

# Interviewer Prompt Card

## Unconscious bias

Unconscious bias occurs when people favour others who look like them and/or share their values. It can influence decisions in recruitment. It could be discriminatory when the unconscious bias relates to a protected characteristic, such as caring status. Read more at [acas.org.uk/unconsciousbias](https://acas.org.uk/unconsciousbias)

A carer is someone of any age who supports, unwaged, a relative, partner or friend who due to physical or mental illness, disability, frailty, or addiction could not manage without that support ([Carers Charter for Greater Manchester](#)).



Greater Manchester  
Chamber of Commerce



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## Please be mindful of the following when you interview:

- » You might not know whether an interview candidate is a carer or parent at the time of the interview.
- » Remember to think holistically about the candidate: they will have experience, values and attitudes formed outside the workplace that are of value in the workplace. Listen for answers that reflect all the candidate's experience, not just work-based experience.
- » Remember the business benefits of hiring a diverse workforce. Parents and carers bring a wealth of experience. They can be resilient; organised; solution focussed and loyal employees.
- » Consider whether you are about to hire in your own image. Remember it can benefit the organisation to hire a team with a variety of experience and approaches.
- » Being a parent or carer is different for everyone. Avoid making assumptions about the impact of caring on a candidate's work performance. Also remember a candidate may be returning to work once their caring role has finished.
- » Almost 5 million people are currently combining paid work and caring in the UK. As such, it's likely that some of your existing colleagues are currently carers and that you too may need to juggle work around caring at some point in the future.