

Handling Diversity at Handle

Handle's heritage is in the entertainment and creative industries. Today we provide leading entertainment companies, social networks, global media brands, sports bodies, retailers, and digital technology providers with a constantly evolving range of services.

We're deeply invested in our candidates; recognising the skills and competencies that drive a brand forward – we match exactly the right person with exactly the right role for them.

Diversity statement

Here at Handle, it is our job to attract and source the best talent for our clients. We believe that this can only be done through a commitment to equality, diversity and inclusion. This is not only an ethical obligation to reflect the society we serve today, but it also allows us to access the widest pool of talent.

We will:

Always strive to achieve best practice in our recruitment, retention and career progression practices as an employer.

Ensure that our employees understand the importance of diversity in the work we do for our clients through relevant, sufficient training and awareness building.

Ensure that all our consultants and resourcers are fully aware of any applicable laws, legislations and regulations related to employment and equality in the search, recruitment and selection process our employees and understand the businesses case for it.

Share our knowledge of the ethical and business case for diversity with our clients and partners and when appropriate advise our clients on their recruitment processes based on this knowledge.

How we work

We are constantly evolving our search practices to reach an ever-wider pool. We ensure all adverts are written in a way not to discourage any groups of candidates from applying. We continually try out alternative methods of candidate attraction.

Junior level: we are connected with a number of communities, resources and organisations to reach entry-level candidates from underrepresented groups.

We sponsor charitable organisations and promote the Handle brand in communities less likely to be applying directly for roles.

e.g.

[If You Could Jobs](#) – Digital job board

[Creative Opportunities – UAL](#) University of Arts, London

[The Dots](#) - Network for professional creatives

[Hiive](#) – professional network for creative people

<http://www.intermediauk.org/jobs/> LBGT – Job board and events & mentoring scheme.

<https://creativeaccess.org.uk/opportunities/> BAME media job board

http://creativeskillset.org/about_us/diversity

[Echoes Magazine](#)

[Livity](#) – youth creative network

Senior level: this is undoubtedly more of a challenge for both our clients and ourselves.

Frequently clients desire candidates with specific, relevant experience, already operating at a senior level. In reality, a diverse shortlist is often underrepresented at this level.

Handle would recommend a 'Diverse Search' service at this level. Given more time we can proactively search, use referral networks and tap into communities to unearth great candidates. We are striving to build up a database of senior management individuals from a diverse background. We would hope to work with clients to identify areas of compromise and acceptable skills/experience deficits to enable a more diverse shortlist to be deemed acceptable.

Ensuring talent diversity

Here at Handle, we are happy to assist our clients in searching from a more diverse candidate pool. It is important that diversity and inclusion is part of our discussions with clients, in order to reap the benefits of diverse recruitment.

All Handle candidates are fully trained in all aspects of talent diversity during their induction period on joining the company and are given annual updates thereafter to ensure we are all fully aware of our obligations around selection and positive action.

Consultants work closely with Clients to understand their requirements and commitment to Equality, Diversity and Inclusion

Consultants use a Diversity checklist:

1. Consult with clients on their expectations for searches / long lists / shortlists
2. Advise clients who are requesting searches which may be disadvantageous and / or discriminatory towards certain populations.
3. Ask clients for their diversity related policies, processes with a view to help them action plan to improve that through the recruitment process.
4. Request diversity data of applicants, and assess regularly.
5. Advise employers on the advantages that certain diverse candidates can bring to their organisations or divisions, particularly depending on the diversity profile of their existing staff.
6. Challenge clients on selection criteria to open up the shortlist to a more diverse pool.

7. Explore alternative ways to reach pools of under-represented groups if necessary.

Other work to support diversity

Helping young disadvantaged people to enter the creative industries

Handle agree that young people should never be held back by the background and many Handle consultants are working with **The Amy Winehouse Foundation** and Bauer Media's **Making Creativity Work Programme** to deliver 'Employability Workshop Master Classes'.

We have over thirty-five years of experience working with young people searching for a huge variety of jobs within the music industry and have developed a workshop to share our knowledge and teach the participants some of the skills they'll need when seeking employment both within music and beyond.

Delegates can expect to gain:

- A good overview of the creative industry
- Knowledge of the entry level roles available
- Tips and assistance to develop a great CV
- Confident interview skills
- Resilience techniques to handle the rejection that might occur along the way
- Tailored 1-on-1 mentoring

Helping to break the career ceiling with Handle Coaching

Handle's HR Director is a qualified Executive Coach who supports executives within the music industry to reach their full potential.

Some individuals (perhaps women or individuals without role models within their own family/network) often find themselves bumping against a career ceiling. So it's great that some Handle clients recognise the support that coaching can bring to these individuals.

Handle Coaching will accelerate the learning curve of newly promoted senior managers, helping them gain confidence and achieve full executive ability through:

1. building a strong foundation to support their goals
2. identifying the critical success factors involved in achieving and sustaining them
3. working through barriers to progression
4. serving as a sounding board for decision-making

Handle's walking the walk – our own recruitment policy

We actively seek out a diverse group of employees to work in our own organisation. Our statistics are great.

We work with DiVA to source apprentices from underrepresented backgrounds.