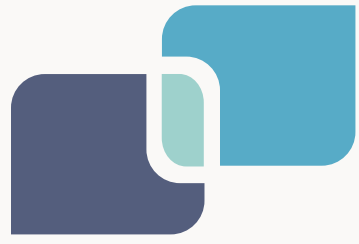




Diversity & Inclusion

EDI Strategy & Consulting:
Helping you to design and implement
inclusive recruitment and talent
attraction strategies





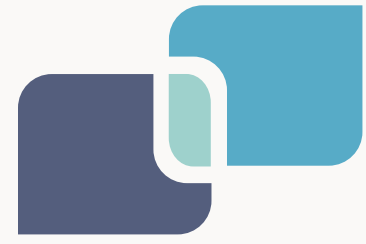
Our purpose

At CJA, we empower organisations to build inclusive, high-quality teams that reflect and support your core values.

With over 50 years of experience in recruitment advertising, marketing, and recruitment process outsourcing (RPO), we bring a seasoned perspective to diversity and inclusion challenges.

Our D&I Strategy and Consulting services offer an objective, independent review of your current recruitment process, designed to elevate candidate quality and alignment and to ensure your workforce is truly representative.





An independent and objective review

CJA offers an independent, data-driven approach to identify and address recruitment challenges in diversity and inclusion.

Fresh perspective:

Our objective review uncovers recruitment barriers and missed opportunities, bringing new insights for an inclusive approach.

Data-driven analysis:

We benchmark your recruitment data against census and industry standards, providing clear insights into strengths and areas for development.

Comprehensive assessment:

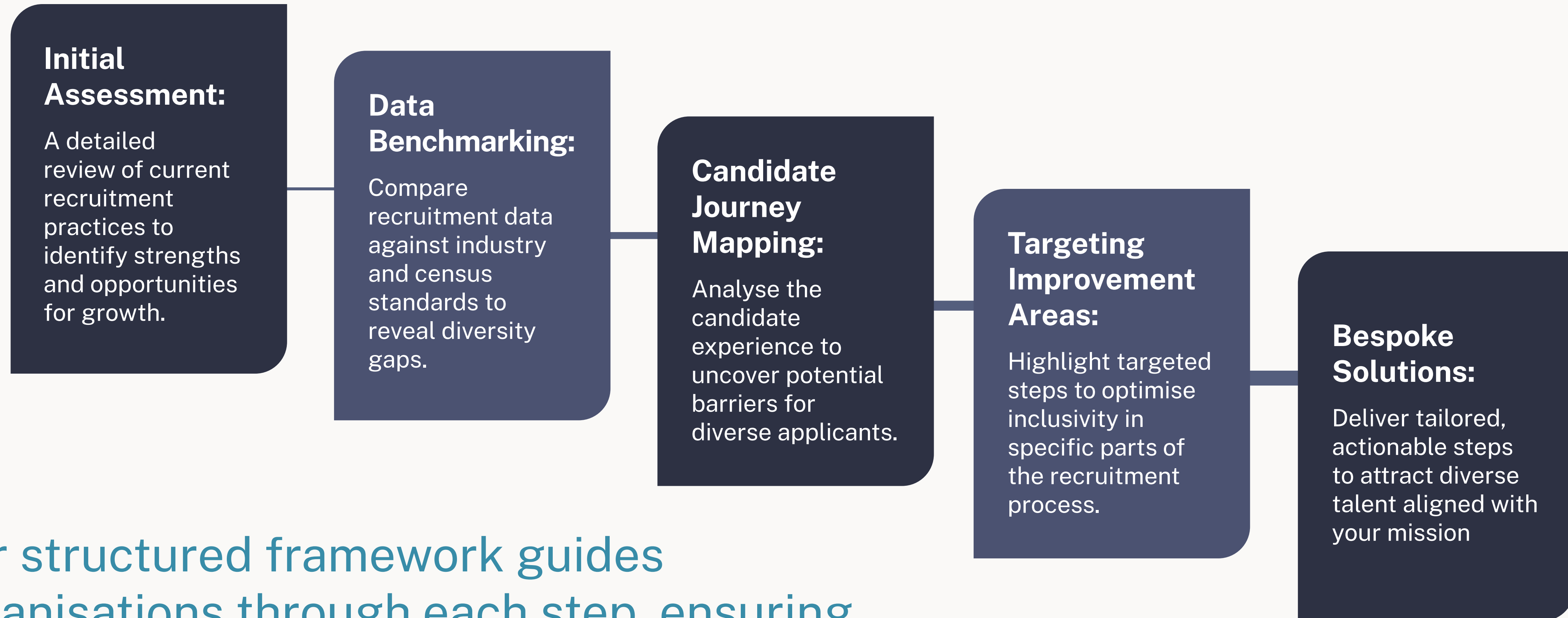
Our process evaluates every aspect of recruitment, from job postings and sourcing to the end to end candidate experience.

Alignment with mission:

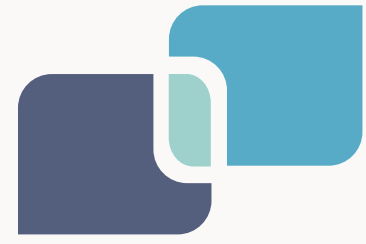
We prioritise attracting candidates who not only meet role requirements but also align with your organisational values.



Framework for inclusive recruitment



Our structured framework guides organisations through each step, ensuring a recruitment process that is both inclusive and aligned with organisational values.



Key focus areas for improvement

Through our detailed review process, we identify specific areas within recruitment that can be optimised to attract a broader, more inclusive talent pool.

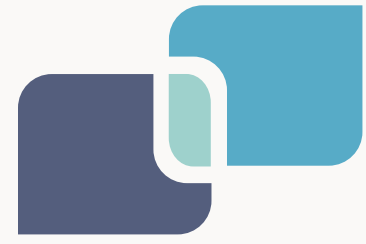
Job descriptions and language: Ensuring language is inclusive and free from unintentional barriers.

Assessment tools: Review tools used to ensure an inclusive process for all candidates to demonstrate their abilities.

Interview practices: Standardising interview protocols to create a fair experience for all candidates.

Candidate communication: Maintaining clear and supportive communication throughout the hiring journey.

Feedback loops: Implementing structured feedback to continuously refine recruitment practices.



Measurable impact

Achieving measurable outcomes and lasting impact for public sector organisations.

ual:

% of applications, interviews and hires

BAME: 50% applications / 43% interviews / 30.1% hires

Quarterly accessibility audits
100% pass rate



% of workforce

Ethnic Minority: 19.86% vs 11.6% Civil Service average
LGBTQ: 5.68% vs 2.13% Civil Service average



Tailored, actionable recommendations

Our insights are tailored to your organisation, providing specific steps to foster an inclusive, mission-aligned recruitment process.

These recommendations are designed to be both actionable and sustainable, helping you build an inclusive workforce for the long term.

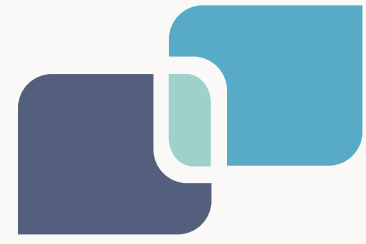
Below are example recommendations:

Enhanced branding: Position your organisation as an employer of choice for diverse talent.

Refined job postings: Develop inclusive job descriptions and advertisements that resonate with a broader range of candidates.

Targeted attraction strategies: Implement channels and campaigns to reach underrepresented groups.

Assessment protocols: Standardise processes to provide a fair, consistent candidate experience.



Ongoing support and continuous improvement

Our support doesn't end with the initial recommendations. We're here to ensure your recruitment process evolves to meet ongoing diversity and inclusion goals.

With CJA, you gain a long-term partner in building a more inclusive workforce that grows with your organisation.

Periodic assessments: Regular evaluations of recruitment outcomes to track progress and identify new opportunities.

Advisory services: Expert guidance on implementing and refining D&I strategies over time.

Data analysis: Continuous benchmarking against industry standards to keep your recruitment process competitive.

Customised Training: Optional workshops and training sessions for hiring managers on inclusive recruitment practices.



Why choose CJA?

CJA Group is your dedicated partner for creating an inclusive, high-quality workforce that aligns with your values and goals.

50+ years of expertise:

Extensive experience in recruitment and talent attraction since 1969.

Independent and objective

A fresh perspective that provides unbiased insights, identifying areas for meaningful improvement.

Data-driven approach

We leverage data and industry benchmarking to create effective, measurable strategies.

Public sector expertise

Trusted partner for public sector and mission-driven organisations that prioritise diversity.

Long-term partnership

Continuous support and guidance to ensure sustainable, lasting impact.