Neuro-Inclusive Recruitment Practices



Identify selection criteria



Advertise the job



Assess applications and invite candidates for interview

- Ensure that lists of "essential skills" are concise and challenge whether each skill is strictly necessary.
- Move away from including stock competencies such as communication or teamworking where these may not be relevant to the role in question.

- Signpost candidates to key pieces of information such as salary and working hours.
- Make candidates aware that the Company is a neuro-inclusive employer.
- Ensure job adverts are clear and unambiguous.

Selecting a candidate



- Move away from general metrics of assessing ability such as good eye contact or positive body language. Focus on assessing the skills needed for the specific role.
- Neuro-inclusive hiring can help attract a diverse talent pool with a range of skills.

Interview process



- Pre-interview: consider offering candidates a private place to prepare.
- An interview process may not be an effective means of assessing a neurodiverse candidate's ability. Consider whether technical tests or trial days could be used as means of assessment in the alternative or alongside an interview.

- Be transparent and outline what candidates can expect from each step in the interview process. This should include the length of the interview, number of people who will be attending and directions to the office.
- Lots of neurodiverse people don't consider themselves as disabled. Candidates should be asked to disclose what additional support they consider necessary for them to succeed, without any reference to disability or reasonable adjustments.
- Make sure you follow-up with candidates who have requested support, at regular stages throughout the recruitment process.



Outcome of process

- Follow-up with successful candidates to ask whether there is any support that can be offered to help them during their employment.
- Avoid delays in informing candidates about hiring outcomes and ensure that previously communicated timescales are adhered to.
- Consider duty to make reasonable adjustments where the candidate is disabled for the purposes of the Equality Act 2010.

