

## **Physics Diversity Guidance**

### **1. Introduction**

The **Department of Physics** at Strathclyde is committed to providing access and participation for people from all backgrounds.

To facilitate our commitment to encourage and support diversity, promote equality of opportunity, and improve representation, please use this guidance adverts and subsequent recruitment processes.

In the first instance, you should refer to **HR's Recruitment and Selection of Staff**<sup>1</sup>

### **2. Adverts**

All staff involved in recruitment should have undertaken [Unconscious Bias](#) and [Recruitment and Selection](#) training.

Do not consider a person's background and/or characteristics as criteria in recruitment.

Identify relevant networks within your areas of expertise, particularly ones that are focused on women or underrepresented groups. Ensure department wide communications encouraging staff to promote vacancies to their contacts and promote on social media where appropriate.

To increase the number of under-represented people, consider using positive action<sup>2</sup> to help comply with our Public Sector Equality Duty<sup>3</sup>.

To encourage applications from a diverse pool of candidates for roles from Grade 6 up, the University has introduced Diversity Action Plans that can be completed before advertising any vacancy<sup>4</sup>.

### **3. Shortlisting**

Please be mindful of the University's "[Disability Confident](#)" accreditation, which guarantees an interview to applicants with a disability provided they meet all of the essential criteria for a post.

Each member of the recruiting panel should independently consider the applications, prior to identifying the applicants that should be shortlisted and why.

Further information here: [Shortlisting candidates | University of Strathclyde](#)

### **4. Interviews**

For academic posts, candidates should be given at least 10 working days advance notice of the interview, otherwise 5.

Check all adjustments for disabled candidates been put in place.

Do not discriminate on the grounds of gender, gender reassignment, disability, pregnancy, race, sexual orientation or religion/belief.

---

<sup>1</sup> [Recruiting at Strathclyde | University of Strathclyde](#)

<sup>2</sup> [Employers: what is positive action in the workplace? | EHRC](#)

<sup>3</sup> [The Public Sector Equality Duty \(PSED\) | EHRC](#)

<sup>4</sup> [Diversity Action Plan.docx](#)