

## Resources for Educators/HR and Medical staffing

### **Educators:**

We have educator development days aimed at helping educators further their career progression. The last one was held on 17/06/2024. It was well attended with the breakup as below. These days are run annually with speakers focussing on career development.

### **Recruitment for HR and Medical staffing:**

#### **NHSE High impact action 2:**

*Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.*

Unconscious bias impacts recruitment. When advertising for a post it would be good practice to use the EDI tool within the link to ensure recruitment is fair and unbiased. WT&E EoE will be monitoring the recruitment within our region to ensure the process is fair.

[https://heeo.e.hee.nhs.uk/sites/default/files/2024\\_toolkit\\_eoe\\_0.docx](https://heeo.e.hee.nhs.uk/sites/default/files/2024_toolkit_eoe_0.docx)

The EDI team will be monitoring trends in regional recruitment.

### **Enhanced Induction guideline for trusts to adopt and adapt:**

#### **NHSE High Impact Action 5:**

*Implement a comprehensive induction, onboarding and development programme for internationally-recruited staff.*

Enhanced induction for IMGs helps them settle into the post in a safe and structured way.

Here is the link to the regional enhanced induction guideline that trusts can use to ensure that all IMGs recruited to the trust in their first NHS post are able to work in a safe environment.

[https://heeo.e.hee.nhs.uk/sites/default/files/regional\\_enhanced\\_induction\\_guideline\\_2024.docx](https://heeo.e.hee.nhs.uk/sites/default/files/regional_enhanced_induction_guideline_2024.docx)