

## **Safer Recruitment/EEDI recruitment**

*Taken from HS-UK website:*

The application and interview process:

The selection process is anonymised with personal details removed to avoid unconscious bias. We use a standardised scoring system to short-list.

We will be as flexible as we can to identify an interview slot. We will share the interview approach and some or all of the questions in advance before your interview to give you time to prepare meaningful answers.

We are trained in Safer Recruitment to ensure a fair and safe process.

We use standardised scoring for each interview based on the requirements for the role. Each panel member scores independently, and we take an average of scores to reduce the risk of bias.