

Board Meeting in Public

Tuesday, 06 June 2023

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|---|--|--|---|---|
| Title of Report | Inclusive Recruitment | | Agenda No. | 3.7 |
| Nature of Report (tick one) | <input checked="" type="checkbox"/> Official | | <input type="checkbox"/> Official Sensitive | |
| Author(s) | Ruth Saunders, Assistant Director Talent Acquisition and Recruitment | | | |
| Lead Executive | Deborah McKenzie, Chief People Officer | | | |
| Non-Executive Director Sponsor (if applicable) | | | | |
| Presented for (tick all that applies) | <input type="checkbox"/> Approval | | <input type="checkbox"/> Information | |
| | <input checked="" type="checkbox"/> Assurance | | <input type="checkbox"/> Update | |
| Purpose of the report and key issues | | | | |
| <p>Purpose: The paper is to provide assurance to the Board and with update of the work delivered to support Inclusive Recruitment in 22/23, and an insight into what will be happening in 23/24</p> <p>Key Issues: Inclusive Recruitment is a key element of our ongoing work to be an intentionally inclusive and anti-racist organisation. Recent data which supports the need for this ongoing work includes:</p> <ul style="list-style-type: none"> • The 2022 WRES reported that white applicants are 1.42 times more likely to be appointed from shortlisting compared to BME applicants. • The 2022 WDES reported that Non-disabled applicants were 1.36 times more likely to be appointed from shortlisting compared to disabled applicants. • Feedback from NHSBT colleagues with protected characteristics in the 2023 Our Voice survey, compared to 2022 are all reporting slight improvement, over the last year, in how they feel about growth; +0.1 for BME colleagues, +0.3 for LGBT+ colleagues, +0.3 for Disabled colleagues, and +0.4 for Female colleagues. | | | | |
| Previously Considered by | | | | |
| The Executive Team reviewed for assurance in May 2023. | | | | |
| Recommendation | The Board is asked to note the update and provide any comments. | | | |
| Risk(s) identified (Link to Board Assurance Framework Risks) | | | | |
| Include Risk ID and Description | | | | |
| Strategic Objective(s) this paper relates to: [Click on all that applies] | | | | |
| <input type="checkbox"/> Collaborate with partners | | <input checked="" type="checkbox"/> Invest in people and culture | | <input type="checkbox"/> Drive innovation |
| <input type="checkbox"/> Modernise our operations | | <input type="checkbox"/> Grow and diversify our donor base | | |
| Appendices: | Powerpoint document entitled "Inclusive Recruitment update - June 23 Board". | | | |