

## Positive Action in Recruitment – Children's Centres

Hillingdon Children’s Centre staff are not representative of the community in terms of gender or ethnicity

Over the past few years, Hillingdon Children's Centres have worked to address the barriers to race equality in the workplace and in our service delivery. This has included being more intentional in our recruitment practices to ensure the service is more representative of the community, as well as developing the practice of staff.

### Recruitment

- All recruiting managers are expected to have completed training on ‘Unconscious Bias in Recruitment’ prior to undertaking recruitment.
- Panels comprise three people wherever possible, in an effort to address bias and challenge each other (more representative panels to be looked at).
- In June 2021, the Children's Centres carried out an exercise with centre users for two weeks to find out the gender and ethnicity of users. There was a big disparity between the staff team and the community we reach in terms of both gender and ethnicity. We therefore added a positive action statement to all adverts for recruiting to Children’s Centre roles: ***Our Children’s Centres provide services to a diverse range of people. We welcome applications from men and those from Black, Asian or other ethnic backgrounds.***
- Please see below for more information:

	Service users	Staff in June 2021	Implemented positive statement to adverts	Staff in February 2023
Female	72%	99%		96%
Male	28%	1%		4%
BAME	61%	13%		23%
White	39%	54%		77%
Not Given		33%		

It has been positive to see an increase in BAME and Male staff following the introduction of the positive statement and, training and conversations about unconscious bias in recruitment. However, there is still a long way to go to and we are committed to seeing this continue to improve and more BAME staff move into leadership roles (Children’s Centre Managers and Locality Leads are currently only 18% BAME).