

HANDLING DIVERSITY

We have evolved our 2020 Strategy on D&I, ensuring Equality and Authenticity are at the heart of our processes. We have also recently appointed our own internal D&I specialist who will constantly investigate best practice within this area.

OUR COMMITMENT

To provide our staff with the knowledge, training and support to understand the context of diversity and how to work better

To continuously widen the pool of candidates that we attract and introduce to our clients

To support our clients to ensure the best possible candidate experience

INTERNAL FOCUS

- We deliver comprehensive equal opportunities, inclusion and unconscious bias training to promote self-awareness as well as legal necessities.
- We provide guidance on how to write job adverts to promote maximum reach – exploring the language, style and imagery which can be used to be inclusive to all, including neurodiverse candidates.
- Helping consultants understand the context of the recent Black Lives Matter movement and fully understand the language and terminology that we are hearing now (e.g. BAME, Micro-aggression, white privilege) as well as other protected characteristics.
- Providing an environment where our consultants are encouraged to reflect on their own behaviours, with access to practical guidance to create the best opportunity for diverse candidates to truly shine.
- How to challenge our clients on what ‘Diversity’ means in their organisations – exploring how we can work to support their existing processes where already robust, and alternatively discuss how the recruitment process might be enhanced and adjusted to attract the most diverse candidates and provide the best experience possible.

EXTENDING OUR REACH

To enable us to engage candidates beyond our traditional networks we have established a focussed 3-pronged CSR programme where we have developed strong Partnerships with organisations, educational establishments and charities, all supporting under-represented individuals and those from low socio-economic backgrounds.

DEDICATED RESEARCH & INSIGHT

By proactively engaging with clients, competitors, and industry and government bodies, alongside analysing our own raw data, we can deliver insight back to our clients and at the same time help us evolve our own practices to be best in class.

HANDLE ACADEMY

We offer developmental solutions to address diversity challenges within the creative sectors. We are currently running Mentoring Programmes to support exceptional people from underrepresented groups as well as our Future Female Leaders Programme.

