**Altogether Better  
TPP Inclusive Recruitment Grant Application for Paid Staff Vacancy**

**9 Questions –** 3 scored, indicated next to each relevant question (see scoring table below/at the end for further information).

**We will not use the following information as selection criteria:** role type or level, previous recruitment history, potential future business, or profile/size of organisation.

Your completed application should be emailed to [**altogetherbetter@tpp.co.uk**](mailto:alltogetherbetter@tpp.co.uk) with the subject line: **Paid Staff Vacancy Grant & Organisation name** before **5pm on the 3rd of November 2021.**

**1. Organisation information** (Not scored)

Organisation name:

Organisation website:

Head office location:

Contact name for this application:

Position/job title:

Email:

Phone number:

**2. Why does applying for this grant appeal to you/your organisation?** (Scored 1 - 5 points)

(wordcount limit of up to 250)

**3. Briefly outline what your current ED&I strategy is in the context of staffing, recruitment and talent management. Alternatively, if you do not yet have a strategy in place, outline a desired plan of action relevant to this within your organisation.** (Not scored)

(wordcount limit of up to 250)

**4. Where would you say you are in terms of delivering to this strategy/plan on a scale of 1 – 5?**

(Not scored)

**1 - only just starting out**

**5 - good, progressive momentum**

1  2  3  4  5

**5. Please provide basic information on the role you will be recruiting for soon or in the near future. If not yet identified please skip to next question** (Not scored)

Role:

Department:

Salary range:

Role location:

**6. Have you identified the key barriers to attracting the most diverse applicants for roles within**

**your organisation? If so, what are they and what have you done, if anything, to address these?**

(Scored 1 – 5 points)

(wordcount limit of up to 250)

**7. What are you hoping to learn and embed/adopt into future recruitment processes and how will you do and measure this?**  (Scored 1 – 5 points)

(wordcount limit of up to 250)

**8. What value do you think a recruitment partner like TPP will add to supporting you with an inclusive recruitment process?** (Not scored)

(wordcount limit of up to 250)

**9. How will you ensure the successful applicant will be exposed to an inclusive working environment and what initiatives do you have in place/will be putting in place to ensure new**

**employees are supported and given the best possible chance of success and progression in the role?** (Not scored)

(wordcount limit of up to 250)

**Scoring Table**

Answers to questions 2, 6 and 7 will be scored and the total scores will be used to guide us with the decision-making process. The selection panel will comprise of representatives from TPP Recruitment and an external representative from Inclusive Employers, to ensure an objective assessment process and fair outcome.

This scoring table can be used as a guide to help with completing the application.

|  |  |
| --- | --- |
| Score | Definition |
| 5 | Organisation demonstrates a true commitment and passion to ED&I, is fully committed to driving change, fully open to learning, discovery, and challenge to gain the best outcome. Organisation demonstrates a passionate belief that ED&I will improve and enhance brand, talent pipeline, productivity, innovation and retention. |
| 4 | Organisation demonstrates commitment to ED&I, is committed to driving change, open to learning, discovery and challenge to gain the best outcome. Organisation demonstrates belief that ED&I will improve and enhance brand, talent pipeline, productivity, innovation and retention. |
| 3 | Organisation demonstrates a reasonable commitment to ED&I, shows some commitment to driving change, is somewhat open to learning, discovery and challenge to gain the best outcome. Organisation demonstrates some belief that ED&I will improve and enhance brand, talent pipeline, productivity, innovation and retention. |
| 2 | Organisation demonstrates little commitment to ED&I and shows little commitment to driving change, is not overly open to learning, discovery and challenge to gain the best outcome. Organisation demonstrates little belief that ED&I will improve and enhance brand, talent pipeline, productivity, innovation and retention. |
| 1 | Organisation demonstrates no commitment to ED&I, is not committed to driving change and is not open to learning, discovery and challenge to gain the best outcome. Organisation demonstrates no belief that ED&I will improve and enhance brand, talent pipeline, productivity, innovation and retention. |

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**\*Terms and conditions:**

Applications for the Altogether Better – TPP Inclusive Recruitment Grant (Paid staff vacancy) are open to any non-profit organisation and made via the relevant form on the TPP website. Applications close on 3rd November 2021 at 5pm. The TPP awarding panel will review applications and select one organisation to receive this grant. TPP’s decision is final. The grant is one per organisation, for one agreed specific new vacancy, and non-transferable. The successful organisation will work with TPP on an exclusive/sole agency basis, and will receive recruitment support and advice to ensure an inclusive recruitment process and agree to a case study that can be publicly used for marketing and promotional purposes. The grant is valid for 4 months from the awarding date, with instruction given to TPP within this validity period. The Inclusive Employer’s webinars are not exchangeable for cash or any other service. The grant covers TPP’s normal recruitment fee terms up to £5,000, no cash equivalent is available. Should the invoice (eg salary @ 20%) exceed the grant amount, then the additional balance is due for payment. If applicable, rebate terms only apply on additional monies paid. All other terms apply, TPP reserve the right to alter the terms.