



Equality, diversity and Inclusion Policy

Sphere is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

The organisation commits to:

- Sphere operates as an inclusive and diverse recruitment firm. We interview and submit candidates to our clients without prejudice and based on their skills and experience for a role alone.
- We increasingly work with clients in new ways to drive diverse and inclusive hiring plans. This ranges from submitting anonymised CV's, sourcing for traditionally graduate roles from a more diverse talent pool (focusing on junior candidates who have not gone to university but who have the right aptitude for a role) and to creating shortlists that represent people equally from a variety of minority backgrounds.
- Sphere have contacts at the Brixton Finishing School, Creative equals and diverse speakers and we look to use these contacts to support their businesses and to understand how we can play an active role in sourcing and championing diverse talent for the media industry
- Whenever possible we get multiple consultants to meet with the candidates we are putting forward face-to-face. In doing so Sphere's consultants can actively challenge each other on assumptions they may be making.
- We provide each of our consultants with training on the wording and terminology they use in each of their jobs ads. We do this in order to focus on removing unconscious bias and using more inclusive wording on the job description, experience, skills etc. sections.