

Tech Talent Charter (TTC) Signatory Spotlight: AbilityNet Open Playbook Chapter: 1.1.11 Disability Inclusive

The Problem

Previously, our organisation was not capturing the diversity and inclusion data of our workforce in a formal way. Now, as part of our commitment of being a Signatory of the Tech Talent Charter, we have introduced a form to be completed by all job applicants which we track and report on. This helps us to see if there is any bias at play which we can then address.

Overview

We ensure that we have an inclusive recruitment process: from how candidates apply, through to the interview process (that is, structure the interview to fit the candidate). We have taken feedback from applicants on our test and how it could be more inclusive with more detailed guidance of what is expected. All applicants are encouraged to complete the Clear Talents at Work questionnaire so we understand their requirements and how best they can shine during the assessment process. We offer part-time and flexible work patterns to encourage a more inclusive work environment and ensure jobs are open to all. We advertise on specific websites targeting people with a disability.

Method

All applicants are encouraged to complete a Clear Talent profile so we can understand the recruitment process that is best for the individual, for example, if they prefer emails to phone calls, any times of the day they may not be able to be contacted; if they have a hearing or visual and if they use assistive technology etc.

We offer total flexible working roles including part time, condensed hours, different working times, term time working.

We adjust the interview process to suit the candidate: format of interview: questions beforehand, presentation filmed beforehand and played; online interview rather than face to face, home working even if the job is mainly done from the office.

Result

This strategy has enabled the organisation to recruit the best candidates for the job. Out of a team of 23 accessibility consultants 35% are contractually home based. 48% are female and 35% work flexibly.

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