A non-British name on your CV makes it twice as hard to get a job… Unless you work in Tech

Wednesday 19 September, 2018

Competing to land a job in the UK is tough.

But a new study from StandOut CV has discovered that it's much tougher if you don't have a "British sounding" name on your CV.

The CV advice site took one good CV from 6 major job sectors, and created 2 separate versions of each that were almost identical – except each had one differentiating factor….

Each variation was headed with a different name.

CV 1 was headed with Adam Smith

CV 2 was headed with Ravindra Thalwal

Each CV was used to apply for 50 similar jobs in the same field and experience level, with care taken to match location and salary expectations each time.

Applications were spread evenly across the major UK job websites and staggered equally over the course of one working week.

Essentially, everything about these applications were the same… except the candidate name

So, what did we learn?

Overall, we learnt that having a non-British name makes it much harder to get a response from recruiters when you apply for a job in the UK.

In the **Sales** and **Admin** fields in particular, the non-British named CV received **less than half the amount of responses** than it's British named twin.

In **Finance** it is almost as tough for non-Brit's, with **Adam's CV receiving 34 responses out of 50 applications**, whilst **Ravindra's identical CV only getting 21 out of 50**.

The graduate sector seems to be a slightly more level playing field, although still tipped in favour of the British-named CV, with **Adam's CV achieving a 78% success rate** and Ravindra's just slightly behind with **72% of applications getting a response**.

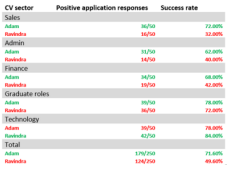
The only sector where the Non-British CV found more success was **Technology**, with the **British named CV receiving 39 responses from 50 applications,** and the **non-British CV receiving 42 responses** from the same amount of applications. This translates to a **6% increase in success rate for the non-British named CV in the Tech sector.**

StandOut CV director Andrew Fennell commented; "Many of our clients complain of discrimination against non-British names in the job market, so we thought we would try to learn if there was any truth in these claims. Sadly, the results do seem to suggest that job seekers with non-British sounding names don't seem to be getting fair treatment."

"It was actually quite shocking to see that in some cases, when we applied to a job with the non-British named CV and didn't get a response – we would apply the next day with the same CV but headed with a British name, and it got a fairly rapid response"

"The graduate and tech sectors seemed to buck the trend – maybe it's because those sectors are a little more forward thinking? We are hoping to carry out a bigger study soon to get some conclusive answers, as we've only really worked with a relatively small data set thus far."

Media:



CV sector	Positive application responses	Success rate
Sales		
Adam	36/50	72.00%
Ravindra	16/50	32.00%
Admin		
Adam	31/50	62.00%
Ravindra	14/50	40.00%
Finance		
Adam	34/50	68.00%
Ravindra	10/50	42.00%
Graduate roles		
Adam	39/50	78.00%
Ravindra	36/50	72.00%
Technology		
Adam	39/50	78.00%
Ravindra	42/50	84.00%
Total		
Adam	179/250	71.60%
Ravindra	124/250	49.60%

Related Sectors:

Business & Finance :: Education & Human Resources :: Lifestyle & Relationships ::

Related Keywords:

CV :: Jobs :: Employment :: Discrimination :: Careers :: Job Search :: Interviews :: HR :: Recruitment :: Human Resources :: Business ::

Scan Me:

Company Contact:

StandOut CV

T. 02032903160
E. hello@standout-cv.com
W. https://standout-cv.com

Additional Contact(s):
Andrew Fennell

View Online

Additional Assets:

Newsroom: Visit our Newsroom for all the latest stories:
https://www.standout-cv.pressat.co.uk