

## **Diversity and Inclusion Policy**

**Robert Tearle Consulting is committed to fostering a diverse and inclusive workplace where every individual feels valued, respected, and has equal opportunities for success. We believe that a diverse workforce contributes to our innovation, creativity, and overall success. This Diversity and Inclusion Policy outlines our commitment to creating an environment that embraces and celebrates diversity in all its forms.**

### **1. Purpose**

The purpose of this policy is to:

- a. Promote diversity and inclusion within our workforce and the talent pool we engage.
- b. Ensure equal opportunities for all candidates, free from discrimination and bias.
- c. Create an inclusive recruitment process that considers and values diverse perspectives, experiences, and backgrounds.

### **2. Scope**

This policy applies to all employees, contractors, and stakeholders engaged in recruitment activities at **Robert Tearle Consulting**.

### **3. Commitment to Diversity and Inclusion in Recruitment**

We are committed to:

- a. Actively seeking and presenting a diverse pool of candidates to our clients.
- b. Promoting equal opportunities for all candidates, regardless of their background.
- c. Collaborating with clients to foster inclusive hiring practices and diverse workforce goals.
- d. Implementing inclusive recruitment strategies that attract candidates from various demographics.

### **4. Implementation**

- a. Our recruitment team will undergo training on diversity and inclusion to enhance awareness and understanding of unconscious biases.
- b. We will regularly review and update our recruitment processes to eliminate biases and ensure fairness.

c. Encouraging our clients to embrace diverse hiring practices and providing guidance on creating inclusive job descriptions and interview processes.

## **5. Reporting and Accountability**

We encourage all employees and candidates to report any concerns related to discrimination or bias in the recruitment process. The company will investigate all complaints promptly and take appropriate action, up to and including the reevaluation of client relationships if necessary.

## **6. Collaboration and Partnerships**

We will actively seek partnerships with organizations and networks that promote diversity and inclusion in the workforce, fostering a broad talent network.

## **7. Review and Revision**

This policy will be reviewed periodically to ensure its effectiveness. Changes may be made as necessary to align with the evolving needs of the recruitment industry and our commitment to diversity and inclusion.

**Robert Tearle Consulting is dedicated to fostering a diverse and inclusive workplace, and we believe that embracing differences enhances our collective success. By adhering to this policy, we aim to create an environment where every individual can thrive and contribute to our shared goals.**



**Robert Tearle, Director**

**Date: 7<sup>th</sup> January 2021**

**Robert Tearle Consulting**

**Arena Search & Selection Ltd trading as Robert Tearle Consulting**

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