

Fair and Inclusive Recruitment

You Said We Did

Steering Group

Chaired by Executive Director (Chris Adcock) this group is in place to oversee an action plan which has been developed in response to the Moving Forward feedback. The group meets every month and would benefit from new members. Let us know if you would like to get involved.

Training Overhaul

Our recruitment training has been radically changed and there is a new 2-hour live delivery 'Values' module being delivered most weeks. You can attend by signing up on TMS.
From December all recruitment must incorporate a values consideration.

Panel Composition

To ensure a more inclusive, diverse and balanced approach is being taken to selection decisions the criteria of "**no single gender, no single ethnicity**" for panels was introduced this year. Starting on a phased basis with the Nursing & Midwifery staff group, this criteria will cover all staff groups by the end of 2022. This initiative will help the Trust to address inequities and systemic racism in the outcomes of our recruitment processes.
Feedback has already shown that both candidate and panellist experience have improved as a result.



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Policy Update

In keeping with the developments and improvements listed in the action plan the Trust policy has also been through a comprehensive review in partnership with our Staff Side colleagues. The [new policy](#) is expected to be ratified in November 2022 and widely communicated and implemented thereafter.

Declaration of interest

Feedback from colleagues suggested that there is a problem in the Trust with nepotism, favouritism and a lack of fair and equal opportunity.

In November with the revision of the policy a '[declaration of interest](#)' form will be completed by all recruiting managers.

This will provide an auditable quality assurance process whereby declarations can be measured and monitored for appropriate and proportionate mitigating actions.

Recruiting for values

To support the ethos of fair and inclusive recruitment, and with the roll out of values based recruitment training, from December 2022 all recruitment activity will be required to incorporate an element of [values based consideration](#) in line with the new Trust values. Recruiting managers have been contacted and briefed on this requirement.



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Aim and intended outcomes of this work:

To implement sustainable change and improvement to the Trust's approach to recruitment so that selection processes are fair, inclusive, quality assured and auditable.

If you have any questions or would like to get involved please contact, via email or teams:
Head of Strategic Recruitment & Retention - Liesje H Turner

