

clear
the clear company

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**guidant
global**

Case study

clearassured





Company background

Guidant Global provide global workforce management solutions that help companies find the best permanent and contingent talent.

It's the way Guidant Global work every day throughout the world that makes them different. Their people-centric approach, culture and collaboration with others that truly sets them apart from others in their industry.

The inclusion journey

Guidant Global have a longstanding and strong commitment to Diversity and Inclusion with many internal groups set up to support inclusion.

They wanted to take this further by supporting and developing the work those groups were doing and formalising it within HR policy. They had already become a Disability Confident organisation, actively taking the lead on disability inclusion within the recruitment industry.

Consistent progression would allow Guidant Global to continue to make a difference not only internally but in the wider marketplace; by instigating change within the recruitment industry and helping clients to lead the way within their markets. It would build on their current open approach of recruiting from a wide talent pool and opening doors for people historically overlooked by the recruitment sector.



The challenge

The People Team at Guidant wanted to:



Incorporate the latest inclusion thinking into their policies and processes



To fill in gaps and focus on activity across all relevant areas



Continuously implement and complete activity



To embed an inclusive culture throughout the business



To provide candidates with a barrier free experience



clearassured

Clear Assured is a Diversity and Inclusion Standard developed and owned by the Clear Company.

The unique online toolkit contains a wealth of expertise, clear direction, effective tools and benchmarking capability. Clear Assured sets direction, showing the areas that require focus in order to continuously improve and become a more inclusive organisation.

Clear Assured effectively supports busy HR teams by building initiatives into day to day processes, ensuring efforts are spent on activity with proven benefit. In this way change is continually embedded without reliance on heavy expense or resources. Enabling each organisation to choose their own journey it provides bespoke direction and support leading to consistent progress and achievement. All activity is tracked so that progress can be measured and shared.

Users pinpoint actions to complete and with the Clear Assured criteria available, they then submit evidence of how they have completed a 'Thing to Do'. There are 5 stages of accreditation, allowing the ambitious to aim for Platinum status, whilst ensuring compliance and reputational risk are managed at the base level.

Usability

The toolkit is accessed online and has been designed to meet online accessibility standards. Clear menus and good search functionality make it easy to find information quickly. The content is regularly updated by subject matter experts at the Clear Company to reflect latest developments and thinking.



Outcomes

Guidant Global have been using the toolkit since May 2018. All members of the People Team have access to it and by building its regular use into their activity they have shown a steady progression. This resulted in them becoming the first Clear Assured users to achieve Silver Status.

Access to expertise



Policy advice in Clear Assured means that diversity is built into all updates.



Tasks in Clear Assured are a good tool to be able to see all types of activity that create an inclusive culture.

Accelerate learning and culture change



The amount and variety of resources and current knowledge built into the toolkit supports all aspects of inclusion such as transgender and flexible working.



Clear Assured helps the People Team focus on all aspects of Diversity and Inclusion and the team have often challenged their current methods and developed new ways of working.

Save time



Clear Assured covers all areas of diversity and helps the team to create things that they don't have, so they can keep up to date.

Measure progress



Clear Assured tracks all activity so the team are able to see exactly what they've done using a dashboard summary.

"Clear Assured has given us complete clarity on what a best in class D&I approach really looks like. We finally feel we really know which areas in our business require focus in order to make the biggest impact and continually improve. Its full 360 approach has provided us with the full gap analysis that we needed to support us in reviewing many of our own policies and a huge number of our teams are already benefiting from the system. It is clear to see that it is increasing awareness and empowering everybody across our business."

Nicky Hales

Head of Talent Engagement,
Guidant Global



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