



Altogether Better Inclusive Recruitment Grant

Possible case study

Objectives

The grant was awarded to an organisation that is committed to ED&I and driving change through the recruitment process by making it more inclusive. Our worthy winner, Possible, welcomed the support and guidance of TPP, a specialist recruitment partner, to achieve the following outcomes: “Climate change will affect everyone in some way; however the movement is often dominated by a relatively homogeneous set of voices. As our work seeks to engage the UK public at large, it's especially important for us to not only speak to a wide range of people but for our work to be shaped by voices from all backgrounds. Like other organisations, we have faced financial difficulties due to COVID, so a grant would make all the difference in allowing us to do this work.”

“Our anti-oppression strategy has highlighted where we need to do more ED&I work. Although we've identified what we think we need to do, we're struggling bringing these plans and ideas to fruition and that's where support from TPP would be invaluable.”

Campaign approach

Possible approached TPP with a request to offer support and guidance in relation to a strategically important multi-trustee recruitment campaign. The aim was to ensure that the campaign was designed, and then conducted in a way that supported aspirations that had been set out in Possible's recently revised D&I strategy.

Having been appointed, the TPP team offered critical analysis on both the candidate pack and the recruitment process for the trustee search campaign, and also provided the Possible team with access to first class advice and guidance from our partners at Inclusive Employers.

The Possible Board had conducted a skills gap analysis and had identified several areas of focus for this multi-vacancy campaign – to add further value, the TPP Leadership and Governance team led on the search to one of the harder to find skill-sets (knowledge of CSR/ESG) and worked to identify candidates through traditional search and marketing methods (database search, online marketing and direct headhunting) which were to be reviewed alongside all other applications received as part of the overall campaign.



AT A GLANCE

BENEFITS OF THE GRANT

- The learning and support from TPP during this campaign has positively progressed Possible's D&I strategy in the context of attracting and recruiting Board/Trustee members
- All of the changes Possible made to make their Trustee recruitment better have also been implemented with their paid recruitment. It has helped them with all of their recruitment campaigns, not just Trustee
- The changes Possible made as a result of this grant process will enable them to attract more diverse talent in the future
- Over time, the improvements Possible have made to their attraction and recruitment processes will improve their employer brand and raise the profile of their organisation



Through TPP's efforts to support Possible with their Trustee campaign we have had a lasting effect on their ongoing recruitment in order to help diversify their hiring. We asked Possible for their feedback on the grant initiative and how it has helped them.

Impact

"The impact is clear because we received the most applications for our trustee roles ever and the candidates were of a very high level. We also received lovely feedback after other recent recruitment runs - even when the candidate was unsuccessful. We've been able to take some of the stress out of the application process for candidates, which means we've got a better sense of candidates."

Learning

"We have put all of our learning into all of our recruitment. We have been able to show what Possible is really about and reach more people than ever, as well as a more diverse group of people ever. It has also helped us improve even more and polish up what we already had in practice - making us a better employer overall."

Processes

"Processes we have changed or are in the process of implementing due to working with TPP include: removing 'nice to haves' from all of our job applications, sending out interview questions 48 hours in advance for all roles, not just junior positions, sending out a survey after the recruitment period to assess how inclusive the process was, offering a mentor or buddy to everyone from day one (rather than just those that feel they need it), providing financial support to trustees with caring responsibilities so they can attend meetings. Be clear on who were looking for and why, so that we can appeal directly to the groups that were underrepresented in our organisation."

Summary

"TPP helped us put our anti-oppression strategy into practice and helped take us to the next level. They made sure that we implemented our ambitious plans properly, whilst following best practice and compliance. TPP really are the experts at what they do, plus all really friendly and happy to help, listen and work with you to get the best outcome. They were diligent at looking through all of our current documentation and procedures and providing specific and clear feedback on what we need to do to improve and how to do it."