

Inclusive Recruitment

2-3 Hour Workshop plus practice session

Proactively challenging mindsets around hiring to understand bias and how to reduce this thought process results in more consciously inclusive hiring decisions. Managers will consider the importance of EDI within recruitment as well as leaving with the appropriate tools to take positive action to be committed to building an inclusive team culture. Throughout creating a truly inclusive hiring process the organisation should see higher performing teams and lower new starter attrition.

The subject of inclusive recruitment begins with managers understanding their own biases through assessing their hiring techniques, exploring their practices to then consider any future decisions and actions.

Content

The Inclusive Recruitment workshop provides a safe place to allow delegates to talk frankly about differences in the workplace, understand more about how bias works, feel more confident in their hiring decisions and ensure they are creating an inclusive environment for their team and the organisation.

- The role that managers play
- Scoping meetings with HR Partners
- Being an ambassador for EDI
- Creating Job Descriptions
- Job Advert Reviews
- Editing a Job Description
- CV Sifting Matrix
- Shortlisting
- STAR Questioning
- Positive Action Vs Positive Discrimination
- Building rapport
- Questioning styles
- Note taking
- Selling the role

Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The first session covers theory and practical information and the second session covers in depth practice feedback.

The workshop can be tailored to your organisation based business specific requirements and company culture and any EDI diagnostics already carried out.

