

Diversity & Inclusion Champion

This relates to recruiters' initiatives to prepare current and future potential candidates for current future employment at their agency/RPO and/or for their clients' businesses. It also relates to recruiters' initiatives to target, source, identify and recruit members of disadvantaged and underrepresented groups into meaningful work for clients, your own company or both. In the wake of global consciousness movements for D&I initiatives, how does your company stand out as an outstanding example of how D&I can survive and thrive in a business?

Please note: Achievements outlined in the entries should have occurred between **1 January 2019** and **1 July 2020**.

You may wish to include supporting material such as videos. To make sure the judges can access any videos with no issues, please include any passwords/usernames associated to the video and test the link thoroughly whilst also ensuring that the video will be available for the entire judging process (17 July to 4 September 2020).

*** Videos can be uploaded using the following sites: YouTube, Vimeo or Dailymotion etc. Videos sent directly to the events team or using file transfer methods (Dropbox, WeTransfer etc) will NOT be accepted.**

Please provide the following information, using the headings provided below.

Entrant Details

Nominated by (name and job title)

Organisation name:

Entry Details

1. Describe your company, including: a) the sectors it covers, b) numbers of fee-earning staff and support staff, c) number of offices and locations, d) how many employees (employees, managers and executives) were hired between 1 January 2019 and 1 July 2020, e) staff turnover during that time and base employment numbers during that time.

2. How does your company monitor the make-up of your workforce in terms of UK equality strands (age, disability, gender reassignment, sexual orientation, gender, religion and belief, race and socio-economic status (such as being the first in their families to attend university or to work)? *Maximum length 250 words*

3. How does your company monitor staff turnover and retention in terms of diversity & inclusion? *Maximum length 200 words*

4. Describe the actions your company takes towards, and achieves, having a workforce that reflects the UK/local population general and its customer base? *Maximum length 200 words*

5. If your company operates globally or internationally, how does your company provide equal opportunities for staff when faced with risk for certain populations in some countries outside the UK? *Maximum length 200 words*

6. Describe how your company's approach to diversity & inclusion is reflected in its recruiting behaviors for, and guidance of, clients. For instance, describe your company's initiatives to ensure that your clients understand the strengths and potential positive contributions of candidates who might often be Disregarded. *Maximum length 250 words*
