

Site

Yorkshire & The Humber NPS

Name of project / initiative

BAME Recruitment Panel

Overview

Inclusion is a strategic priority for NPS Yorkshire and the Humber (YatH) Region. We recognise the importance of making the YatH region a fully inclusive work environment for all staff. We are fully committed to following the recommendations of the Lammy review to address inequalities and develop a more inclusive and representative workforce. From 1st September 2019, we have strived to ensure that interview panels include a Black, Asian or Minority Ethnic (BAME) representative. The BAME Recruitment Panel is a group of more than 40 BAME colleagues set up to help encourage BAME staff to apply for roles within NPS and to help ensure a level playing field for all applicants. Members of the group sit on all recruitment panels, both to provide an 'equality lens' to our recruitment processes, and also to help build their confidence to apply for promotional opportunities themselves. In addition, NPS offer training to Panel members on the "Success Profiles" recruitment framework used across the Civil Service, and they meet regularly as a group to raise any issues of concern and offer support and encouragement to one another.

Longevity

Since 2019

Benefits

One BAME member of staff who recently applied for a post within the NPS said: "... having yourself as a BAME panel member was very reassuring for me, increased my confidence, put me at ease which in turn enabled me to perform to the best of my ability and I am very pleased that I was the successful candidate. Overall, it was a very positive experience for me."

Uniqueness

We think we are the only division offering this level of support to BAME recruitment.

Applicability

This could be rolled out across NPS – as well as YJ and prison settings.

Requirements

There are few clear boundaries to wider roll out.

For more information:

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