



Following a successful partnership in 2021, Inclusive Recruiting propose to continue the EDI support work to the NHS Midlands and Lancashire commissioning support unit. The work will be delivered between March 2022 and February 2023 and will consist of the following pieces of work:-

EDI education topics and EDI steering group support.

We will continue the work with the EDI steering committee, supporting them as they work on embedding cultural and inclusion changes and building belonging across the strategy unit. We will work as a guiding coach led by the lead consultant [REDACTED] and support the Strategy Unit to remain accountable to its inclusion goals.

The work will include management of 10 to 12 education topics across the year using our own facilitators and associates with lived experience of the identity topic. A list of EDI topics has been shared and all 12 sessions will be agreed in advance. We will project manage all EDI talks and provide all links and a recording so that any team members who miss the sessions can catch up.

Costs

Approx. £600 to £1000 per talk - Total £7500 to £12000+VAT for 12 talks.

Approx. 6 days of EDI support across the year to the EDI team (0.5 days per month) to be used as needed - Total £5700+VAT

Recruitment training and development

We will continue to support inclusive practices in recruitment including reviewing and coaching managers on job descriptions, screening methods, adverts, and scoring criteria. This work will include 3 training workshops delivered across the year as refreshers, or for new hiring managers joining the strategy unit (There is a maximum delegate number of 12 in each workshop). We suggest a review of the current recruitment policies and processes to share recommend changes for improved inclusion in the recruitment process, this can only be delivered within the 0.5 days per month if this time is not exhausted by line manager ad hoc recruitment queries.

Costs

Approx. £10,000+VAT (This delivers 0.5 days per month of ad hoc recruitment support and 3 workshops designed and delivered for 12 delegates)

Talent Management inclusion improvements.

We will work closely with [REDACTED] and [REDACTED], reviewing the existing talent management process, framework, and its structure within the Strategy Unit to establish areas of improvement for inclusion. Working together with the team we would support the analysis of available data to show trends in outcomes and co-develop and redesign the framework with [REDACTED] implementing agreed recommendations for change and build mid- and long-term actions and plans for change to an improved and more inclusive competency framework. Work will include:-

- Reviewing existing policies and procedures (formal and informal) including existing Strategy Unit framework, the framework structure within CSU to see if its fit for purpose and/or can be iterated to the Strategy Unit.
- Analysing available data on workforce, promotions and progressions to show trends in outcomes.
- Work with [REDACTED] towards recommendations for change, helping him to build mid- and long-term actions plans for change and an improved more equitable talent management in the SU. One element of this should include a more inclusive competency framework.

Costs

10 days work - £9500+VAT to be set aside for this work.



ORDER

The Customer

Customer Name: NHS Midlands and Lancashire Commissioning Unit

Invoicing Address:

Contact Name: [REDACTED]

The Services

Delivery of EDI support, consultancy, talks and workshops as per the proposal (above).

The services will be led and overseen by Inclusive Recruiting CEO. The additional team members supporting the work are as follows:-

- [REDACTED]
- [REDACTED]
- [REDACTED]

[REDACTED]

EDI education topics - £12,000+VAT (This represents the cost of workshops at the highest amount)

EDI steering group support - £5,700+VAT

Inclusive recruiting workshops - £5,985+VAT

Inclusive recruiting support - £5,700+VAT

Talent management inclusion improvements - £9,500+VAT

Total costs - £38,885.00 +VAT total is payable within 30 days of the signing of the agreement.

This Order form is issued subject to the standard terms and conditions of Inclusive Recruitment Limited, which the Customer acknowledges have been provided to it. This Order may not be amended by the Customer without the prior written consent of the Supplier. By signing this Order, or otherwise indicating acceptance of its terms, the Customer shall enter into a contract with Inclusive Recruitment Limited for the provision of the above-mentioned services, in return for payment of the above mentioned charges, and subject to the Inclusive Recruiting Limited terms and conditions.

Name: [REDACTED]

Position: [REDACTED]

For and on behalf of: [REDACTED]

Signed:

Date:

[REDACTED]

Signed:

[REDACTED]

Position: CEO

Date: 28 February 2022

For and on behalf of Inclusive Recruiting Limited

Inclusive Recruiting Limited, company number 8800904, registered in England and Wales at 5th Floor,
The Grange, 100 High Street, London, N14 6BN

