

THE KEY TO UNLOCKING DIVERSE HIRING

Unlock the data. Unleash diversity.

It's well known that organisations with diverse workforces better understand their customers, adopt a more rounded approach to risk-taking, make better decisions and ultimately, perform better than those without.

Promoting diversity with an engaging candidate experience

We are focused on delivering to your objectives, using our D&I dashboard, you'll be able to identify exactly where your diversity challenges are. You can also easily track progress and improvements over time. Not only that, our 'maturity index' will show you particular attraction areas to focus on.

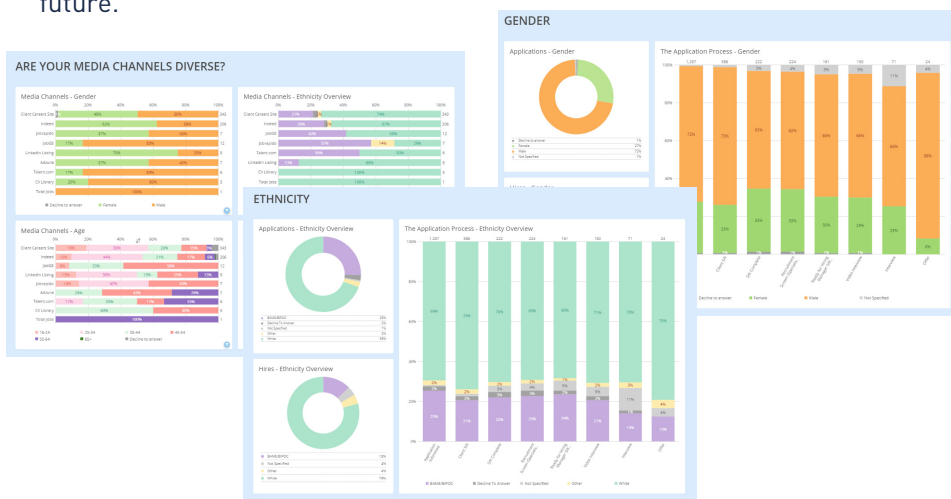
Often, the key objective is to attract a more diverse range of candidates. We look deeper, specifically, do you need to engage a wider socio-economic, gender, ethnic and/or disability community.

According to Forbes: ***"Those who embrace diversity will be more likely to prosper, and those who ignore it will be more likely to fail"***.



Our tools will allow you to attract and retain a more diverse talent

- We can broaden the sweep of your attraction campaign in general and target specific audience groups whilst you will receive a regular presentation pack shared offline, with key takeaways, analysis and recommendations from our experts.
- You will receive analysis of your recruitment process, checking for adverse impacts as well as a visual step-by-step diversity breakdown, from application to hire.
- Your business will be boosted – diversity and inclusion are important factors that many people look for when accepting a job offer. Those that see your business has people from all backgrounds will more likely accept the job offer and feel more welcomed.
- Using our Diversity Dashboard can reduce attraction costs and identify your most diverse attraction channels as well as the strongest performing content; it's our next generation tool for the next generation of talent.
- Greater innovation and creativity – having a working environment filled with employees of different backgrounds, skills, experiences and knowledge means that there will be an increase in innovative and creative ideas – creating impact now and helping expansion for the future.



Why building a D&I strategy gives your organisation a competitive advantage

Satisfaction at work is a business case for D&I in itself as a happier workforce is more productive – studies on this go way back to the 1930's.

We also now know that diversity increases employee engagement as it is a trust booster. This supports building a D&I strategy that ensures employees, from the widest range of backgrounds and circumstances, build their career in your organisation to achieve their maximum potential.

- Diverse companies are 1.7x more likely to be innovation leaders, according to Bersin by Deloitte
- Diverse teams are more innovative because they process data differently, according to Harvard Business Review

What will embracing a D&I strategy do for you?

If your business encourages diversity and inclusion, then when it comes to finding new talent there is more to choose from. It will not be about recruiting a certain type of person that looks a particular way but rather focusing on the skills a person can bring and contribute to the business. This will help with the growth of the business as only the best talent will be hired.

For more information, please contact your client services director or rowena.bach@peoplescout.co.uk