

Reengineering the Recruitment Process at Ansell



THE CHALLENGE

Ansell is a global safety solutions company that specialises in providing protective equipment and safety solutions for a variety of industries, including healthcare, industrial, and consumer goods. With operations in over 50 countries, and having operated for over 125 years, Ansell is committed to creating an inclusive and equitable workplace where all candidates and employees are valued. Ansell partnered with Resource Solutions to conduct a Diverse Hiring Audit on their recruitment process. This involved a comprehensive analysis of Ansell's recruitment process to identify any potential biases that could impact the hiring of underrepresented groups. The audit covered aspects of the recruitment process such as job descriptions, careers pages and diversity disclosure mechanisms.

OUR SOLUTION

Resource Solutions' Inclusivity Audit applies a proprietary academically informed, research and data-led framework to assess the end-to-end recruitment and hiring process, identifying and assessing bias. The award-winning audit analyses bias across 12 stages of the candidate recruitment journey, through 7 diversity lenses. This pioneering audit referenced research from over 60 peer-reviewed academic papers and studies, to 'hold up a mirror' and parse out aspects of Ansell's current hiring processes and career content that had the potential to perpetuate bias.

The Inclusivity Audit analysed 78 data touchpoints for bias, to provide immediate, actionable, research-informed recommendations that provide an actionable roadmap of meaningful change.

The 7 lenses

1. Gender
2. Ethnicity
3. Disability & Neurodiversity
4. LGBTQ+
5. Age
6. Socio-economic
7. Faith

RESULTS

The Audit identified many current approaches and interventions that minimised bias and removed barriers to under-represented talent:

Bias Minimised Job Descriptions: An updated job description template to: use inclusive language, focus on competencies and skills rather than traditional qualifications and not asking for a number of years of experience.

- **Increased focus on age inclusion:** Significant steps have been taken to include older candidates; a diversity lens often overlooked by corporate employers such as reverse mentoring schemes in both Brussels and Malaysia
- **Accurately reflecting demographics:** Reengineering their Employee Value Proposition on both their careers page and LinkedIn to ensure that their facial representation accurately reflects the communities that they serve.
- **Actively promoting neurodiversity:** Ansell is organising their first-ever neurodiversity hiring event.
- **Upskilling and knowledge enhancement:** Implemented mandatory Diversity and Inclusion training for all hiring managers who conduct interviews to equip them with the necessary knowledge and skills to identify and eliminate bias in the recruitment process.
- **Leveraging Employee Resource Groups for LGBTQ+:** Foster an LGBTQ+ friendly environment by reengineering the diversity lens through activities such as PRIDE Brussels and partnering with Open at Work.
- **Optimising online reputation via peer reviews:** Proactively encourage candidates to use trusted sources such as Glassdoor to evaluate the D&I culture at Ansell so that this score accurately reflects their initiatives.

In the space of just a few months, Ansell has already actioned a number of these recommendations although this is just the start. Over the course of 2023, they intend to action several more recommendations.

TESTIMONIALS

"Watching the audit recommendations become a reality is really one of the most satisfying things in my role and partnering with an organisation as committed to progress as Ansell has truly been a rewarding experience. Our audit not only highlighted some of their pioneering initiatives but also allowed us to look at their recruitment process and identify areas that could be improved. By providing them with best-in-class examples and targeted solutions, we were able to help take meaningful steps towards creating a more inclusive recruitment process."



Pip Wells
Diverse Hiring Manager,
RS Consultancy
Resource Solutions

"Working with Pip and her colleagues at Resource Solutions has been great. The output of their analyses, supported by a host of tangible recommendations for action across our geographies, not only helped us – with that "outside in" lens – to enact change in our HR communication and collaterals, it also gave us the focus and energy to do so and to take this on globally and, indeed, swiftly. It also helped us feed and steer the employee and business leader led DE&I workstreams in our Regions and the Global focus on actions beyond awareness building and beyond gender. It was also a boost to our ongoing EVP work and will lead to many new and inclusive collaterals and storytelling."

Peter Vosch
Vice President
of Human Resources
Ansell



About Resource Solutions

Resource Solutions is a leading provider of outsourced recruitment and consultancy solutions, with a global footprint spanning 31 countries.

As part of the Robert Walters Group, we build powerful partnerships to solve complex talent challenges for organisations ready to create and optimise their workforce for the future.

By putting expertise, intelligence, and innovation at the forefront, we redefine work so everyone has a lifetime of opportunity.

Diverse Hiring Services

Blending a deep knowledge of recruitment, HR tech and diversity programme management, our diverse hiring practitioners re-engineer your recruitment processes to minimise bias and promote inclusive hiring at every stage – from candidate selection to assessment, interviewing and onboarding.

Our award-winning Recruitment Inclusivity Audit is the most advanced diverse hiring audit available. We analyse the impact of the recruitment process through seven different Diversity & Inclusion lenses and then provide each client with an immediate 'to-do' list that outlines the steps they can take to achieve their diversity objectives and goals.

More modules in the Diverse Hiring suite

- Recruitment Inclusivity Audit
- Project Unbias
- Gender Data Audit
- Job Advert Audit
- Diverse Hiring Toolkit
- Neurodiverse Hiring
- Event Design & Delivery
- Peer Review Optimisation

INTERESTED IN FINDING OUT MORE?

Join our esteemed roster of clients auditing their diverse hiring practices by visiting resourcesolutions.com/diverse-hiring or contact tom.lakin@resourcesolutions.com to arrange a complimentary consultation and action meaningful change in your business.



RESOURCE SOLUTIONS