



**Elevate  
Your EDI  
Performance**

**A GUIDE FOR NHS PEOPLE LEADERS**

WELCOME TO

# Elevate Your EDI Performance

A GUIDE FOR NHS PEOPLE LEADERS

**Thank you so much for downloading this guide specifically crafted for NHS People Leaders. By taking the time to work through this guide either by yourself or with your EDI team you'll get:**

- ▶ An understanding of how you're performing currently against high EDI expectations.
- ▶ Access to a methodology that you can use to identify the key issues that you must address to drive improvements in equity of outcomes in employment processes.
- ▶ Ready made best practice policies that you can plug in to your suite of HR policies today.
- ▶ Insider knowledge of what works well in Inclusive Recruitment so you can follow by example and avoid mistakes.

# EDI Healthcheck

**First up we've got a handy EDI Healthcheck for you.**

This quick and easy tool is designed for Chief People Officers like you to assess your current performance against targeted expectations regarding equality, diversity, and inclusion. In just under fifteen minutes, you can understand how well you're meeting legal and national standards, as well as best practice.

By completing this online checklist, you'll be able to pinpoint what's working well and what could be improved. Plus, you'll receive a copy of your results, along with an invitation for follow-up support to help you determine the best next steps to enhance your equality performance.



**EDI Healthcheck**  
Take the Healthcheck here



# Inclusive Recruitment Guide

**Next up, we have a step-by-step guide to help you supercharge your inclusive recruitment practice!**

This guide comes with customisable project plan templates, information about the Global Diversity Equity Inclusion Benchmark (GDEIB), and helpful tools for engaging with your workforce throughout the process.

These resources will empower you to evaluate your recruitment and selection processes from an equality and inclusion perspective. It will help you identify any disparities in experiences related to protected characteristics, such as disabilities, gender, and ethnic backgrounds, and pinpoint the issues and the actions needed to make a meaningful difference to drive improvements in equity of outcomes.

Our tried-and-tested methodology includes a mix of quantitative and qualitative information, benchmarking against international best practice, and engaging with key individuals in your workforce to maximise your impact moving forward.

Access your resources here:

↓	<a href="#">Inclusive Recruitment Review Guide</a>
↓	<a href="#">Inclusive Recruitment Review Project Plan Narrative</a>
↓	<a href="#">Template Inclusive Recruitment Project Timeline</a>
↓	<a href="#">Inclusive Recruitment 1:1 template</a>
↓	<a href="#">Template Inclusive recruitment focus group</a>
↓	<a href="#">GDEIB overview</a>
↓	<a href="#">GDEIB Inclusive Recruitment Checklist</a>

This approach is adaptable and can also be used to evaluate other areas of your organisational equality performance and to set and review your EDI strategy and objectives.

# Best Practice Research Report

**We're excited to share a detailed report highlighting recent research and best practices related to inclusive recruitment across the NHS and other sectors.**

This document outlines evidence-based strategies that you can adopt to improve equity in recruitment and selection processes.

Our 2024 research found new, innovative and smart ways to improve how people are hired helping to bring in more diversity. And this will help you to attract and hire a wider range of people to make your workforce more inclusive and improve your reputation internally and externally.



**Inclusive Recruitment Research**  
Download your copy of the report

# Diversity and Inclusion Policy Templates

**In this section we've got some fantastic policy templates for you so you don't need to write your own policies from scratch!**

They're best practice templates for an Equality and Diversity Policy and an Equality Impact Analysis Policy. Along with these templates, we're sharing the forms you need to use to record the outcome of EIA's and a slide deck with speaker notes to help you train your managers on completing an EIA effectively.

These resources will save you time and effort, ensuring you have a robust policy infrastructure to support your EDI initiatives. They will also help you create user-friendly documents that align with best practices, meet legal requirements, and equip your team with the knowledge to promote equality effectively.

Access your templates here:



[Template Equality Diversity in Employment Policy](#)



[Template Equality Impact Analysis Guidance Policy and Procedure](#)



[Full EIA template \(blank\)](#)



[EIA Screening Template](#)



[Equality Impact Analysis Awareness](#)

# A Bit About Me

I'm Andrea Derbyshire, the HR, Diversity, and Inclusion Consultant behind Andrea Jane Consultancy, which I proudly established in 2018.



If we haven't connected yet, I'd love to hear from you!  
Let's link up on LinkedIn



With over 27 years of generalist HR experience and a specialist focus on equality, diversity, and inclusion, I've had the privilege of leading the EDI team and agenda for three NHS hospitals in Liverpool for a decade. I've also contributed to national NHS equality efforts and the work of my trusts was awarded top ten in the Stonewall Health Equality Index. Our work was also showcased in NHS Employers case studies as good practice. Overall, you can see I've been continuously involved in delivering successful impactful EDI interventions wherever I've worked.

I'm passionate about fostering strong relationships with my clients, providing straightforward, practical advice to help you to develop effective equality, diversity and inclusion strategies and interventions to improve your equality, diversity and inclusion performance.

At Andrea Jane Consultancy, we prioritise collaboration, ensuring that everyone feels engaged, valued, and included in your organisation that means that everyone's voice is sought, heard and respected and we work collectively to define your priorities. So let's craft impactful EDI strategies and interventions together to create an inclusive environment where everyone can thrive.

To hear what others have to say about working with me, check out my testimonials here:  
[www.andreajaneconsultancy.co.uk/testimonials](http://www.andreajaneconsultancy.co.uk/testimonials)



**HR Consultancy  
of the Year in 2024**

North West England  
in the HR and Employment  
Awards with Corporate  
Vision



**HR Consultancy  
of the Year in 2020**

North West and Most  
Innovative HR Consultancy  
North West 2021 in the  
Northern Enterprise Awards



# Still have Worries?

## Let's Address Them Together!

We know there's a lot of content to work through in this toolkit so it's completely normal to have some lingering doubts about how to implement these ideas on your own. And if that's the case, then let's talk about a few common concerns.

### Feeling Pressed for Time



We understand that time constraints and limited resources can be daunting. If you're juggling multiple priorities, the thought of making these important changes might seem overwhelming.

If you think you don't have enough time or resources to do this on your own, we're here to help! We provide specialist support and tools to tackle your specific problems and challenges, so your team can focus on their main jobs while we take care of creating the best plans and solutions for you.

### Lacking in EDI Expertise



If your team isn't equipped with any EDI specialists or you're uncertain where to begin, don't worry. We're here to lend our expertise!

We can provide valuable insights drawn from our extensive experience and share successful interventions from other organisations across various sectors.

Together, we can identify the right solutions tailored to your needs, saving you time and effort from trial and error.



# How Can We Make This Happen?

If you have questions or need clarity, remember, you don't have to navigate this journey alone! Let's connect for a one hour consultancy call where we can address your concerns and get you on the right track to driving improvements!

So, whether you're just starting out and you're unsure what to do and how to do it, you're working your way through this guide and feeling a bit overwhelmed or you're interested in having someone come on board and take the lead on driving changes... a quick, no pressure chat could be the best way forward.

If that sounds good to you, then reach out to me at [contact@andreaJaneconsultancy.co.uk](mailto:contact@andreaJaneconsultancy.co.uk) or give me a call at **07845 534 691** to schedule your consultation.



# Why Book a Call?

- ▶ **Personalised Feedback**  
Receive tailored advice that speaks directly to you and your needs.
- ▶ **Clear Actions**  
Leave the call with a confident plan on how to move forward.
- ▶ **Boost Your Confidence**  
Know you're making informed choices to enhance your equality performance.

Looking forward to chatting with you soon.

Kind regards,

**Andrea Derbyshire**  
HR, Diversity and Inclusion Consultant



This document can be made available in an alternative format on request