



inspired SELECTION

Inspired Selection Publishing Recruitment Specialists have reason to celebrate.

With a first class reputation within the publishing industry for their excellent service levels, they are now the first recruitment agency and first Recruitment and Employment Confederation (REC) member in Oxford to receive both the REC Diversity Assured and the Committed to Equality (c2e) Assured accreditation. The icing on the cake this week has been the news that Oxford Manager, Sue Trafford, has been awarded a First Class Honours degree in Recruitment Practice from the University of Middlesex, the first degree course of its kind!

The Audit

Inspired Selection has always prided itself in standing out from other recruitment agencies with regard to its high service levels, moral and ethical values in searching and selecting candidates, and offering added value to clients during the recruitment process. Good recruitment companies can find themselves in a privileged position to help and advise candidates and clients and therefore it is vital to be up-to-date with legal requirements and promote good practice in all respects. Diversity - in age, culture, gender etc. - has been growing in importance as a topic to be addressed by employers over the last few years. Recognising this, Inspired Selection undertook the REC's Diversity Pledge in December 2005. They had always been committed to the values within the pledge and had built their business and reputation on selecting candidates for jobs based purely on skills and experience, rather than any other extenuating factors such as age or culture. The pledge went some way to proving to clients and candidates that the company believed strongly in the moral and commercial benefits of addressing the issue, but the c2e audit provided an opportunity to demonstrate ongoing commitment to promoting diversity, not only to their clients but also within their own organisation.



Sue, Manager and Arthur (c2e auditor)

The audit influenced the way Inspired Selection approached the selection of candidates for clients, and also the way they approached their own HR issues. Prior to starting the audit all employees in the Oxford and London offices took part in a Diversity Workshop. This refreshed consultants' knowledge of diversity issues and ensured that the subject was at the forefront of their minds. It provided the company with an opportunity to reflect on how they viewed their work colleagues and to think about the differences across teams. They recognised that they all had different styles of working and they valued these differences and work more effectively together. Candidates obviously benefited as a result of the workshop as recruitment consultants are encouraged to value differences and not be too narrow in their perspective when interviewing candidates for a position. Differences are projected in a positive way when presenting them to clients. Benefits to clients include up-to-date and ongoing advice and support regarding the issue of diversity in recruitment, as well as raising awareness and questioning their own diversity policies. They are in a better position to promote diversity through contact with HR and recruiting managers, therefore influencing and encouraging recruitment from a more diverse pool of candidates. This is even more crucial in an industry such as publishing which has been criticised in the past for its predominantly white, middle-class workforce.

More about Inspired Selection

Inspired Selection is the leading publishing recruitment agency within the UK. Its business and reputation has grown year on year since its set up in 1999, recruiting entry level to senior management level personnel into publishing houses nationwide, with offices in both Oxford and London. They now have a client list boasting over 250 prestigious, blue chip clients.

What they do:

Books and Journals publishing - editorial, marketing, production, design, rights, sales from entry level to senior management. Our clients in books and journals publishing are from all sectors of the publishing industry - trade, academic, education, professional - as well as other organisations producing published material, such as charities, academic institutions and online media.

New developments this year include:

An increase in business from Medical Education agencies and businesses in the Oxford area has resulted in appointing a dedicated consultant to build this as a key part of the business, alongside books and journals recruitment.

An increase in business from publishing companies outside of Oxford and London has prompted the need to have a dedicated consultant looking after these companies recruitment needs.

In London they have appointed a team of consultants dedicated to building their business within B2B publishing, with a view to rolling this out to other areas of the country as soon as is necessary.

REC Diversity Pledge

An agreement to abide by a standard mission to:

- Value and harness the differences between people, and the benefits that can be gained from those differences
 - Actively seek to identify diverse candidate pools and to promote their engagement
 - Review all aspects of the employment process to eradicate unjustifiable discrimination
 - Promote recruitment and best practice in accordance with our agreed standards
- Work with others to challenge discrimination where we find it

Contact details for Consultants

OXFORD OFFICE
(Recruiting for all locations excluding London and Greater London)
Inspired Selection Limited
First Floor Offices
Golden Cross Court
4 Cornmarket Street
Oxford OX1 3EX
Tel: 01865 260270 (reception)
Fax: 01865 260271
Email: oxford@inspiredselection.co.uk

LONDON OFFICE
(Recruiting for Central and Greater London)
Inspired Selection Limited
2nd Hedges House
153-155 Regent Street
London W1B 4JE
Tel: 020 7440 1500 (reception)
Fax: 020 7440 1501
Email: london@inspiredselection.co.uk

OTHER AREAS
MEDICAL COMMUNICATION appointments
(all locations)
Contact: Judy Irving
Tel: 01865 260276
Fax: 01865 260271
Email: judy@inspiredselection.co.uk

SENIOR APPOINTMENTS (all Locations)
Contact: Donald Smith
Mobile: 07775 608 824
Fax: 01865 260271
Email: donald@inspiredselection.co.uk

B2B PUBLISHING APPOINTMENTS (all locations)
Contact: Caitriona Banting
Tel: 020 7440 1496
Fax: 020 7440 1501



(Left to right, back row) Donald, Judy, Sue, Kath (front row) Claire & Zoe

Email: caitriona@inspiredselection.co.uk
LOCATIONS OUTSIDE OXFORDSHIRE AND LONDON
Contact: Claire Townsend
Tel: 01865 260277
Fax: 01865 260271
Email: claire.townsend@inspiredselection.co.uk

