

Creating Inclusive Workplaces: How DurhamEnable is Changing Recruitment Culture

[Audio: Upbeat piano music plays during clip.]

[Carole Williamson] My name is Carole Williamson, I am DurhamEnable's in-work support and training officer. So, I have been training the lead officers how to recruit in a different way, how to create systems that are much more inclusive, how to get the best out of the candidates that are coming to interview.

[Video Clips: Various shots of Kayleigh and Phil sitting at a desk in the office working together. Shots of Kayleigh working on a laptop computer.]

[Carole Williamson] Phil came on one of those courses where I was able to explain about the neurodiversity paradigm and the way that we understand people who think differently in a more positive way.

[Phil Gwilym] My name's Phil Gwilym and I'm learning and development manager within HR. Initially, and also because I knew we had an autistic applicant for our apprenticeship.

[Video Clips: Shots of Kayleigh working on a laptop computer.]

[Phil Gwilym] Kayleigh fortunately was on an internship with Durham Enable at that time. I thought in liaising with Carole it would be beneficial to have a broader awareness of neurodiversity, the different strands that staff needed to be aware of, our trainers needed to be aware of, to help make training suitable, bespoke to all of our nuances, for want of a better word, or requirements.

[Carole Williamson] So anything that we can do to give them the confidence to get the best out of the people they're interviewing, then we should be doing it.

I like to think it's enabled Kayleigh to have the best start in her professional life because the people around her understand some of the differences that she presents to the way they would be expecting someone

But it also enables people to see the strengths that autistic people bring. We take away the elephant in the room of the things we think we know and replace them with the facts about each individual and it makes a massive difference.

[Text: DurhamEnable logo. A brighter future for inclusive employment. Base logos, Disability Confident logos. To find out more about the training we offer contact DurhamEnable.]