



Taking care of
everything, for
everyone

Outsource UK Diversity Matters: Recruitment workshops

It has been recognised that companies are 15% more likely to perform better if they are gender diverse. However, to achieve true inclusion we believe it is crucial to consider all of the underrepresented, ensuring that the best talent is presented for every role by increasing the candidate pool and reaching out to **everyone**, regardless of age, sexual orientation, gender reassignment, religion, sex, race,

disability, marital, and parents and carers status.

Outsource prides itself on “taking care of everything” and our interactive **workshops** serve to coach your hiring community in attracting the most diverse candidate pool and retaining engagement throughout the on boarding process. You might say we “take care of everyone!”

It's all about partnering

As businesses begin to embrace inclusive recruitment in earnest, it is becoming more and more apparent that a lack of agreement persists over who should be responsible for educating and developing the internal culture: management, HR, marketing? The truth is that

every individual in your business has a duty of care to ensure all staff, contractors and temporary workers feel included, as we believe understanding diversity and inclusion is about knowledge sharing and partnering.

Part 1: Equality, Diversity and Inclusion cannot be ignored!

- 2010 Equality Act
- Societal issue
- Why is it so important and what's in it for me?

Inclusion, Inclusion, Inclusion

Part 2: "I'm not biased!"

What is unconscious bias;

- Forms of discrimination
- Forms of bias
- How to avoid bias

'Flip it and try it'

Part 3: How can I make my advert more diverse?

- Acceptable / Unacceptable terminology, images and content
- Selling is a 2-way process

If you don't think it's right, challenge it!

Part 4: Let's brainstorm...

- Are you truly flexible?
- Is your community engaged?

Your Diversity and Inclusion Client Partner

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“ I believe that to adopt truly inclusive recruitment practices, it is necessary to support everyone in their career search, since achieving total Inclusion, should mean considering EVERYONE. By this, I mean enabling the underrepresented to have the same opportunities and recognising when to adapt the hiring process to ensure everyone has a fair chance ”



Claire started her career with Outsourcing in 2009 as a delivery recruiter for a number of Outsourcing's key financial services accounts. From there, she moved over to account, and later, programme manager Outsourcing's two largest financial services accounts, supporting with contingent, executive and permanent hiring strategies. After 8 years in this role, Claire now spends her time discussing diverse hiring and in 2017 formed the Outsourcing UK Inspiring Inclusion team, to highlight the worrying lack of diversity and inclusion in the tech and engineering sectors. Prior to recruitment, Claire taught English as a foreign language, where she discovered her love of travel and exploring new cultures. Claire is a keen linguist and 'not such a keen' runner.



Curating
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