

## Tees Valley Combined Authority

### Our Commitment to Inclusive Recruitment



Applications are anonymised – hiring managers will only be able to access personal information when shortlisting is concluded



We are a Disability Confident Level 3 employer – All applicants who declare a disability and meet the essential criteria will be invited to interview



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Our recruitment is based around our agreed competency framework from application to interview, ensuring we are assessing the skills and knowledge of the role



Contact Details are always provided so you can call or message to ensure we can arrange any reasonable adjustments



We proactively ask applicants if they need reasonable adjustments during the recruitment process



All our job descriptions are graded using the Local Government Grading Structure eliminating pay inequality



All our managers are trained in unconscious bias, and fair recruitment, using a scoring structure throughout the interview process