

EMBEDDING NEURODIVERSITY INTO RECRUITMENT

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Objectives

The aim of this workshop is to help organisations understand how to integrate neurodiversity into recruitment processes which lead to a workforce recognising and valuing the unique contributions of neurodiverse colleagues.

Workshop themes cover

- Identifying Barriers
- Inclusive job descriptions
- Simplifying the application process
- Exploring alternative ways to apply
- Addressing unconscious bias
- Preparing interview questions
- Grading and selection process

Structuring Interviews

- Interview adaptations
- Reasons for offering extra time
- Importance of clear and concise questions
- Assessment techniques
- Structured v unstructured interviews
- Body language at interview
- Role specific accommodations

Onboarding programmes

- Tailoring onboarding
- Mentoring and support systems

Providing feedback

- Importance of feedback



REASONS FOR AN INCLUSIVE HIRING PROCESS

- Access to a larger talent pool
- Enhance innovation and creativity
- Improved productivity and employee performance
- Enhanced employer brand and reputation
- Better decision making
- Employee satisfaction and well-being
- Low staff turnover

Workshop Delivery

In person or digitally over a morning or afternoon.

Cost £325