



Unity's Stamp of Approval Interviews

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Recruitment Manager

Why did you involve Unity?

I wanted to make sure what we do in recruitment is centred around the people we support, that our processes are accessible to people with various needs and that we are working with the people we support in recruitment rather than making decisions for them.

How and when did you involve Unity?

With these specific projects it was from the moment I started planning the project. Working with Unity, I've realised how important it is to meet with them before we start projects so we can allocate actions, align in what we want to achieve and to make sure it's something we should be doing.

What did you learn from the process?

As much as I pride myself on being person-centred, there are things I wouldn't have thought about, e.g. how we word documents/how processes should look/easy read documents and how they are put together. I learnt there is a lot more we can do to our processes and documents with Unity.

What would you change?

All our interview packs, I will be looking at our inductions with new starters in senior hires, having Unity support us more to improve offer process.

What advice would you give others?

Be open minded, it's easy to go along with what you have been used to but having feedback and ideas from outside your team or even department has really helped open my eyes on things I didn't realise.

How did it feel to receive the stamp of approval?

Over the moon, I felt very proud! As much as I loved the stamps as we got two, I didn't work with Unity for that. I work with Unity because I value their knowledge and I enjoy working with them, but I was certainly very happy.