



# HASSON ASSOCIATES

## Diversity Charter

We will:

- Use gender neutral language in all adverts and candidate profiles
- Endeavour to produce a balanced shortlist for all roles
- Encourage all clients to create gender neutral communications around jobs.
- Encourage all clients to compile a balanced interview panel
- Initiate conversations with our clients by asking for their diversity/inclusion policy to heighten awareness
- Reach out to other communities to ensure that we are present in a broad section of the community.
- Participate in or run activities that promote equality and diversity in the MRS industry
- Recruit from a wide talent pool to ensure that we are a diverse team.
- Commit to helping our clients and candidate work in a diverse and inclusive environment.

*“Being human is at the heart of what we do.”*

## APSCo Member Committed to Diversity

### Encouraging Diversity in Recruitment

Hasson Associates has demonstrated its commitment to encouraging diversity in recruitment. APSCo's Diversity Commitment is a public promise by its members to take measurable steps to improve diversity within their organisation and within the recruitment industry.

**Diversity is about being different.** It is about understanding and treating people as individuals and placing a positive value on those differences in the community and in the workplace. Businesses need to attract people with a wider range of backgrounds and attitudes because Britain is becoming more diverse, and to ignore this wealth of talent will be damaging in the future.

APSCo recognises diversity as an important business issue affecting its members, and their end-user clients. It's critical that recruitment businesses tap into the widest available pool of candidates to provide their clients with the best resource available regardless of their age, gender, disability, ethnicity, or other defining characteristics. To this end APSCo provides its Diversity Committed Members with practical advice and support on how to take steps to improve in this area, and actively encourage diversity.

**Hasson Associates is an APSCo Member Committed to Diversity.**