



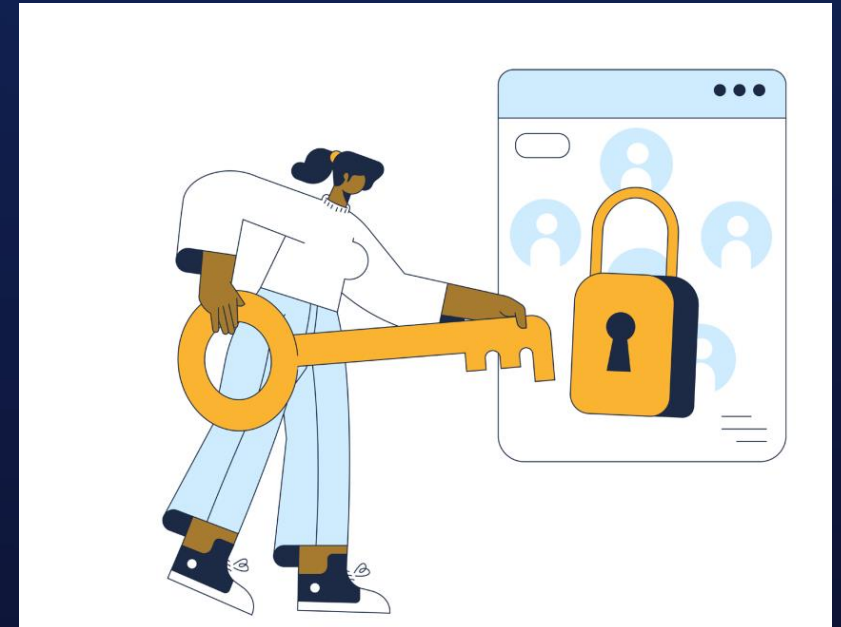
The Prince's
Responsible
Business Network



Opening Doors

Driving inclusive recruitment

June 2024



Why Opening Doors is needed – the problem

If the UK was comprised of 100 employers...

- 25 would close their door to someone with a **disability**.
- 35 would close their door to a **refugee**.
- 55 would close their door to a **person with a conviction**.
- 58 would close their door to **someone experiencing homelessness**.
- 70 would close their door to a **school leaver**.

The UK labour market

- 900k job vacancies
- 38% employers report having hard-to-fill vacancies
- 1.49m people (16+) unemployed
- 851k young people (16-24) who are NEET (292k are unemployed, 559k are economically inactive)
- 9.38m (16-64) economically inactive



The Prince's
Responsible
Business Network

We have an ambition to make 2 million jobs more inclusive by 2025

- Identify at least 3 actions from our list of 25 to take forward.
- Tell us what you'll do, when you think you'll do it by, and how many jobs will become more inclusive as a result of your efforts.
- Speak to your Relationship Manager to identify what support you think you'll need from BITC and our network.
- Tell us how you're getting on and let us spotlight your success.



The 5 keys to inclusive recruitment



Create partnerships that connect untapped talent to your jobs.



Show candidates that you are committed to inclusion.



Use comprehensive job descriptions with neutral language

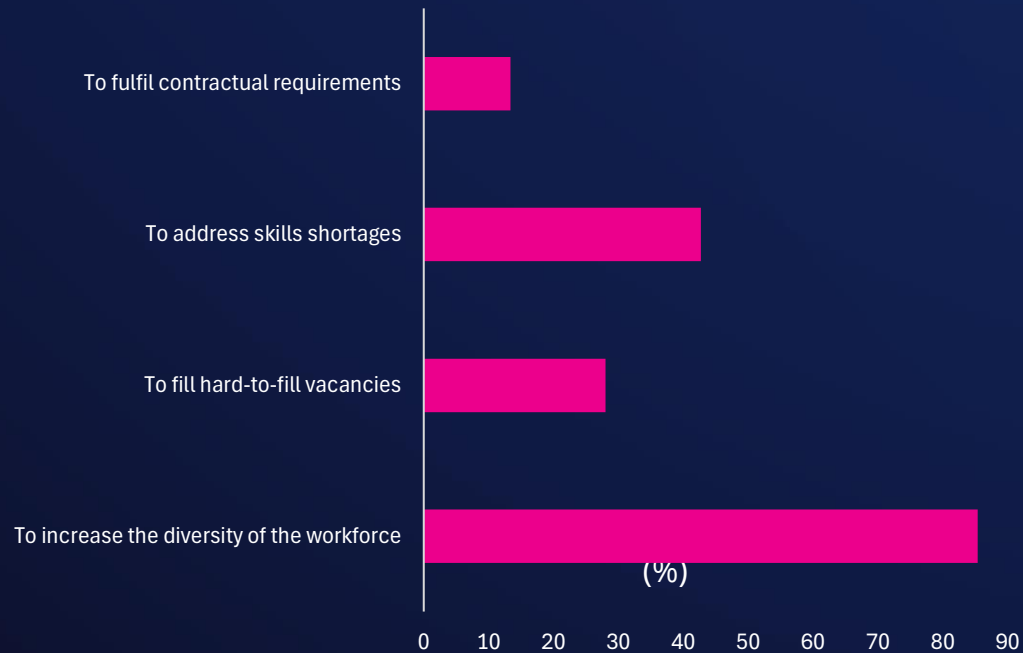


Focus on the essential skills needed for the job.



Prioritise accessibility and eliminate bias.

Why employers commit to Opening Doors



"We are committed to making Heathrow a great place to work. We have an ambition to be a truly inclusive organisation, representing the diversity of our local community at every level of the business. We've made some great progress to date, but we know that there is always more we can do. By working with BITC and a cross-section of our peers, we're confident that we can continue to strengthen our capability and determination."

Heathrow Airport Limited

"Everyone wants to feel welcome at work and to feel as if they can be themselves. The best way to achieve this is through fostering an inclusive workplace. We're committed to supporting the BITC Opening Doors campaign to ensure that we remove barriers and create more accessible pathways to work for untapped talent."

National Grid

"Our goal is to create a vibrant company culture that embraces difference and empowers our people. Taking part in BITC's Opening Doors campaign will allow us to continue championing our core values whilst building on our existing D&I strategies."

Ricoh

Progress to date

80+

employers have committed to the Opening Doors campaign.

1.1m

jobs are now more inclusive as a result of Opening Doors.

600

actions have been committed to by the employers involved in the campaign



The Prince's
Responsible
Business Network





Why become an Opening Doors employer?

- A single, simple inclusive recruitment framework – to self-audit your achievements and inform your strategy.
- BITC support to achieve your inclusive recruitment ambitions - content, events, advisory support.
- Peer support - biannual peer learning forums and a closed LinkedIn group.
- Celebration of your success - case studies, speaking opportunities.

