

We are the proud founding partner of Rare's Contextual Recruitment System (the **CRS**) in Australia.

We introduced it to our recruitment process in 2016 to better understand each candidate's achievements in context. It has allowed us to see a wider range of diverse candidates and equal out the playing field, which is key to finding the best talent.

### Who is Rare?

Rare is a multi-award-winning graduate recruitment organisation that helps top employers recruit the very best people from a range of backgrounds. Rare is based in London, and works with many of the most prestigious employers in the world, including all the Magic Circle law firms in the UK and three major Australian law firms.

Rare launched the Contextual Recruitment System in 2015 after two years of intense research conducted with world-class universities and elite global employers. Since then, the system has been adopted by nearly 60 businesses globally and processed more than 100,000 applications. Also, research has shown that students from disadvantaged backgrounds are 50 per cent more likely to be hired when the CRS is used.

For more information on Rare, please visit: <https://au.contextualrecruitment.com/>

### How does the CRS work?

The CRS uses applicants' educational, socioeconomic and personal information to provide a more complete picture of their background at application stage. It allows Allens to better understand applicants' achievements and any challenges that they may have overcome, beyond what we may see on a CV.

The CRS does not fast-track candidates through the application process – candidates who are identified by the tool still get through the recruitment process on merit. It helps us to screen *in* candidates who may have been missed through traditional recruitment methods but have a lot to offer the firm.

The People & Development team are the only people at Allens who see the data, and they only refer to it at the initial stage of the recruitment process. As usual, any information you give us will be treated with the strictest confidence.

### How do you collect the data?

We include a Rare survey in our application form. This survey asks for extra information, such as where you attended school and whether you were the first person in your family to go to university. This information is then processed by Rare's algorithm, which uses publicly available information and your responses to the survey to deliver two metrics to Allens: one of outperformance at school and another of disadvantage.

### Why have we introduced Rare?

Recruiting the best and most diverse people is central to our firm strategy, and we understand that to find the best talent we need to open the doors to everyone from all backgrounds. For example, some candidates won't have been able to participate in extracurricular activities because they were supporting themselves while studying, or commuting from rural communities. These candidates might make fantastic lawyers and we want to be able to easily identify these high-potential candidates.

We don't expect everyone to look and be the same, and we want to hear your story. Rare is our way of equalising the playing field for everyone entering the legal profession.

**Will it have a negative impact on me if I am not disadvantaged?**

This initiative does not disadvantage anyone. Quite the opposite – it widens the available pool of the very best talent for employers, and ensures opportunities exist for everyone.

Allens wants to find and recruit people with extraordinary potential, regardless of their social or economic background. Students who are advantaged with a good academic record and extracurricular experiences will not be impacted negatively. Again, we only look at this data at the beginning of the application process and everyone progresses on merit alone.