

29 Fairness and Bias in HR Decisions

1-day programme

Bias in HR decisions is rarely deliberate - but it is always costly. This programme helps HR professionals and managers identify, understand, and address the biases that affect fairness across the employee lifecycle.

What you'll learn

- How cognitive bias affects HR decisions across the employee lifecycle
- Practical techniques for reducing bias in recruitment, promotion, and pay
- How to build fairness and consistency into disciplinary and grievance processes
- Monitoring and accountability mechanisms for fairer HR practice

Who is it for

HR professionals, people managers, and leaders responsible for decisions that affect employees' careers and working lives.

Duration

1-day programme

Outcomes

Participants leave with a practical bias-reduction toolkit and a renewed commitment to fairness and consistency in their HR practice.