

# UNCONSCIOUS BIAS: HOW ANONYMOUS RECRUITMENT CAN IMPROVE DIVERSITY

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## AZMAT MOHAMMED

### FOUNDER AND DIRECTOR GENERAL, BRITISH INSTITUTE OF RECRUITMENT



Azmat Mohammed is the BIOR's Founder and holds the position of director-general at the BIOR. This challenging role sees him working with companies in the changing face of recruitment and HR. This involves ensuring the offer to members and strategy are aligned to their business goals.

Azmat also creates exciting new partnerships for the BIOR (national and international), supporting the team that creates and manages the BIOR's sector leading technology, online strategy, online platforms, online infrastructure, as well as working with his team to create a service offering that is 'best in class'. Azmat also has the task of ensuring the BIOR has all the required internal technology, as well as internal skills & expertise in its teams to meet the BIOR's exacting operational mission, vision and values. Azmat is able to create something exciting, new and innovative from the ground up, with a real 'can do' attitude and years of expertise and knowledge as a motivator and leader.

## CHARLOTTE ELLIOTT

### FOUNDING DIRECTOR AND CEO, AFFINITY 2020 CIC



Charlotte Elliott is an Executive Educational Leader and Social Entrepreneur, who partners with a range of organisations, to support rapid and sustained service growth for care experienced young people. Charlotte is the founding director and CEO of Affinity 2020 CIC. Affinity supports care experienced young people in South and West Yorkshire. Our mission: We're in business to put care experienced young people's employment, education and training opportunities, as our top priority.

Charlotte is currently a fellow at The Good Things Foundation, exploring the impacts of data poverty for care leavers, who want to access the creative industries. Charlotte is also a visiting assessor for Initial Teacher Training for Coventry University. Having spent over 10 years as an Executive Headteacher in some of the UK's most challenging schools, Charlotte holds a passion for equality of opportunity and that circumstances of birth should not affect life chances of young people.

## FOUNDER AND CEO, THE CODERS GUILD



As Founder and CEO of The Coders Guild, Crispin Read is passionate about using business as a force for social mobility and levelling up. He began his tech career as a Developer in the 90s and founded The Coders Guild in 2015 to address digital skills gaps facing the industry full time.

He now fronts a fast-growing Leeds-based training company fuelled by a social mission to deliver positive change for business and communities across the North. This sees him advising the tech world on progressing their digital workforce and leading an organisation that develops future leaders from the UK's most underrepresented groups.

Since Crispin launched the business, The Coders Guild has supported hundreds of people in launching a career in tech through its ground-breaking Apprenticeships and industry-leading Digital Skills Training. The Coders Guild is also the go-to partner for UK companies looking to grow and scale their digital workforces.