

TPP Recruitment Diversity & Inclusion (D&I) Statement

- TPP believes that ALL people have the potential to secure and retain fulfilling work
- TPP fully embraces Diversity & Inclusion and will continually work to break down barriers that are often facilitators of discrimination
- TPP wants all people to feel valued, empowered and feel they have opportunity to change their lives by finding the job that is right for them
- TPP wants to represent real, authentic people who will thrive and flourish in their chosen careers

TPP Diversity & Inclusion (D&I) Action Plan – the “HOW?” To our statement

TPP will continue to work and address D&I in the recruitment process through internal training, client and candidate collaboration, and improvements to our attraction, selection, and representation processes. TPP will strive to eliminate barriers that may stand in the way of people securing and retaining fulfilling work.

TPP will listen to, support, and continue to champion D&I. We will continue to challenge ourselves, and all who work for us and with us, to reflect on whether we as individuals, a business, and as a community, are doing enough to ensure D&I is at the forefront of recruitment processes.

TPP will encourage clients to make D&I part of their hiring process and be open to learning and continuously improving the way things are done.

TPP will challenge behaviour that is counter-productive to supporting D&I and will take a proactive approach in promoting good practice to create positive change.

Our commitment is such that:

- We ensure our consultants receive Equal Opportunities, Diversity, and Inclusion training on an annual basis, which includes unconscious bias training.
- We are active and participative members of [Inclusive Employers](#) and have access to all their resources, including regular webinars and training courses. We have dedicated help and advice from our Account Manager who proactively supports and guides us on our D&I journey, sharing the most current insights and working practices to enhance our processes.
- We actively work alongside our clients' D&I strategies and look for ways in which we can best support them with their goals and objectives. We understand that all our clients are at different stages of their journey and TPP will tailor the support accordingly.
- We encourage staff to resist cognitive overload which commonly leads to unconscious bias through prioritising mental health and wellbeing with healthy working practices, such as home working, flexible hours, encouraging regular breaks, and walking team meetings.
- We aim to give candidates every opportunity to demonstrate their skills, ability and potential and offer assistance or adjustments to the process where we can.

- We will strive to make all information available in accessible formats and offer adaptations where feasible to improve accessibility.
- We actively seek to build diverse networks, such as BAME, disability, or LGBTQ, through referrals, social media groups, events, and seminars. These are just some of the ways in which we can attract both active and passive job seekers.
- We actively ask clients for information about reasonable adjustments that could be made (and are feasible) at the briefing stage. This not only informs us early in the process but allows us to explore options with our clients to ensure all possible adjustments have been considered.
- We actively work to evidence-based decision-making processes and encourage our clients to do the same.
- We are consistent in screening and questioning/interview processes and will encourage clients to do the same.
- We aim to write job adverts that are gender-neutral.
- We will actively promote the benefits of advertising all roles with a salary or salary range. We believe this promotes fairness and helps to avoid discriminatory pay gaps.
- We will confidently and openly share with clients the benefits of having a blind CV recruitment process which helps to minimise unconscious bias. We will support all clients who adopt or request this approach.
- We embrace and promote agile and flexible working and have set up initiatives to support this aim, such as job share matching for candidates. We will explore flexible working options with clients when taking instructions on roles to ensure we eliminate any barriers to attracting a diverse range of applicants.
- We will actively and professionally challenge job descriptions, person specifications, and unnecessary qualifications to ensure they do not directly or indirectly discriminate or support and encourage bias thought processes.
- We will challenge misconceptions or stereotypes wherever possible to mitigate unintentional or intentional barriers.
- We actively encourage our clients to look at transferable skills, to consider candidates from different sectors where relevant, to recruit for potential to do the role well, and where relevant include strength-based questions as part of the interview process.
- We actively encourage our clients to ensure that the interview panel is as diverse as possible, this will leave a positive impression of them as an organisation and will help with objective decision making.
- We will share any feedback from candidates with clients about their recruitment processes relevant to D&I.
- Our inhouse marketing team will continue to look at new ways, resources, and tactics for attracting the most diverse talent pool through our website, job boards, social media, job fairs, and events. We understand the importance of having a respected and ethical brand in the marketplace in supporting our ability to do this.

Our continued journey

TPP remains committed to regularly reviewing our D&I strategy and processes to ensure our approach evolves in a positive and impactful way. We understand that there is still a lot to learn and we will support our staff in their own personal development in relation to D&I, making the collective TPP family as diverse and inclusive as possible. That support also extends to our clients with D&I strategies, or those with D&I aspirations to reflect the diverse population and communities they support.