

De-biasing and values based recruitment

The de-biasing and values-based recruitment programme is a Kent and Medway system-wide initiative supported by the Training Hub and the Local Medical Committee that will help participants understand the discrimination and bias that can be present during the recruitment process and how they can contribute to creating a fairer and more transparent process and support long term retention of newly recruited staff.



Livestream workshop

We are working in partnership with Enact Solutions (enactsolutions.com), a drama for training provider with over ten years of experience working with the NHS, to deliver a three-hour interactive workshop focusing on improving your recruitment processes and inspiring you to make a positive difference.

The programme went live in November and is currently planned to run until October 2023. Participants are now being invited from Primary Care organisations across Kent and Medway and particularly those identified as frequent hirers and/or with high vacancy rates.

Learning outcomes

After participating in the workshop, learners will:

- gain a deep understanding of inclusive recruitment practices
- learn to live your organisational values through the recruitment process
- explore and challenge personal and organisational bias in recruitment.



For further information, please contact kmicb.edi@nhs.net

Visit www.eventbrite.co.uk/e/de-biasing-and-values-based-recruitment-training-for-primary-care-tickets-560424784617 to register.