



North Bristol
NHS Trust

Unbiased Inclusive Recruitment, Retention & Talent Development Across An Integrated Care System



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NBTCARES

Bristol, North Somerset & South

Gloucestershire Integrated Care Board

- Equality, Diversity & Inclusion Leads Group since Sept 2020
- Senior Responsible Officer reporting to ICB People Board & Committee
- Collaboration, Co-operation & Peer Support
- System wide workforce equalities data analysis , priorities & action plan
- Embedding EDI into mainstream business - coaching

Range of Fresh Initiatives

- **Inclusive Recruitment Framework & Review**
- **Positive Action Framework**
- **Diverse Recruitment Panel Pool**
- **Race Equality Talent Development & Employers Guidance**
- **Supporting Staff Networks**
- **Recruitment & Retention of Refugees Workshop**
- **Make It Right – Antiracist Change Agent Programme**
- **Targeted culturally appropriate wellbeing support**

Organisational EDI Initiatives

- Reciprocal Mentoring
- Cultural Ambassadors
- Aspiring Nurse Leader & Aspiring Manager Programmes
- Consciously Inclusive Leadership Programme
- Building Culture of Conscientious Inclusion
- EDI Guide for Managers
- Middle & Senior Leadership Positive Action Opportunities
- Race Equality Career Development Programme
- Incorporating EDI within Freedom to Speak Up