

Diversity & Inclusion in Recruitment Champion

This award relates to recruiters' initiatives to prepare current and potential applicants and candidates for current future employment at their agency/RPO. It primarily relates to recruiters' initiatives and successes in targeting, sourcing, identifying and recruiting members of disadvantaged and underrepresented groups into permanent, meaningful and progressively more challenging work with your own company. It also relates to supporting them to bring their authentic selves to work and valuing the contributions they make as individuals to the organization. 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 July 2020** and **1 October 2021**.

Entrant Details

Nominated by (name and job title)
Organisation name:

Entry Details

- 1. Describe your company, including the following details: 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 July 2020 and 1 October 2021. e) staff turnover during that time and base employment numbers during that time. *Maximum length 200 words***

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, marriage and civil partnership, pregnancy and maternity, religion and belief, race) and other underrepresented populations such as neurodiversity and socio-economic status - such as being the first in their families to attend university or to work ? *Maximum length 200 words*

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

4. Describe your company's proactivity in aiming for and achieving the employment of a workforce that reflects the UK/local population in general and its customer base as described above? *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 behaviours for, and guidance of, clients. *Maximum length 200 words*

7. Describe your company's initiatives and successes in targeting, sourcing, identifying and recruiting members of disadvantaged and underrepresented groups into permanent, meaningful and progressively more challenging work with your own company. *Maximum length 200 words*

8. Describe how your company and its leaders support company employees to bring their authentic selves to work and recognise the contributions they make as individuals to the organisation.

Maximum length 200 words