



Recruitment Inclusivity Audit

- Research-based
- Impartial analysis
- Actionable recommendations
- Drive meaningful change

About the Recruitment Inclusivity Audit

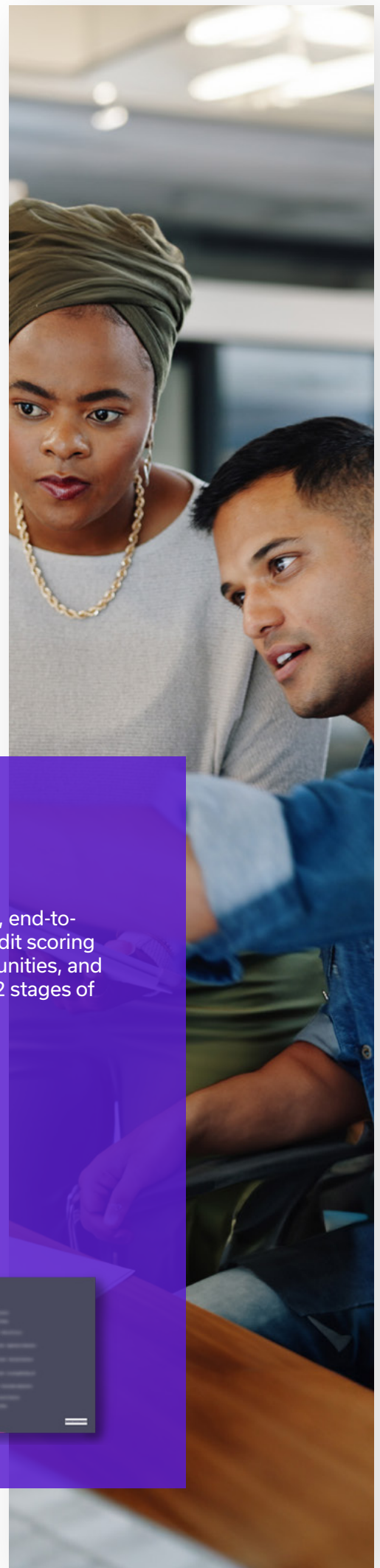
Our pioneering, award-winning diverse hiring inclusivity audit is one of the advanced, in-depth diversity audits available in the market.

Blending academic research and best-in-class case studies from over 100 sources, coupled with the expertise and experience of our Diverse Hiring practitioners, we hold the mirror up to organisations' diverse hiring practices.

Analyzing 257 content and process data points along the recruitment journey, we produce a minimum of 44 recommendations and an immediate action list to improve your diverse hiring strategy and impact your hiring outcomes.

Get a comprehensive, impartial assessment to put you on the right path

Delivered by Diverse Hiring Practitioners, the Inclusivity Audit is a remote, end-to-end assessment of your current recruitment content and process. Our audit scoring mechanism provides you with a clear visual of your strengths and opportunities, and comprehensive bespoke report outlining key recommendations across 12 stages of the recruitment process.





Accelerate your ED&I agenda

- Get started or evolve your Diverse Hiring journey, with an objective, 'real time' recruitment D&I benchmark and competitor and market comparison.
- Immediate actionable recommendations, unique to your organisation, along with an immediate 'to do' list to minimise bias across multiple underrepresented groups.
- Create a best-in-class, informed diversity and inclusion recruitment strategy to help you achieve your D&I goals, faster.

Understand how you present to underrepresented talent

Understand your current positioning to underrepresented groups with 'real time' data. Identify your strengths and diverse hiring opportunities through an independent, objective analysis of your recruitment content and process through eight (8) different candidate lenses.

- | | |
|--------------------------------------|--------------------------------|
| 1 Gender | 5 Age |
| 2 Ethnicity | 6 Socio-economic |
| 3 Disability & Neurodiversity | 7 Faith |
| 4 LGBTQ+ | 8 Parental & Caregiving |

Armed with this knowledge, organisations can develop specific diverse hiring recruitment strategies for meaningful change in key areas.

Re-engineer your recruitment process

Our comprehensive audit provides you with all the data and insights to re-engineer your recruitment process to accelerate diverse hiring.

Receive a key findings playback and list of actionable recommendations within 30 days*.

*subject to project size

Award-winning services

Our award-winning **Diverse Hiring** Services are trusted by many of the world's largest employers including GSK, NHS, HSBC, AXA, and Phoenix Group.



Group Product Innovation Winner 2023



Reuters Events: Responsible Business 2021
HIGHLY COMMENDED

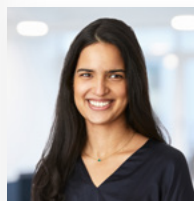


"Working with Pip and her colleagues at Resource Solutions has been great. The output of their analyses, supported by a host of tangible recommendations for action across our geographies, not only helped us - with that "outside in" lens - to corroborate and further align our thinking in what we knew we had to 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."

Peter Vosch

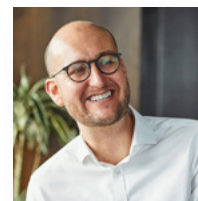
Vice President of Human Resources, Ansell

Contact our Diverse Hiring experts for an exploratory discussion and find out how we can significantly impact your diverse hiring recruitment goals.



Pip Wells

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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



About Resource Solutions

Resource Solutions is part of the Robert Walters Group and is a leading provider of outsourced recruitment and consultancy solutions with a global footprint spanning 31 countries.

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



Our solutions

Full RPO

We manage the entire hiring lifecycle – from the sourcing to onboarding. This solution can be applied to enterprise recruitment or selected job types, divisions or bands.

Project RPO

A rapid response to your recruitment needs. Our recruiters can implement an agile hiring process quickly and effectively to deliver scalability to your in-house recruitment function.

Modular RPO

We provide the individual RPO components you need most – from talent sourcing and recruitment administration, to screening support and technology.

RPO On-Demand

A flexible, low-volume based service ideal for organisations who are experiencing spikes in their recruitment or require ongoing scalability for their in-house team.

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