


Blind Recruitment



What is blind recruitment?

- Removal of candidate information that is not relevant to the assessment of capability for the role
- Removal at any stage in the process
- Reduces unconscious bias
- Creates a more level playing field



1970s	2003	2009	2014	2015
				
Toronto Symphony Orchestra – blind audition	US Paper: <i>Are Emily and Greg More Employable than Lakisha and Jamal?</i>	UK research identifies racial discrimination at job application stage	Clifford Chance addresses Oxbridge bias	David Cameron pledge BBC, HSBC, Teach First & others

It's a balancing act



Pros

- Wider candidate pool
- Level playing field
- Focus on talent and potential
- Positive brand reputation



Cons

- A truly 'blind' process is a challenge
- Bias is simply postponed
- Recruitment process must support
- Flexible solutions – complex and costly

In 2017



Name-blind interview

BBC

Deloitte.

EY

pwc

TeachFirst

Virgin money



School and University-blind application

Civil Service

CHI & PARTNERS

Deloitte.

HSBC

HAVAS GROUP

J. WALTER THOMPSON WORLDWIDE

TeachFirst



CV-blind interview

CLIFFORD CHANCE

Deloitte.

HISCOX

NORTON ROSE FULBRIGHT

Conclusion

- Be clear on your purpose
- Which element is appropriate?
- How to best implement?
- Manage expectations



How can we help?

Futureboard can audit and advise on best practice for incorporating blind recruitment into your current process. We can also support with the set-up, training and implementation of blind recruitment.



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