

**Denholm**Associates

# **DIVERSITY, EQUITY & INCLUSION**

**Our approach to improving diversity,  
eliminating discrimination, and advancing  
equality of each opportunity**

# DEI AT DENHOLM



Diversity is the one true thing we have in common... celebrate it every day.

At Denholm, it's important to us that we promote the benefits of equality and diversity in all that we do. We strive to be an organisation where equality is upheld in an open environment that empowers all.

We place an obligation on our team to have the courage and confidence to be an active ally for diversity, and accountable for building a respectful environment. This is reflected in our DE&I policy which shows that we are both listening and learning and demonstrates our pledge to continue to challenge our views in all that we do.

Beyond this, we always encourage positive and inclusive recruitment practices.

This includes:

- Broadening our approach to candidate identification
- Allowing accessibility for all by responding positively to personal support requirements
- Ensuring every candidate is treated equally and receives acknowledgement of showed interest
- Delivering honest feedback to help candidates improve
- Ensuring the client is always represented in a positive and ethical light

## DEI AT DENHOLM

For every recruitment process undertaken, Denholm will:

- Remain neutral in all recruitment activities. This includes using inclusive language in advertising, reporting, and all public materials
- Never discriminate unlawfully when looking at candidates who will be considered for a vacancy
- Ensure our talent pool is as diverse as possible, targeting and approaching candidates regardless of gender, age, disability, race, ethnic background, nationality, religion, or sexual orientation
- Ensure each candidate is assessed only in accordance with their qualifications and abilities to perform the relevant duties required for the vacancy
- Seek to ensure all meeting arrangements take into consideration any candidate's disabilities and cater to any additional requirements i.e. interview venues
- Adhere to the requirements of the guaranteed interview scheme, which warrants an interview for anyone with a disability whose application meets the minimum criteria for the post
- Collect and publicly present equal opportunities data in line with our client's expectations
- Ensure our employees are trained in and understand all legislation relating to recruitment and employment practices

We are dedicated to creating and maintaining company policies that ensure our business operates in a legally compliant manner. We work to reduce, and ultimately, remove the barriers to equality faced by women and men in Scotland.

In the last 12 months, a total of five women have seen a promotion in their careers at Denholm, and six out of eight voices on our leadership team are women. We have an exact 50/50 split between men and women in the business and all employees have taken part in Inclusive Behaviour training.

This shows our dedication to addressing equality and the gender gap, ensuring Denholm is a progressive place to work where our employees feel valued.

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## Diversity of candidate pool

We value and encourage the creative potential that individuals of different backgrounds and abilities can bring to work, and so we have a strong focus on presenting a shortlist of candidates that celebrate this. It's important to us that candidates come from a range of backgrounds and are never discriminated against based on age, gender, ethnicity, sex or religion.

We provide shortlists where any factors which might identify any of the above are removed as well as delivering an overview of targeted candidates to demonstrate an entirely inclusive process. All searches undertaken will always focus on the candidates' ability to deliver within the role and will not be obstructed by any discriminatory factors.

**If you would like any more information, please get in touch with our team today on 03303 359 818.**