



MEVITAE

CAUSEWAY  
FREE TO LIVE

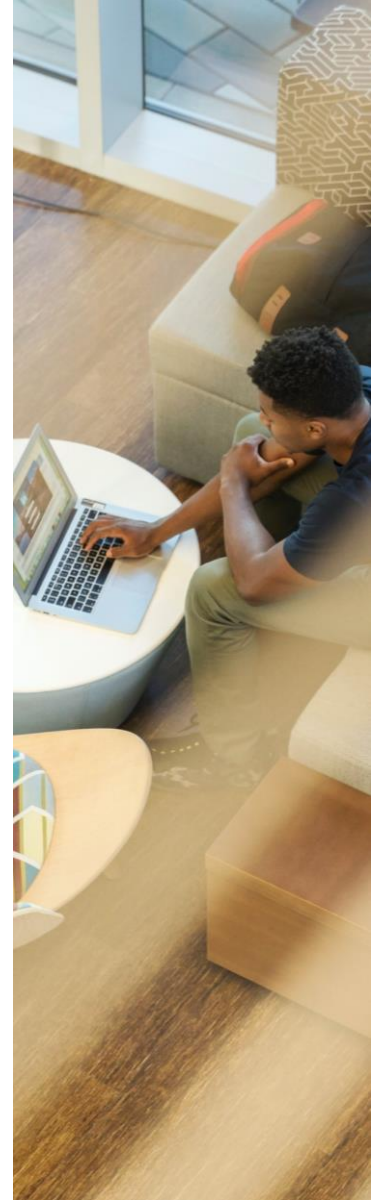
# Causeway

## Case study

# Summary information

Causeway is a UK-based charity, supporting individuals all over the North of England who have suffered exploitation. While the work Causeway do is nothing short of incredible, they acknowledged the issues surrounding attracting a wider range of applicants to the charity sector. Setting out to change this, Causeway explored various methods, including editing application forms, before concluding every solution to be too taxing for at least one person involved.

When Causeway came across MeVitaе, they knew this was their best shot at driving diversity into the organization. They now use MeVitaе's blind recruiting solution within JazzHR's Application Tracking System to redact personal information from CV's/cover letters. Not only has this saved Causeway time and reduced the chances of human error, but they now proudly advertise their application process to attract a more diverse range of candidates. Recently, Causeway has hired an Equality, Diversity, & Inclusion lead, and become Stonewall accredited. Furthermore, they have acquired a much greater team who are all invested and committed in making their organisation more diverse and inclusive.



## Company overview:



Founded  
2005



South  
Yorkshire, UK



Non-profit  
Organisation

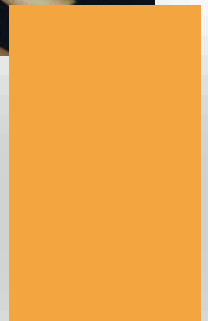


50-200  
employees



# About Causeway

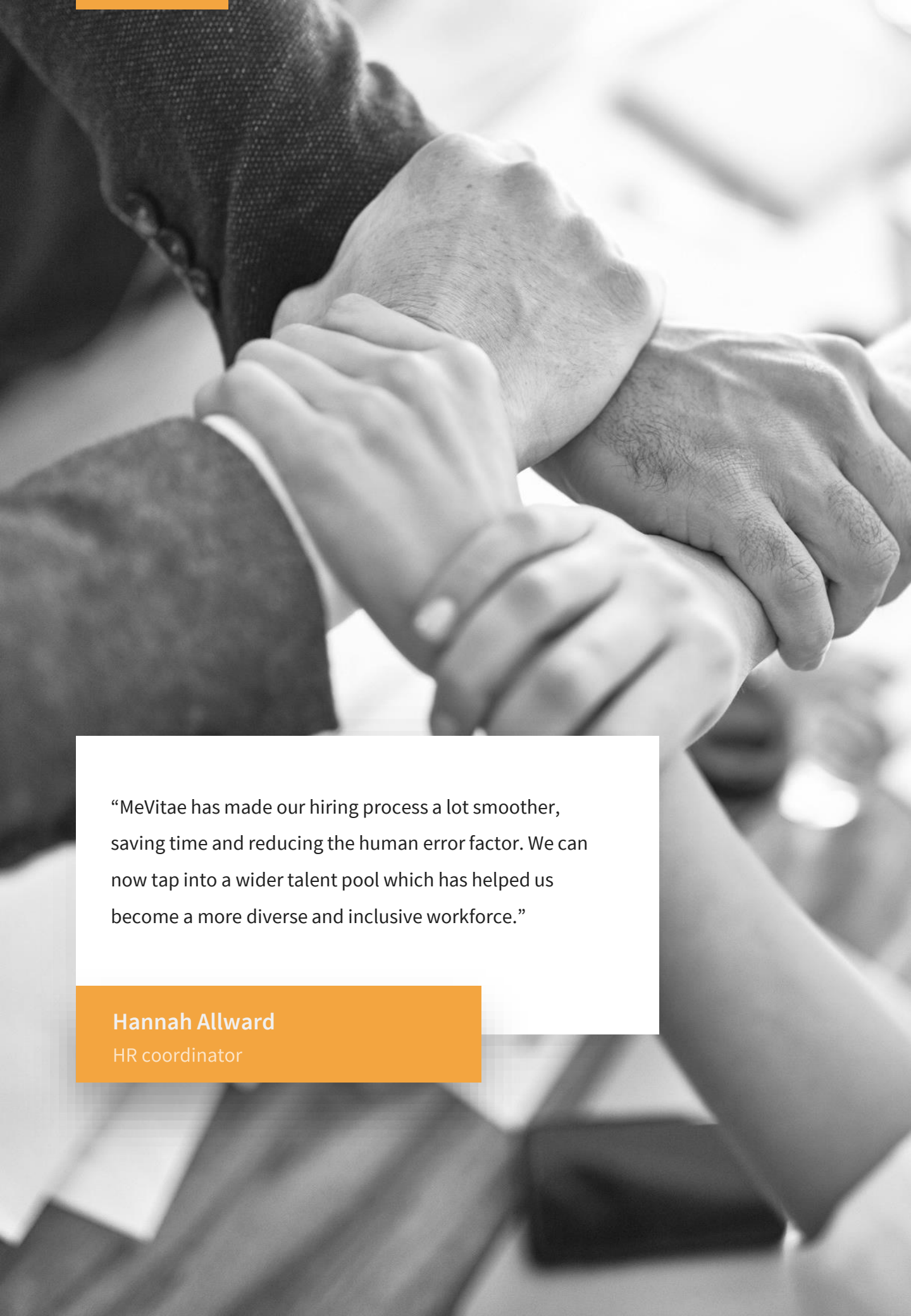
Each year Causeway supports hundreds of individuals rescued from modern slavery all over the UK. Initially founded to support women in South Yorkshire with life-controlling issues, Causeway has grown to offer a range of services for people of all ages who have suffered terrible exploitation. Although Causeway was dedicated to becoming a diverse and inclusive workforce, they initially struggled to attract applicants from a wide range of backgrounds. In order to diversify their talent pool, they needed a solution that would help them become a more attractive place to work.



# Challenges

As the Human Resources coordinator, Hannah Allward recognised that **the charity sector consisted of those similar in age, gender, and socioeconomic background**. Committed to challenging this, she was tasked with how she could adjust the recruitment process to drive diversity into the organisation. In their early attempts, Causeway tried editing application forms to exclude certain identifying factors, but this “could not stop candidates disclosing this information on the application.” Furthermore, Hannah pointed out that “some personal details would have to be known for later down the line, such as addresses for contacting candidates”.

Causeway also considered separating application and monitoring forms, before concluding this to be too messy and confusing. After considering their options, every solution they could think of “**required a large amount of manual work as at least one person would have to read the full application before redacting information,**” said Hannah.



“MeVitaе has made our hiring process a lot smoother, saving time and reducing the human error factor. We can now tap into a wider talent pool which has helped us become a more diverse and inclusive workforce.”

**Hannah Allward**

HR coordinator

# Solution

When Hannah came across MeVitae, she knew straight away that this was a game-changer, and would ultimately be the **“best way to achieve our diversity goals.”** Causeway now use MeVitae’s blind recruiting solution within JazzHR’s Application Tracking System to redact personal information from candidate’s CV’s/cover letters. When reviewing applications, “this process has enabled us to eliminate human error or opinion,” said Hannah, and Causeway can now proudly **“advertise this to future candidates to receive a more diverse range of applicants.”**







Having not used an Application Tracking System before, Hannah admits feeling slightly apprehensive previously. Specifically, she was concerned that “the process of identifying and tracking candidates would become confusing,”. However, after a few times, she found the whole process “**surprisingly simple and easy to use,**” stating that “**MeVitaе’s blind recruiting solution has saved so much time, and reduced the human error factor.**” Also, Hannah found the automated emails and tasks that have come with JazzHR to be “incredibly useful.”



# Outcomes

Since implementing JazzHR's Application Tracking System and MeVitaе's blind recruiting solution, Causeway' whole application process has transformed. "While it may be too early to track outcomes, **this is a big step forwards for us in terms of becoming a more inclusive workforce**", said Hannah. Causeway reports recently **hiring a ED&I Lead**, as well as becoming **Stonewall accredited**. They also now have a much larger committee, who are all invested in making their organisation more diverse, and since this has been a focus point over the last year, Hannah can see **all the hard work "paying off."**







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help your team, visit

<https://www.mevitae.com/> or

contact us at [hello@mevitae.com](mailto:hello@mevitae.com).