

outsource



Curating
specialist talent



The Diversity Matters Insights Audit programme

Taking care of
everything, for
everyone

Here at **Outsource UK**, we believe that adopting genuinely inclusive recruitment practices requires businesses to support people from all walks of life in their career searches. After all, achieving total inclusion means considering everyone, and to ensure that everyone gets a fair chance, we enable underrepresented groups to have access to equal opportunities by adapting company hiring processes.

Helping you make a difference

There is no 'one size fits all' approach to candidate attraction, screening, interviewing or hiring practices. So to ensure a level of consistency, **Outsource UK's Diversity Matters Insights Audit Programme** supports underrepresented talent pools – those who frequently miss out on opportunities in standard recruitment processes. We help people

secure the role they've longed for, and bring about positive change and a culture of innovation within businesses.

Tailor-made approaches

As companies begin to embrace inclusive recruitment, it is becoming apparent that a lack of agreement exists over who should be responsible for developing the culture of a business: Management, HR, or Marketing departments? Through our Diversity Matters Insights Audit programme, we will take care of everything for you; from the initial audit of your current recruitment processes to coaching your hiring community. We can also help you set up targeted attraction campaigns and create bespoke interview protocols; we can even connect you with the right partners to support you with specific recruitment initiatives.

17%

of employees in
the UK **tech sector**
are women

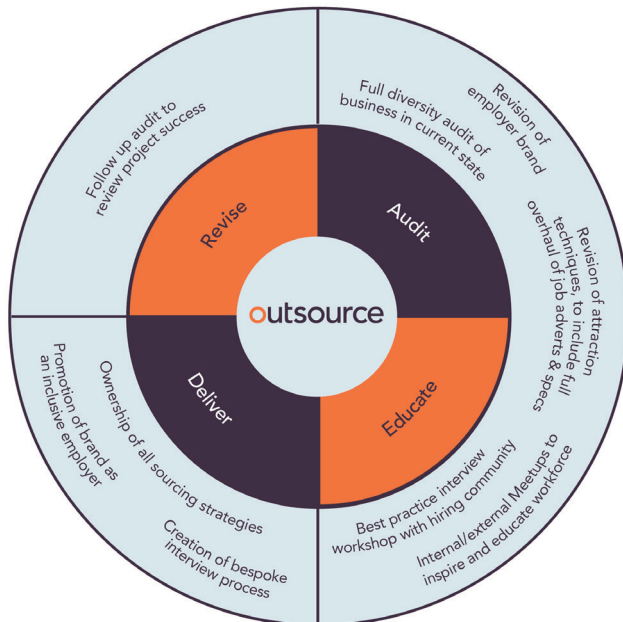


Only **14%** of workers are comfortable speaking to their managers about stress

The UK has the lowest percentage of female engineering professionals in Europe, at less than **10%**

The Diversity Matters
Insights Audit programme

Full end-to-end solution



Audit

- Set objectives
- Review current diversity split
- Understand brand perception
- Explore CSR opportunities
- Assess website accessibility
- Review job adverts

Educate

- Unconscious bias training
- Do's & don'ts of interviewing
- Behavioural interviewing techniques
- Meetups
- Webinars and podcasts
- Partnering

Deliver

- Returner programme
- Assessment centres
- Microsite & targeted campaigns
- Project-based RPOs
- Passive engagement
- Apprentices, interns, graduates, veterans

Revise

- Assess all KPIs, revisit and refresh

Why is Diversity & Inclusion so important?

It makes sense!

- Becoming a diverse and inclusive employer is simply the **RIGHT** thing to do
- Diverse teams perform better
- Diverse groups offer a solution to plug the talent gap
- Diversity gives companies a better understanding of their customers
- Diverse teams provide access to greater innovation and creativity
- Individuals who feel included stay longer
- Diversity initiatives boost a brand's perception as an innovative employer
- Organisations that don't manage diversity initiatives properly may fall behind
- **It's what society wants**

Your Diversity and
Inclusion Client Partner
Claire Farrow



Claire started her career with Outsource in 2009 as a recruiter for a number of Outsource's key accounts. From there, she moved over to account, and later, programme manage Outsource'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 advising clients on diverse hiring best practices. In 2017, she set up the Outsource UK Inspiring

Inclusion team to highlight the worrying lack of diversity and inclusion in the tech and engineering sectors.

"After a review of our advertising and job descriptions, Outsource UK provided us with useful insights and guidance. Outsource gave us a new perspective on potential barriers for female candidates while providing pointers on strategy and the language useful in effectively communicating with potential new recruits"

Senior executive, CRA Risk

Diversity brings us all **opportunities** to learn new things and personally develop

outsource

Birmingham • Edinburgh • London • Manchester • Swindon

Get in touch to find out more about the specialist recruitment services we offer:

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