

Our research into diversity and inclusion at work finds that many barriers to equality exist. We make some key recommendations for people professionals to drive change:

Attracting candidates

Review job adverts for gendered or other biased wording.

Review talent attraction methods, including recruitment webpages and other branded resources.



Access to flexible work

Review flexible working policies and analyse take-up in your organisation.

Ensure jobs allow flexibility and think creatively about how jobs can be designed as flexible.



Candidate selection

Examine recruitment data to understand how diverse the talent pool is at each stage of the selection process.



Organisational culture and policies

Ensure organisational policies treat everyone fairly, taking an intersectional approach that appreciates that individuals have multiple, overlapping identities.



Ensure hiring managers understand the provision for reasonable adjustments, and are provided with support to put them into place.



Review existing data on pay, progression and employee survey measures, or collect additional data to understand whether employees feel the organisation is inclusive and identify barriers to progression.



We're the professional body for experts in people at work. For more than 100 years, we've been championing better work and working lives by setting professional standards for HR and people development, as well as driving positive change in the world of work. We are a career partner to more than 145,000 members around the world and have a wealth of resources to keep you up to date.

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