




The importance of DE&I in Education Recruitment

► Teaching Insights

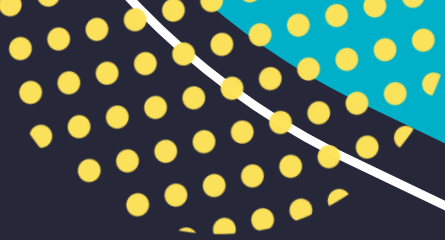


Diversity, equity, and inclusion have become fundamental values that need to be incorporated into every aspect of our lives, including education recruitment.

For schools and education organisations, having a diverse and inclusive faculty team can create a sense of belonging and promote cultural awareness, understanding, and tolerance among students, staff, and the broader community.




This helps to break down barriers and stereotypes that students may have about certain cultures or ethnicities, creating a more inclusive and supportive learning environment, which could ultimately lead to better academic success for all.




To create a diverse and inclusive team of teaching and support staff, it's important to have a recruitment process that is fair, inclusive, and accessible to all candidates.

Unconscious bias can negatively impact the recruitment process, leading to discrimination and limiting the diversity and size of the applicant and candidate pools.



By being aware of unconscious bias and implementing strategies to reduce it, schools and education organisations can ensure a more inclusive recruitment process and build a more diverse team.



Start With Unconscious Bias Training

One effective strategy to address unconscious bias is to provide unconscious bias training to all staff members, particularly those involved in hiring.

This helps raise awareness about the impact of unconscious bias across the board and also provides practical strategies for minimising bias and promoting diversity.

Schools can create a more inclusive and equitable recruitment process and school environment by empowering staff to recognise and overcome their unconscious biases.

Job Analysis and Job Description Creation


Conducting job analysis and creating clear job descriptions encourage transparency and specificity, making it easier for candidates to determine their eligibility by eliminating ambiguity and reducing the potential for bias in the selection criteria.

It also helps eradicate bias by ensuring only job-related requirements are used and promotes diversity by eliminating unnecessary qualifications that may exclude qualified candidates from underrepresented groups.



Using **Inclusive Language** in Your Job Advertisements


To attract a diverse range of candidates, job advertisements and other recruitment materials you use should be written in an inclusive and welcoming tone, avoiding language that could exclude or discourage certain groups.




Using gender-neutral language and avoiding jargon or acronyms can make the job requirements clear to all candidates.

It is also important to showcase your commitment to diversity and inclusion in the job advertisement.

Make Your Role **Accessible**

 Creating a welcoming environment for all candidates can help build an inclusive team and working environment.

Providing reasonable accommodations, such as assistive technology and alternative application formats, allows candidates with disabilities to showcase their skills. 

To further improve accessibility, consider flexible interview times and formats and involve individuals with disabilities in the recruitment process for valuable insights on potential barriers and accommodations that may be needed.

The **Interview** Process

In the selection process, unbiased interviews and evaluations are crucial.

This can be achieved by using structured questions and assessment criteria, training interviewers on unconscious bias, and using the same questions for all candidates.

By applying these measures, all candidates are evaluated based on equal criteria, ensuring fairness and equity in recruitment.

Working With an Education Recruiter

Collaborating with an education recruitment agency provides access to a diverse range of candidates with unique backgrounds and experiences, bringing fresh perspectives and new ideas.

They'll also have the expertise to eliminate unconscious bias, guiding you to build a diverse and inclusive team that reflects your community's diverse perspectives, promoting fairness, equity, and respect.

Reeson Education

Our proven track record of recruiting top-performing teachers and support staff is underpinned by our focus on building inclusive school cultures.

With our experience and dedication to DE&I and recruitment goals, we are the ideal partner for finding the perfect match for your school's recruitment needs.

**For help with your recruitment needs,
contact us for more information:**

info@reesoneducation.com

+44 2038 410 777

