



MOVING FROM UNCONSCIOUS BIAS TO CONSCIOUS INCLUSION



CONSCIOUSLY REMOVING UNCONSCIOUS BIAS IN RECRUITMENT

ScottishPower continues to introduce industry-leading approaches to consciously reduce gender bias within recruitment and selection, line management and frontline leadership.

Following a refreshed training programme in 2019, more than 600 recruiting managers throughout the business have received unconscious bias training, helping them to recognise potential bias in recruitment systems and how to overcome it. Every manager undertaking recruitment activities must complete the training.

Jonathan Cole, Offshore Managing Director for ScottishPower Renewables has been leading the Renewables business in tackling unconscious gender bias during recruitment. He used new inclusive principles within this year's Renewables campaign to welcome 103 diverse new recruits in 2020.

The inclusive principles are also used to ensure job advertisements and specifications are written using gender-neutral language and feature imagery that represents diversity.

Recruiting managers actively encourage female candidates to apply for senior roles where data suggests there can be hesitancy. This approach extends to ensuring that recruitment shortlists of relevant candidates include a greater degree of gender balance.

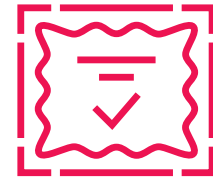


The Renewables division is also addressing gender imbalance through mentoring and support networks for aspiring female leaders as well as expanded flexible working practices. ScottishPower boosts the visibility of female role models to inspire future generations to consider the STEM sector.

Alexis Pacot, UK Head of Technical Services for SP Renewables (Onshore), has introduced a process that challenges the longstanding minimum requirements in place for recruited roles.

Alexis has developed a system that re-examines job specifications and minimum requirements listed across all future recruited roles to re-assess applicability and the skills required. Amended job descriptions often reduce the minimum requirements to better reflect the relevant skills and duties. This significantly expands the pool of available talent for roles.

Alexis explained: "If we're going to embrace diversity then every time we recruit, we need to look at the minimum requirements and think, what skills do we actually need and is this accessible to the widest possible range of applicants?"



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recruiting managers have received unconscious bias training

"You can only create change by making the unconscious, conscious. Without a proactive approach throughout the chain from managerial training and the presentation of adverts right through to the interview stage and selection discussions it will become much harder to address imbalances within the industry."



Jonathan Cole, Offshore Managing Director, SP Renewables