

Altogether Better Inclusive Recruitment Grant

Action Tutoring Case Study Summary

SEPTEMBER 2021

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The Grant

As part of TPP's commitment to inclusive recruitment and D&I, we launched our Altogether Better Inclusive Recruitment Grant initiative in May 2021. This grant evolved out of our desire to evidence positive progress and tangible steps in achieving better diversity and representation of all people within the sectors we serve.

TPP had only one grant (up to the value of £5k) to award in this process, which, as you can imagine, was difficult considering we had so many excellent applications.

Grant Winner

"Action Tutoring demonstrated the utmost desire to learn and be challenged. Their application evidenced the individual, organisational and societal benefits of inclusion. An authentic and realistic understanding of their current position, as well as having aspirational objectives, helped set them apart. It was felt that they truly captured the purpose of this initiative and were realistic about the support that TPP could offer to positively impact their recruitment processes." - TPP Recruitment

"Collaborating with TPP means we come one step closer to a more diverse team, a more inclusive working environment and becoming the change we want to see in our society, ultimately increasing our positive impact on the pupils, tutors and schools we work with!" - Action Tutoring



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The Campaign



The role: Programme Coordinator

Location: Sussex

Salary: £23,000 per annum

View the [online job pack](#)

TPP Recommendations adopted by Action Tutoring for this campaign:

- Include positive action statement on job description and advert
- Remove gender bias language throughout using a gender decoder
- Remove degree qualification from essential criteria and having a car from desirable criteria
- Remove names, dates of education, and gender identification from applications
- Ask applicants to respond to 3 questions, (relating to the competencies required for the job) rather than asking for a generic cover letter
- TPP consultant on interview panel for an outsider perspective
- Advise and review interview scoring system – score candidates on their response to competency questions only
- Review interview questions to allow candidates to evidence their skills, competency, and potential
- Design and send equal opportunities survey to all longlisted applicants
- Design and send feedback survey to all interviewed applicants
- Manage internal applicants in the same way as external applicants

For more information on how TPP supported Action Tutoring with overcoming barriers to attracting diverse talent and the permanent changes adopted to future processes – read the full case study [here](#).

Candidate Feedback

100%

of candidates felt the interview panel was diverse

100%

of candidates felt the overall process was inclusive

100%

of candidates didn't face any barriers throughout the process

Action Tutoring Summary Feedback

How would you rate TPP's advisory support relating to diversity, inclusion and inclusive recruitment practices? ***"Excellent"***

How impactful have you found this process to be in terms of changes to your future processes? ***"Very impactful"***

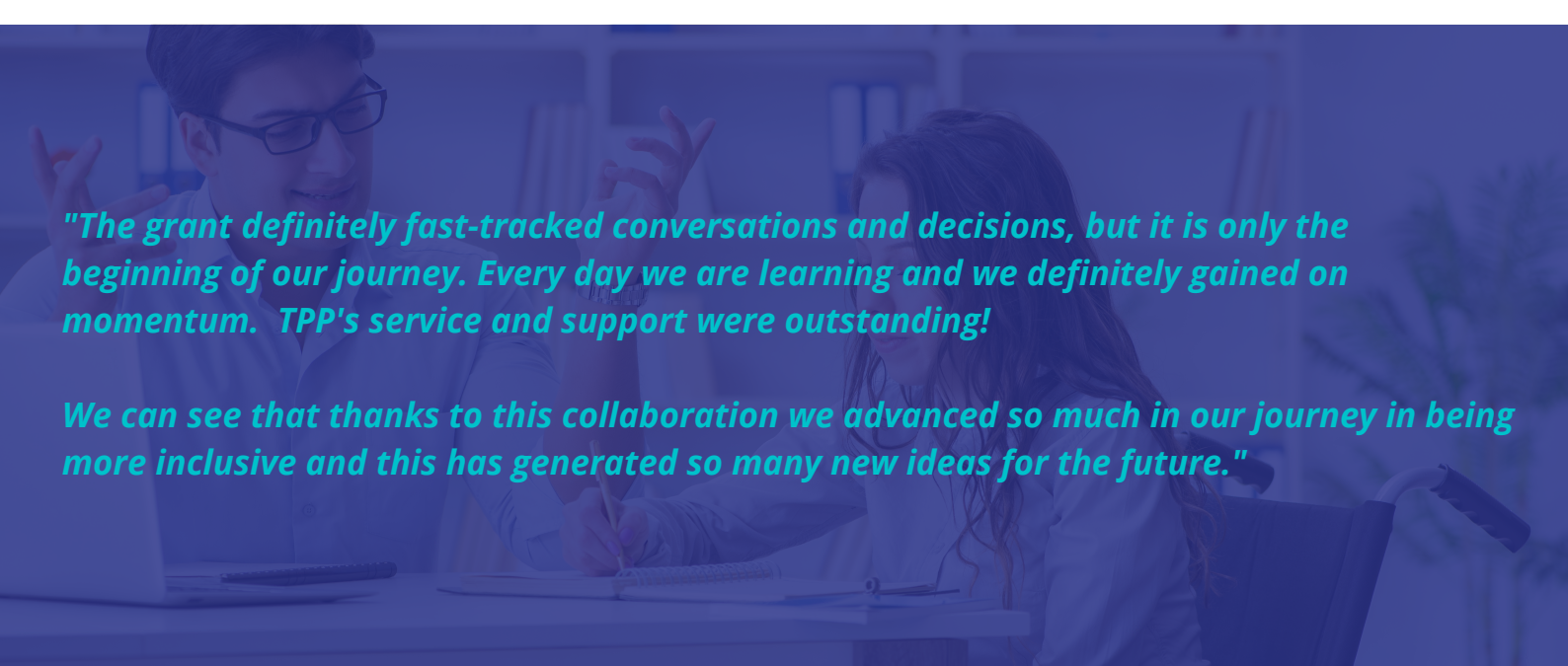
Do you feel that the learning and support from TPP during this campaign has positively progressed Action Tutoring's D&I strategy in the context of attraction, recruitment and retention? ***"Yes, absolutely"***

Do you feel that over time, the improvements you have made to your attraction will improve your employer brand and raise the profile of your organisation? ***"Yes, absolutely"***

Overall, did TPP deliver on the expectation you had of the grant? ***"Yes, absolutely"***

Top 3 benefits of working with TPP:

- ***"Expertise on ED&I regards to recruitment and other workplace-related processes"***
- ***"Flexible, friendly and swift collaboration"***
- ***"We were able to implement positive actions and changes way faster than without their collaboration"***



"The grant definitely fast-tracked conversations and decisions, but it is only the beginning of our journey. Every day we are learning and we definitely gained on momentum. TPP's service and support were outstanding!"

"We can see that thanks to this collaboration we advanced so much in our journey in being more inclusive and this has generated so many new ideas for the future."



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