



## Opening Doors: Driving Inclusive Recruitment – Frequently Asked Questions

### 1. How do we sign up to the campaign?

To sign up, you need to fill in an Expression of Interest form [link] (or if you're a BITC member, you can ask your Relationship Manager to do it for you). You'll receive an online survey form which asks you to identify which actions you'll take forward, approximate timeframes for implementation, and an estimation of the percentage of your roles that will become inclusive as a result of each action. Fill in the survey and you'll immediately become an Opening Doors employer.

### 2. Is there a cost to signing up to the campaign?

No, the campaign is free to join.

### 3. Is the campaign only open to BITC members?

Any business can commit to becoming an Opening Doors employer, whether they are a BITC member or not. However, many of the benefits of the campaign are only available to BITC members (e.g., public celebration of successes).

### 4. What information does my organisation need to provide to sign up?

When you sign up, we need to know which actions you will take forward, approximately what proportion of your jobs they will impact, and when you expect to implement them.

### 5. How will my business report progress against our commitments?

It's a very light touch campaign, so BITC will check in with you every six months or so to see how you are getting on. If you've completed any of your commitments, and you're a BITC member, we'll look for opportunities to celebrate that success publicly (e.g., through case studies), if you're struggling with any actions, we can support you to overcome the challenges that you're facing.

### 6. Do we need to publicly announce that we have signed up for Opening Doors?

No, you don't – we will ask if you want to be named on our website as an Opening Door employer, but it will be your decision.

### 7. What if we don't want anyone to know our commitments?





We will not publicise your chosen commitments; once you have successfully implemented one of the actions, we will ask you if you want us to celebrate your success, e.g., in a case study or on our social media platforms, but only with your express permission.

#### **8. What happens after we sign up for the campaign?**

You will receive a welcome pack with some communications collateral that you may choose to use to advertise your commitment. With your permission, we will add you to the list of employers we publish on our website and welcome you publicly in our newsletter and on our social media platforms. We will check in with you every six months or so to see how you're getting on and whether you've made any progress that you'd like us to promote, or if you require some support. If you are a BITC member, you will then get access to our events, online forum, and content to help you progress your commitments.

