias caused by group peer pressure. If an individual feels the majority of the group are leaning towards/away from a certain decision, they will tend to go along with what the group thinks rather than voice their own opinions.

Did you know?

45%

of employees believe their current recruitment tools are ineffective at helping diverse candidates find their company.



More inclusive companies have a **2.3x higher cash flow** per employee over a 3-year period.





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Inclusive Job Adverts

Don't ask for qualifications that aren't needed and check for subtle bias in the language.

Partner with Diverse Recruiters

Widen your search to include diverse groups and partner with organisations that work with underrepresented groups

Reasonable Adjustments

Make reasonable adjustments available at every stage of the recruitment process and speak about them early on.

Diverse Interview Panels

Anyone in the company can conduct an interview provided they have the appropriate information.

Challenge Your Biases

Bias in interviews: Confirmation Bias, Contrast Effect, Affinity Bias, Conformity Bias, Halo/Horn Bias.



Did you know?

British citizens from ethnic minority backgrounds have to send on average

60%

more job applications to get a positive response from employers, compared to their white counterparts.

We are here to help...

Book a consultation: www.theequalgroup.com/book-a-consultation
Email: contact@theequalgroup.com