



## HL SAFEGUARDING INCLUSIVE RECRUITMENT TOOL KIT

Ensuring the HL Safeguarding workforce reflects the clients and communities we work with. Championing inclusion is the first step in delivering high quality and safe services.

It is important to us that all our employees feel that they can bring their whole selves to work and that their potential is identified, nurtured and supported throughout their career with HL International Safeguarding.

HL International Safeguarding understands that people from a range of backgrounds face barriers when applying to the workforce. HL International Safeguarding will work with all employees, partners and clients to ensure that identified barriers are removed. We understand that this is a constantly evolving priority, and we will strive to ensure that we continuously adapt to ensure that HL International Safeguarding is a proactively inclusive employer.

This toolkit should support the HL International Safeguarding management team in understanding the barriers and various circumstances that can potentially lead to inequalities existing for individuals from ethnic minority backgrounds, people of different ages, people with disabilities, LGBTQI+ individuals, and people from other communities when attending interviews.

This toolkit also includes practical advice and steps that can be utilised to improve our recruitment activity, supporting existing staff with their career development, as well as assisting with improving HL International Safeguarding's approach to inclusion in the workforce.



WHAT ARE THE KEY COMPONENTS OF THE  
HL SAFEGUARDING INCLUSIVE  
RECRUITMENT TOOL KIT?

