Gravitas Recruitment Group
serious about talent

DEI
DIVERSITY, EQUITY & INCLUSION
GRAVITAS

DEI services to unlock your hiring potential
We can support you in taking actionable steps towards enhancing your employee's belonging in your workplace.

BREAKING HIRING BARRIERS

in your hiring process helps everyone to reach their full potential.

Increasing 'employee belonging' can result in....

56% increase of job performance

50% reduction in turnover

Statistics sourced from Harvard Business review 'the value of belonging at work'



Hakan Enver,
London Sales Director, Gravitas

SET THE FOUNDATIONS

in your interview processes

Reasonable adjustments

'What reasonable adjustments can we make to support you within our workplace?'
This question gives you the opportunity to remove neurotypical bias in the workplace. Opening conversation around supporting neurodiverse individuals has a significant impact on the feeling of belonging.

Remove biased language

Wording in job adverts & language in interview processes can unintentionally discourage and segregate candidates at the beginning of their hiring journey. We can highlight and help you remove this bias.

Structure mapping

Mapping out employee strengths can enhance your interview process, giving you knowledge of the exact competencies which aren't being covered. Being open with these competencies will bring a sense of purpose to existing and new employees.

Break the hiring 'norm'

Candidates can often be overlooked in a hiring process through unconscious judgement that they won't fit a culture 'norm'. Breaking these, results in a workplace built on 'best fit for the role' rather than 'best fit for friendship'. Our anonymised CV process can support you in 'breaking your hiring norm'.

Did you know?

60% of job adverts show significant male bias

Statistic sourced from HR magazine, 'De-biasing language in job adverts'

OUR ACTIONS

on employee belonging in interview processes

- DEI focussed networking to diversify our talent pools & broaden our knowledge.
- 'Grass root initiatives' to encourage people from all backgrounds, ages & experiences in careers in technology & insurance.
- Gender de-coding
  All our job adverts are gender decoded before being published online, meaning any language attributed to a certain gender is removed.

CREATE A SUSTAINABLE CULTURE

through knowledge, insights and policies

Thought leadership

Knowledge is power! Actively promoting thought leadership, and encouraging open conversations around knowledge gaps, fosters an environment employees feel comfortable to learn from each other in. As a trusted partner, we frequently share DEI blogs and insights on our website to encourage knowledge sharing across our network.

> **Social belonging is a fundamental human need, hardwired into our DNA.**
>
> *Sourced from HR magazine, 'De-biasing language in job adverts'*

Encourage community

Building and encouraging community hubs encouraging relationship building, mentorship, and knowledge sharing between peers, so everyone can feel included and supported. We are proud to advocate for community hubs, such as Manchester Digital, Digital Her, Product Pints, taking part in mentorship programmes.

Policy & process advice

DEI is an ever-changing landscape in the workplace and often requires regular policy & process updates to be current. By being transparent with policy changes & the reasons behind them, a workplace can foster employee belonging by showing it's consistently being reviewed. Want to know where to start? We can offer advice on how to implement policy reviews to help with employee belonging.

Market/data insights

Utilising extensive resources, we can map your company or team's structure, giving you a breakdown of your current diversity and ethnicity levels, to use as a starting point for your DEI enhancements. Throughout your journey, we can also offer insights on your industry to further enhance your knowledge.

LEVEL UP...

3 ways we can support in bringing equity into the conscious thought

1. **Anonymised CV process**
   We anonymise all our CV's before sending them to Hiring Managers for review.
2. **Blind interviewing**
   All our candidates are qualified by our consultants before interviewing to assess competencies for roles regardless of qualifications or experience.
3. **Experience over qualifications**
   We don't just put forward candidates with the best qualifications .... We look for the people who are the best fit experience and skill-wise for the role.

> Not everyone has the same start in life, or access to qualifications, but everyone has the choice to look beyond qualification in a hiring process

Jo Callaghan
UK Technology Director



PARTNER WITH ...

AND LET US HELP YOU ACHIEVE EXCELLENCE

As niche specialists, we partner with our clients to create strategic hiring solutions that deliver the best, skilled, niche, talent - fast. We balance speed and excellence with compliance and integrity. That's why we are trusted!

Niche specialists | Quick delivery | Uncompromising quality & compliance

www.gravitasgroup.com