



Inclusive Recruitment: Powered by the Applied Platform

We are committed to ensuring that our recruitment process is free from bias and offers every applicant an equal opportunity to succeed. To achieve this, we use Applied, a recruitment platform specifically designed to remove unconscious bias from hiring decisions.

1. **Anonymised Applications:** Your application is automatically anonymised—removing all identifying details—so that our hiring managers only focus on your skills and experience.
2. **Randomised Review:** Applications are randomly distributed to ensure that each part is evaluated independently, further reducing bias in decision-making.
3. **Skills-Based Assessment:** Instead of relying on traditional CVs, we ask applicants to respond to questions that directly assess the skills required for the role. These responses are scored based on predefined criteria.
4. **Collaborative Scoring:** Multiple reviewers assess each application, ensuring that the decision-making process is fair and representative.
5. **Tracking Diversity:** The platform's EDI monitoring tools enable us to track the diversity of applicants and see how different groups progress through the recruitment pipeline. This data informs future recruitment strategies to ensure inclusivity at every stage.

By using Applied, we create a fairer, more transparent recruitment process where everyone is judged solely on their potential and suitability for the role, helping us build a diverse and talented workforce.