

Developing a diverse workforce

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NHSBT's Ambition:

To save and improve more patient lives with a diverse workforce working with diverse donors and communities.

CHANGING

LIVES

SAVING

LIVES

How will we do this?

- By developing our diversity of skill, thinking and insight to better reflect the communities we serve.
- By creating an organisation where colleagues feel secure, supported, included and truly belong.

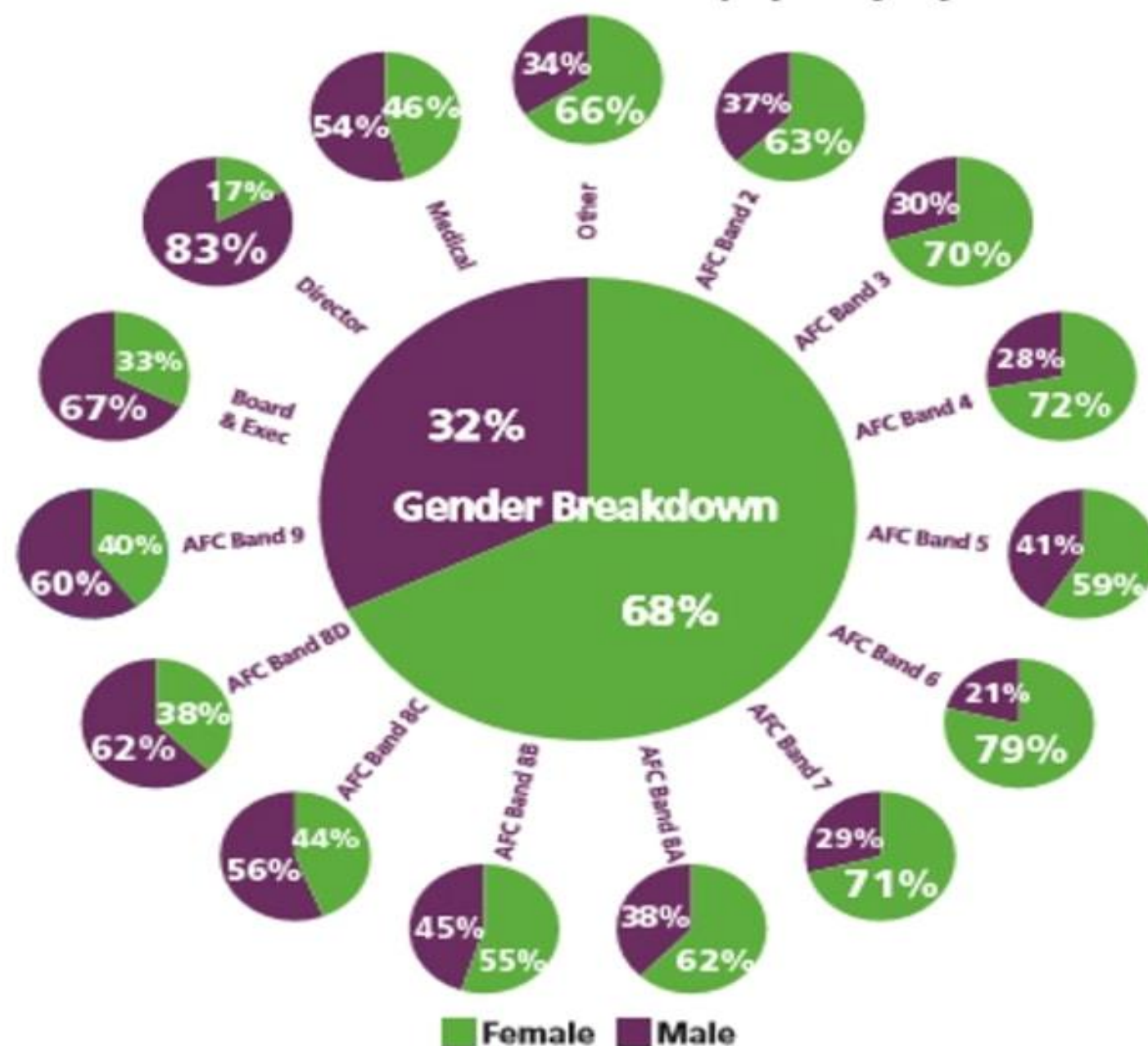


Our Workforce

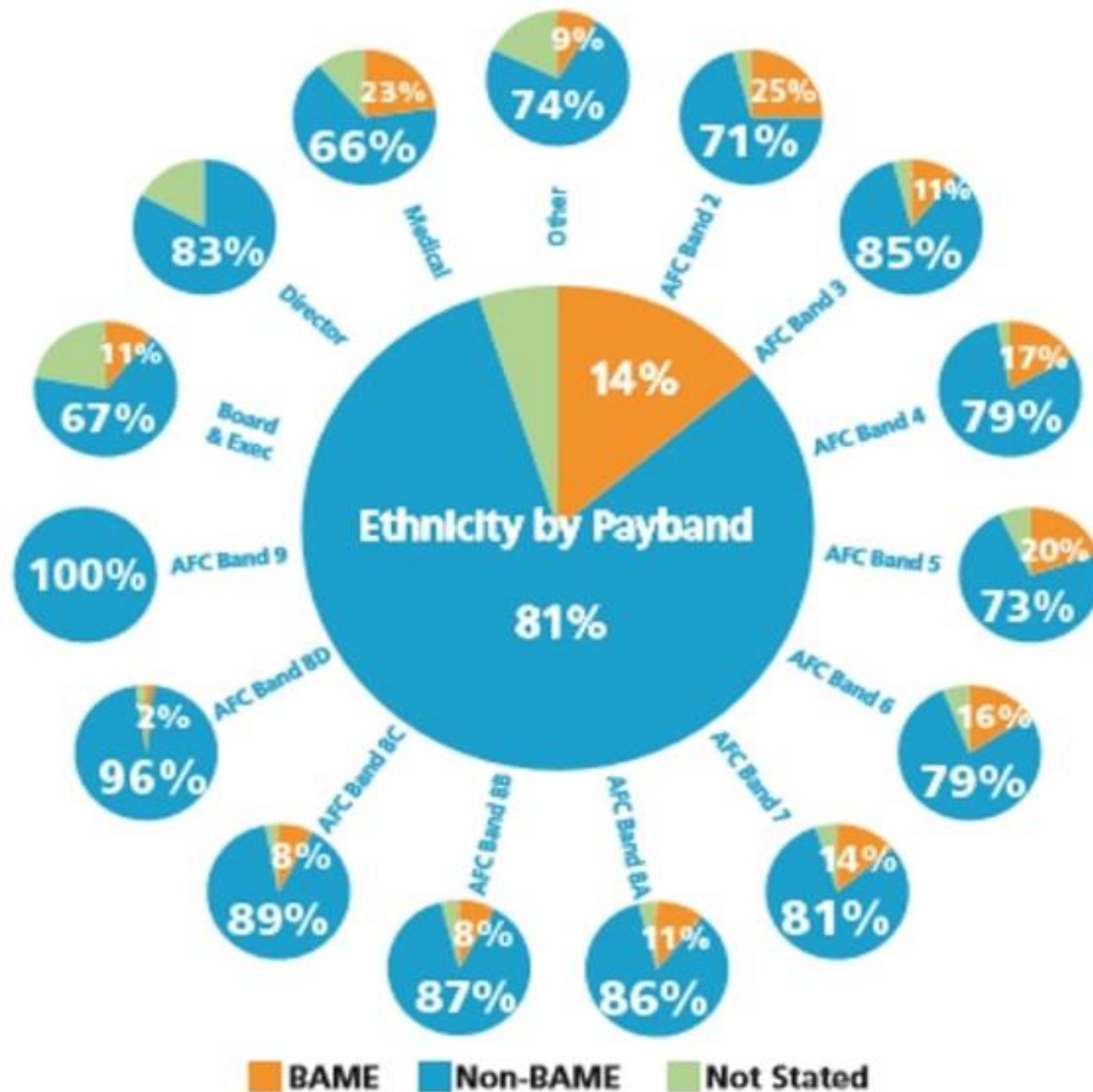
- 5,780 Employees across 75 locations
- 68% Female / 32% Male
- 14.2% Black, Asian and Minority Ethnic (5% not declared)
- 2.1% have declared a disability
- 2.6% have declared they are LGBT+



Gender breakdown for all NHSBT employees by Pay Band



Ethnicity breakdown for all NHSBT employees by Pay Band



Shifting the dial on diversity...How do we improve our recruitment, retention and development of our BAME employees?



How to make the shift...

Attract

- Promotion & Advertising
- Targeted use of Social Media
- Video my job
- Local engagement – Open Days
- Community engagement
- Role profiles

Recruit

- Interview panels to include shortlisting
- Interview styles
- Pre-preparation events
- Pre-screening videos
- Interview support

Retain

- Succession Planning and Talent Management for all BAME employees
- BAME recruitment, retention and management KPIs
- Clear and transparent career pathway for all BAME employees
- Mentoring Programme

More Disruption & Collaboration

Courageous
Conversations

More transparency
of data published

Always On
Employee Survey

Exec Level
Sponsorship of all
Networks

Link with Cultural
Change work

Community and
Local engagement
promoting NHSBT

EDI Strategy

Board and Exec
Engagement

Diverse
Recruitment
Practices

Inclusive
behaviours and
cultures

New Roles and
Appointments

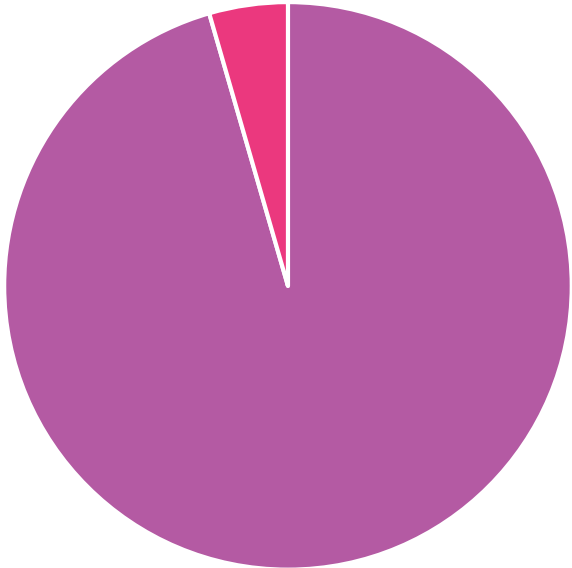
Compassionate
Leadership

Organ Donation & Transplantation

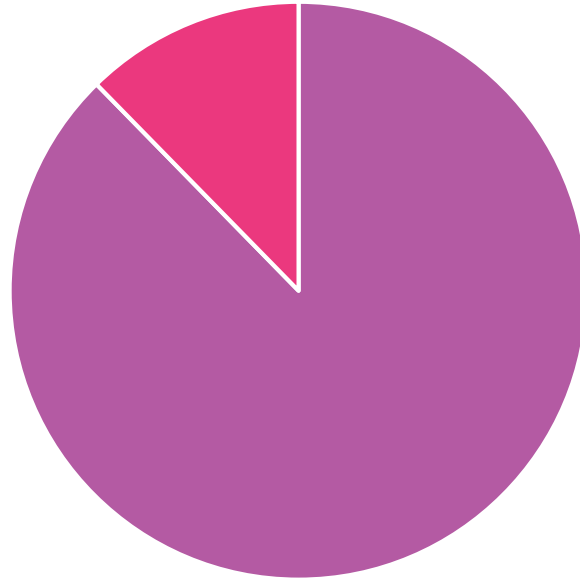
256 NMC registered SNOD roles undertaking donor facing roles within ODT

■ White ■ BAME

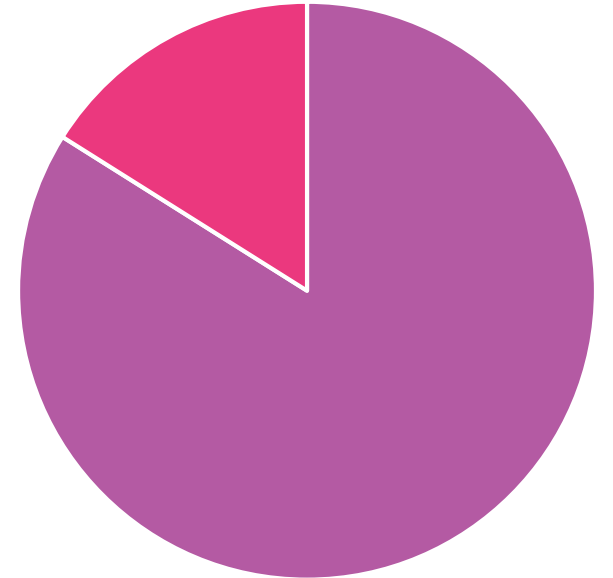
SNOD - 4.7% current (12)



SNOD - 14.2% (36)
To reflect NHSBT figures



SNOD - 19% (49)
To reflect NHS figures



Positive Action Initiatives

Lead Nurse for
Diversity

Widened our Pool for
Recruitment

Amendments to the
Recruitment Process

Piloted the Concept
of Discovery Days

Workforce
Transformation

Cultural Awareness
Training