

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY DISCRIMINATORY & REPRESENTS A CLEAR CONTRAVENTION OF THE RECRUITMENT AND SELECTION POLICIES.

Scenario 1

A recruitment panel are shortlisting independently. The recruiting manager calls an ‘off the record’ meeting and explains: *“I can tell from the employment history who no 4 is. She will never get the job and I know she takes feedback really badly, being all feminist and challenging. I’m asking you to do her a favour. All I’m saying is, if she speaks to me again the way she did after her last disappointment I will have to discipline her. I’m sure you get where I’m going with this”*

0	1	2	3	4	5	6	7	8	9
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Scenario 2

In between candidates being interviewed for an inpatient nurse job, a recruiting manager says to the rest of the panel, *“Can I just check, is it me but do you think that last applicant hasn’t tried hard enough to drop that Aberdeen accent? I’m from up there and I know you can understand me. The patients are confused enough as it is. Just checking that we all agree we can’t be having strong accents on the basis of quality of care, right?”*

0	1	2	3	4	5	6	7	8	9
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Scenario 3

A recruitment panel were discussing the candidates interviewed throughout the day. During the discussion, a member of the panel referred to a male candidate who wore a floral shirt and braces and who spoke with a soft voice and who had a tattoo of a rainbow flag on his left wrist. The panel member said of the candidate, *“I think Jim was really strong but do you think you’d be stacking up problems appointing a....well you know, someone like that, to a job on an adolescent unit?”*

0	1	2	3	4	5	6	7	8	9
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Scenario 4

A clinical services manager (CSM) asks HR to be involved in a recruitment exercise for a Band 7 on a ward where there had been a series of serious allegations and counter allegations amongst the nursing team covering sexual harassment, racism and performance. During the discussion about the candidates, whilst referring to a Pakistani Muslim applicant the Caribbean Christian CSM said *“I’m not sure about him, I dealt with him before. He is known to blow things up (she then winked) out of proportion.*

0	1	2	3	4	5	6	7	8	9
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