

Our commitment to Diversity, Equity and Inclusion

Guidelines for recruitment companies and search firms working with Gresham House

Our DEI Strategy sets out the internal behaviours and authentic actions that should be implemented to improve diversity, equity and inclusion across Gresham House, to support our corporate objectives.

Gresham House want to partner and work with recruitment companies and search firms that have strong DEI values and goals and share our commitment to building and maintaining a diverse and inclusive team and work environment.



Diversity

Multiple identities represented in an organisation



Equity

Opportunity and fairness



Inclusion

Perspectives of all people matter

We want to ensure all our talent acquisition practices, consistently provide equal opportunity and integrate DEI concepts into our recruiting, hiring and development of a high performing workforce. Guidelines when sourcing candidates for Gresham House:



Develop innovative recruitment strategies that attract a diverse range of candidates



Establish an inclusive, merit-based recruitment process



Ensure roles are sourced across a broad range and variety of talent channels and outreach through DEI dedicated organisations



Present a diverse and balanced short list of candidates that meet the criteria and skills required for the specific role with an aspirational shortlist of 50/50 gender split of candidates



Promote the Gresham House brand and our inclusive culture to candidates

Our commitment to DEI and making a positive change, can only come about through determined, meaningful and authentic action alongside the achievement of our corporate and sustainability ambitions.