

Discrimination of any type is completely unacceptable. We are committed to make our agency, and the roles within it accessible to all members of society and set up for the modern day workforce. To do this we follow the guidelines below to ensure that everyone is given a fair opportunity to join us:

Recruitment

- Offering roles out across the UK (and globally in some cases) to broaden the potential talent pool to include anyone.
- Allowing people to work from wherever they want, and being flexible around working hours to accommodate those who can't, or would rather not work during standard office hours.
- Focusing on how the role will add value to our business and what good looks like, instead of a shopping list of responsibilities.
- Advertising across universally used channels (eg. LinkedIn + social media) rather than jobs boards or using recruiting agents.
- Proof read all job descriptions and comms to check for non-inclusive words or phrases, age, neutral and gender neutral language.
- A fair shortlisting process where multiple people simultaneously screen CVs so they can challenge each other's biases.
- Remove identifiers in summary tables such as last names, years in education, date of birth etc.
- We don't use screening software as it is widely accepted that AI adopts the bias of those who built it.
- Have as diverse an interview panel as possible with multiple members of the team giving input to challenge biases.
- Incorporate questions around motivation as well as specific requirements of the role in semi structured questions.
- Actively listen to candidates' answers and take notes that are accessible to the whole team to mitigate any on-the-spot decisions and inherent biases.

Day to Day

Build an inclusive and equitable culture:

- Culture flows from the top, our leaders are role models for inclusion, transparency, and fairness.
- We do not tolerate sexism, racism, homophobia or any other acts of prejudice.
- We provide training to help build awareness and develop soft skills.
- We provide clear criteria for promotions, and are transparent about promotion opportunities.
- We are transparent about the division of work in the team and empower our team to use their own methods to complete it.
- We ensure all of our teams have the same opportunities for stretching assignments that help them to develop their skills.
- We plan events + rewards that can be enjoyed by all members of the team.
- We celebrate holidays + occasions from all cultures of the team..