

Equality & Diversity

What is Equality & Diversity?

Equality and diversity are a term used in the United Kingdom to define and champion equality, diversity, and human rights as defining values of society. It promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

How is it used in practice?

You can choose to utilise online Equality & Diversity Feedback Forms, as an add on to the pre-screening Application Forms, which is visible to the candidate at the end of pre-screening questions. Candidates can choose to take part in or skip the equality and diversity process if they prefer not to share this data.

However, we can implement online Equality & Diversity Feedback Forms for you to send to candidates to complete at any stage of the recruitment process. To avoid any discrimination claims from candidates, we would usually recommend that such forms are sent near the end of the recruitment process.

What are the benefits of using it?

Integrating equality and diversity into your recruitment process has multiple benefits, including but not limited to:

- You will be able to recruit the top talent if your job applications are open to everyone, and not just a select few people.
- Staff members will feel empowered that they have been hired based solely on their aptitude.
- It avoids any discrimination claims from candidates who have been rejected early in the recruitment process.
- Your business will see an increase in creativity because workers from different backgrounds will approach problems and projects in different ways.
- Employee turnover costs will be reduced where people feel comfortable, valued, and happy in a workplace with an ethical culture.
- A better perception of your brand.

What are the extras?

There are different equality and diversity options you can have:

- Completely branded to your organisation.
- The Equality and Diversity Forms are customised to requirements.
- Effectively monitor, assess, analyse, and report on equality and diversity data.
- Access anywhere at any time on a smartphone, tablet, PC, or Mac, Equality & Diversity Forms are fully mobile compatible.

