

Black Asian and Minority Ethnic (BAME)

Recruitment Support Panel

This paper outlines details of the re-fresh and re-launch of the BAME Recruitment Support Panel:

What is the BAME Recruitment Support Panel?	<p>The BAME Recruitment Support Panel is a refresh on the previous BAME Interview Support Panel at NHSBT.</p> <p>The panel is a collective pool of BAME colleagues who have volunteered to support all recruitment of posts at Band 8a and above.</p> <p>The panel members are trained to champion inclusivity throughout the end-to-end recruitment process and not just at the interview stage.</p> <p>The BAME Recruitment Support Panel is the first of 3 phases:</p> <p>Phase 1 – Re-launch the BAME Recruitment Panel initiative to grow and develop the panel database. To increase monitoring and using feedback to improve the process over the first 6-month period.</p> <p>Phase 2 – Increase the support to include Band 7 interviews.</p> <p>Phase 3 – Look to develop an Inclusion Recruitment Support Panel</p>
Why do we need a BAME Recruitment Support Panel for Band 8a and above?	<p>Our workforce data shows that there is under representation of BAME colleagues at Band 8a and above.</p> <p>Our Workforce Race Equality Standard (WRES) data shows only 9% representation from a BAME background of colleagues at Band 8a and above</p> <p>In addition to this, our recruitment data analysis, carried out by the Recruitment Team, shows that whilst our shortlisting of BAME and non-BAME candidates is consistent in ratio, the number of BAME candidates having a successful interview is less so.</p> <p>The BAME Recruitment Support Panel will help to ensure that where recruitment panels are not diverse, they can help to provide diversity of thought, challenge 'group think' and ensure our practices are as inclusive as possible to improve the diversity of recruitment outcomes and our senior leadership teams.</p> <p>We also want to rebuild trust in our process and practices in recruitment and be responsive to the ask made on behalf of the BAME Staff Network.</p>
How are panel members selected to provide support?	<p>Every recruiting manager will work closely with the Recruitment Team, where they will discuss the diversity of the panel that has been selected for each post being recruited.</p>

	<p>Where the panel is not diverse, the BAME Recruitment Support Panel list will be shared with the recruiting manager. It is the responsibility of the recruiting manager to contact a panel member and ensure that they are available on the dates required.</p>
<p>How we will develop the BAME Recruitment Support Panel?</p>	<p>The panel members will be supported by the People Directorate and the D&I Team to ensure their training and development for this role is supported. The training provided will ensure that inclusive recruitment is a core part of our processes.</p> <p>Panel members will be supported with workshops, training, led by the D&I Team so that they are able to constructively challenge, persuade and influence.</p> <p>We will also seek regular feedback and reflections so that real time learning informs our practices on an ongoing basis.</p> <p>This approach will be piloted for six months from launch and reviewed to capture lessons learned and to refine any part of the process as required.</p>
<p>Management Support</p>	<p>Once approached by a recruiting manager, panel members will need to agree with their line manager to ensure they are able to support with the end-to-end recruitment process within the timeframe of the recruitment activity.</p>
<p>Evaluation & Review</p>	<p>As part of the organisation's commitment towards improving representation at Band 8a and above, regular evaluation of this process will help to ensure that we are making every effort to continually review and refine our approach:</p> <ul style="list-style-type: none"> • Panel members and recruiting managers will feedback on their experience following each recruitment process – this will inform learning as part of a virtuous learning cycle. A quarterly review on the number of posts that are being supported including reporting on those that are not supported. Review to include the diversity of applications, shortlists and positions offered. • An annual audit of the representation of our senior leadership team forms part of NHS England's audit; Workforce Race Equality Standard (WRES).
<p>Next steps</p>	<p>All managers are required to:</p> <ul style="list-style-type: none"> • Recognise and support this initiative as part of the 'Re-imagining Inclusive Workstream' • Support BAME members of your team who fit the criteria to take part in this initiative. • Ensure that any future recruitment within your teams adopts a diverse approach when setting up recruitment panels.