



Altogether Better Inclusive Recruitment Grant Case Study

Awarded to British Youth Council

About the client

British Youth Council empower young people aged 25 and under to influence and inform the decisions that affect their lives. They support young people to get involved in their communities and democracy locally, nationally and internationally, making a difference as volunteers, campaigners, decision makers and leaders.

Their vision is making a world in which every young person is empowered to create social and political change.

Their mission is to be the national youth council of the UK, the British Youth Council brings young people together to find their voice and use to improve the lives of young people. They work with others to amplify young people's voices to create an environment in which young people views are valued, sought and acted upon.

Client challenge/problem

The British Youth Council stood out because they demonstrated the beginning of critical thinking in their current techniques and procedures which was very encouraging. The application demonstrated the awareness of the effects of education and knowledge, not only in the workplace but also in society by recognising that unconscious bias might still exist outside of the candidate application process. They have a desire to look at who is underrepresented in their current team, and analyse who they are not reaching when it comes to candidate attraction and the demographics of candidates that they are attracting, and make the necessary changes to recruitment strategies.

Client goals

- Their goal is to gain a pool of diversity of applicants.
- They wanted to embed the learning across the team and ongoing practices.
- They would like to develop templates and core text to use in adverts and recruitment packs, that they can continue to use for other roles.

Services delivered

- We suggested that they didn't have cover letters, but instead asked 3-5 core questions, and after discussion they decided to shortlist purely off the answers to the questions and not look at CV's.
- We helped with the format and content of the interview questions.
- We gave suggestions around core hours, weekend and evening which they amended in the candidate pack and advert.
- We suggested giving the option of remote and face to face interviews.
- We sat on the interview panel to support diversity.
- We gave them confidence to try different initiatives and recruitment processes.

Results achieved

Successful in finding the right candidate through the diverse recruitment process.

Testimonials

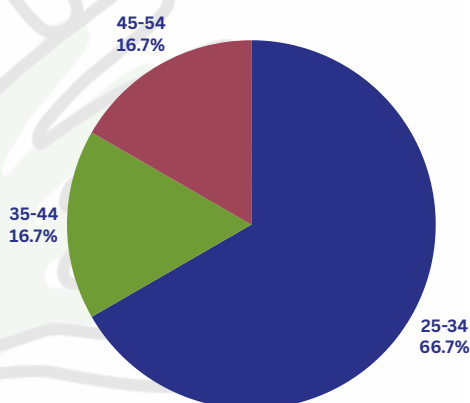
"We will now be reshaping our approach to recruitment to implement the learnings around application format, role descriptions and person specifications and ways of talking about employee benefits and flexible working."

"Being able to talk through the challenges and barriers and how to then make small changes that can support that has been invaluable."

Diversity & Inclusion

As part of the inclusive recruitment grant, TPP surveyed applicants to monitor diversity. We have noted some key takeaways below.

Age group

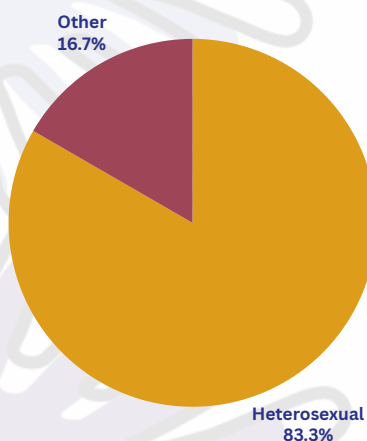


Gender



100%
Female

Sexual orientation



Disability

