

Diverse Recruitment Process Corporate Statement

The Council is committed to equal opportunity in employment and actively encourages under-represented groups to apply for vacancies. The Council seeks the right mix of talent, skills and potential, welcoming applications from a wide range of candidates.

We want to attract, develop, and retain a diverse workforce where they feel welcomed and supported and reflect Leicestershire County Council's values. All members, managers and employees have a part to play in achieving this.

The Diverse Recruitment Process is a positive action measure designed to help the Council achieve its equalities objectives, improve the diversity of its workforce and employ the best people to deliver the council services.

To support our commitment, we are widening the membership of our diverse recruitment process throughout Leicestershire County Council to staff representative of a protected characteristic which is currently under-represented in our workforce such as race, sexual orientation, and disability.

We are therefore actively encouraging employees who are BAME (Black, Asian, and Multi Ethnic), LGBT+ (Lesbian, Gay, Bi and Trans +)) and employees with disabilities to volunteer and take part.

Recruiting managers will need to ensure they have Diverse Recruitment Volunteer(s) in place and ensure their involvement in the entire recruitment process.

We have updated our Diverse Recruitment Process Guidance to support recruiting managers and (prospective) diverse recruitment members with advice and information about their respective roles.

Further information including our guidance document can be found on the Intranet.

Gordon McFarlane

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