



Programme One.

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Statement of Intent

**Addressing workplace inequality
for Black talent within the
Recruitment Industry**



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The Strategic Ambition



And we hope that by joining Programme One we can play our part in achieving the ambition that by 2022, we have helped remove the barriers to the recruitment of 500 more Black recruiters into our sector annually.

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What is Programme One?

The Equity, Diversity & Inclusion agenda in the workplace is huge...

...and there are a host of projects and initiatives that cover Gender & Gender identity, Ethnicity, Age, Sexual Orientation, Religion & Belief and Disability. All in their own right and their own way making a difference.

Within our sector there isn't one that addresses underrepresentation of Black recruiters. A disproportionate underrepresentation.

Whilst there is demonstrated underrepresentation across different ethnic groups Programme One seeks to address the historic nature of this imbalance in relation to Black experiences.

Programme One is bringing the recruitment industry together to collectively reduce the inequalities which are restricting and inhibiting the engagement of talented Black recruiters in the sector.

It is important for us as an organisation that we are part of this change.



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What is Programme One?



All forms of discrimination are significant...Eliminating systemic racism across Asian, Black and all minority ethnic groups is a long term ambition, yet it is people with Black heritage who are often found most disadvantaged.

In recent months and magnified by the murder of George Floyd there has been much discussion about the need to change, but what about action? Change will only come through action. Programme One delivers meaningful change that challenges bias and redefines equal opportunity.

As Baroness McGregor-Smith discussed in her report on race in the workplace, our commitment to removing barriers to opportunities for Black recruiters, we will help British business not only address their own diversity imbalances within their sourcing strategies but also contribute to a £24billion boost to the UK economy.

Simply put...Programme One is a promise and a commitment that we are going to join so that we are part of this change.

We are signing up collectively with other recruitment businesses and as a force of companies we will be part of bringing workplace equality for Black talent within our industry.

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Coming Together

**Coming together as a sector...
we become a powerful
combination to create
change.**



By joining Programme One, we will play our part in galvanising the sector to work together...with the sum of our parts stretching ambition and what we thought was possible.

Collectively we will work to address workplace inequality for Black talent within the recruitment industry.

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What does it mean to join?

To be part of a long-lasting permanent programme of change, provide the landscape of opportunity for Black recruiters and allow us to have a more diverse workforce....

It is our opportunity to shine by doing what is right for now and what is right for the future, when it is needed the most. And right for society, our industry and our clients.

- Doing nothing is not an option
- We are going to make it work and we can't look back in a couple of years and think we could and should have been involved
- You, future employees, clients and candidates already want to know what we are doing to make an impact / difference. Imagine being able to tell them we're part of this programme.
- Change is happening...we want to be at the centre of this change
- We want to be a modern progressive organisation
- When looking for a new job as a recruiter...would you rather join a business that has signed up to Programme One or one that hasn't?



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What does this mean in practice?



By joining Programme One we are signing up to and are committed to delivering against four simple strategic objectives.

1. A commitment to embedding a Diversity, Inclusion and Respect Strategy within their business
2. A commitment to removing any barriers to hiring black recruiters...so that your organisation matches the black representation in your local community
3. For every Black recruit hired there is a commitment that they have access to a mentor
4. A commitment to widening your talent attraction methods and techniques

A commitment to embedding a Diversity, Inclusion and Respect Strategy into our business

This is needed to create an inclusive working environment that celebrates all backgrounds and heritage..and so that we understand social discussions around existing inequality.

We will

- Capture, review and publish our intersectional data across ethnic origin and gender across all levels
 - We must know our current state and understand what our gaps are
 - We will publish our data on Programme One's website with all other recruiters so that we can track the progress annually to demonstrate change
- Provide comprehensive equality, diversity and inclusion training so that we understand the Equality Act [2010] including the 9 protected characteristics and broader diversity subjects



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Strategic Objective 1



We will

- Identify and tackle our own unconscious bias through participation in tools such as the Harvard University Project Implicit test and take action to work against our biases
- Create an inclusive environment where we understand the steps taken to be consciously inclusive
- Understand Black contribution to culture and history
- Demonstrate an understanding and awareness of issues around race such as the Race Code, the D&I Charter

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Strategic Objective 2

A commitment to removing any barriers to hiring Black recruiters...so that as a business we match the Black representation in our local community.

If we use the Office of National Statistics estimates by ethnic group as a guide...we can understand the representation of the Black and/or Black British African/Caribbean heritage in the location.

One example...in London that representation is 13% [15% for inner London], in Birmingham it is 8% and in Manchester it is 10% for example.

The percentages above are of the overall population and not the working population and these may differ.

We may choose to use other regional statistics as evidence where appropriate.



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Strategic Objective 3

For every Black recruit there is a commitment that they have access to a mentor

Each Black recruiter we hire, they will have the option of an experienced recruitment mentor through The Aleto Foundation.



www.aletofoundation.org.uk

The purpose is to create an environment of support for the person entering our business.

There will be clearly defined mentoring objectives with an on-going relationship with a mentor for at least a year...where advice and support for career development is provided.

We will also be putting forward at least two mentors into the Programme where they will be mentoring Black recruiters from other recruitment businesses.

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Strategic Objective 4



A commitment to widening our talent attraction methods and techniques.

Programme One will also help us form a communication and attraction strategy to attract Black recruiters so that we can develop a real understanding of how to access wider talent pools...

...through knowledge of Sixth Form Colleges, African Caribbean societies, University Alumni's, social media communities on Twitter and LinkedIn and Charities and specialist non-profits such as the Amos Bursary.

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A Little Summary

We're proud to be part of Programme One.

We are going to play our part in making this happen... addressing workplace inequality for Black talent within the recruitment industry.

We are going to do something about it...

...by joining a programme of change...that is sophisticated, serious, meaningful and is collectively delivered.

Not as competitors of other recruiters but of a collective force of companies.



**Q: Why 500?**

A: Despite our efforts working of our industry bodies, we are unable to gain strong ethnicity data within the recruitment sector. We don't want the lack of data available to hold us back from taking action so...we've set 500 as a starting point. It may be an easy achievement or an ambitious one, we'll find out and adjust accordingly in a year.

Q: Isn't this positive discrimination?

A: Positive discrimination is when an employer recruits a person because he or she has a relevant protected characteristic rather than because he or she is the best candidate. Rather than selecting candidates because they are Black we are changing our processes and procedures so that we remove the barriers Black candidates often face to employment. Our work will focus on this kind of positive action which means taking special measures aimed at alleviating disadvantage or under-representation experienced by those with a protected characteristics.

Q: Who are you including in 'Black'?

A: By 'Black' we mean those of Black or Black British African, Caribbean or other Black ethnicity including those of mixed or multi ethnic heritage which includes Black heritage. It is up to the individual as to whether or not they identify as Black and the programme is entirely voluntary for individuals.

Q: Will all of the mentors be Black?

A: No. The purpose of Programme One is addressing the existing underrepresentation of Black recruiters which means that it's unlikely all of the mentors will be Black. There will be Programme One networking opportunities where we hope to bring Black recruiters together for peer mentoring and general networking.

