

## **Rooney Rule Guidance**

It was acknowledged that creating sustained change in the profile of our University will be a journey through which inconveniences will occur. A stronger approach is needed to ensure that the University is fully inclusive and to address systemic inequalities. This may mean that there is a delay to your recruitment process if the post requires to be re-advertised

### **What exactly is the Rooney Rule?**

Adopted in 2003, the Rooney Rule is an NFL policy, based in the United States, requiring every team with a head coaching vacancy to interview at least one or more diverse candidates. The Rooney Rule is named after the late former Pittsburgh Steelers owner and chairman of the league's diversity committee, Dan Rooney.

The Rooney Rule requires at least one woman and one underrepresented minority to be considered within the pool of candidates for either every open position or every open senior position. The University will take specific measures in recruiting to posts that are part of the University Management Group. In this regard, the University will follow 'Rooney Rule' principles within its Recruitment & Selection Policy and will ensure that woman candidates and candidates from Black, Asian and minority ethnic are considered for posts. Where advertisement does not lead to woman or ethnic minority candidates being shortlisted, further steps will be taken to attract woman or ethnic minority candidates before the recruitment process is progressed.

The University will adopt the Rooney Rule principles with all UMG roles. HR Partners/Advisors will take an active role in discussions to consider advertising of posts as well as shortlisting to make sure that recruiting managers are mindful of this.

All recruiting managers must ensure their person specs are appropriate and do not inadvertently deter applications from underrepresented groups. HR will play a role in challenging recruiting managers to think differently about the role being advertised to ensure that roles are attractive to a diverse community of applicants.

HR colleagues will support recruiting managers in discussions about how underrepresented groups can be attracted to these positions including encouraging conversations with colleagues' networks and collaborators to try to identify candidates of interest, to make them aware of opportunities and encourage applications as appropriate.

Where advertisement does not lead to woman or ethnic minority candidates being shortlisted, in line with the University's commitment to applying the principles of the Rooney Rule, further steps will be taken to attract woman or ethnic minority candidates before the recruitment process will progress further.