

DIVERSE INTERVIEW PANELS

With employers finding the job market increasingly competitive, it's important to consider ways to improve the hiring process, in order to attract the best candidates.

A diverse interview panel has members from a variety of backgrounds, this could be **race, gender, sexual orientation, age, skills and experience**. The aim of this is to involve a variety of perspectives in the recruitment process by including people with different experiences, in order to make sure the process is impartial and selects the best candidate.



CREATING A DIVERSE PANEL

1. Identify any areas in your team which might be underrepresented, where you could be missing out on talented candidates!

2. Invite colleagues from these backgrounds to sit on the panel – choose someone with sufficient knowledge of the role, who offers a different/underrepresented perspective.

3. Acknowledge any areas of unconscious bias on the panel and address these.

4. Prepare well for the interview – all panel members should know their role and have questions directly related to the person specification for each candidate, creating a consistent approach and a structured, standardised process.

5. For best practice, consult the independent panellist first following the interview for an impartial view. Ensure all panellists have equal opportunity to contribute to the deliberation.

THE BENEFITS



CANDIDATE EXPERIENCE

Help make candidates from minority backgrounds feel **more comfortable at interview** by showing your team values inclusivity

Make a good impression with candidates and encourage them to join: a Glassdoor study found that **67% of job seekers consider a diverse workforce important** when considering job offers.



A STRONGER RECRUITMENT PROCESS

Form **a more rounded view of the candidates** by having input from a variety of perspectives.

Avoid having an echo chamber in which the panel favours candidates who are similar to themselves. This **ensures you're hiring the best people**, not the people most similar to you.



IMPROVING YOUR TEAM

Avoid blind spots in your team in terms of outlook and experience, helping to create a team with a **varied, versatile skillset**.

Create more **opportunities for current members of staff** to be involved in the recruitment process, providing important experience that will help in their career progression.