

Attracting and recruiting a diverse and underrepresented workforce

BHRUT Project SEARCH – Case study

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What is project SEARCH?

- DFN Project SEARCH transition to work programme
- Committed to transforming the lives of young people:
 - on a full-time course of study and are
 - Aged 18-24
 - Have a learning disability and/or autism spectrum conditions.
- Nine-month programme
- Three different rotations over the period.



Host business, educational partners and local authority partners

A partnership that works



Barking, Havering and Redbridge
University Hospitals
NHS Trust



How BHRUT implemented the project

- Started with discussions and preparations with partners
- Agreeing responsibilities and setting up a steering group
- Signing the *Guiding Principles for Partnership Working* (GPPW)
- Engaging Trust staff and Executive Directors
- Recruiting interns through assessment days
- Developed a Licence to Occupy Agreement
- Set up a base room with adequate furniture.



How BHRUT implemented the project

- Identifying placement opportunities
- Developed a suitable contract/letter for interns illustrating internship arrangements
- Developed a contract/letter for coaches clarifying scope of programme
- Undertaking DBS checks
- Occupational health checks
- Signing of consent forms for engagement activity
- Running induction programme.



A very successful cohort 1

Five of the seven interns (71%) have secured a job (four of which are in the Trust) as follows:

- Clerical worker in the Clinical Preparation Team, Queen's Hospital (Angelina)
- Healthcare Assistant, King George Hospital (Carly)
- Procurement referral, via Bank Partners (Akif)
- Clerical worker in the Clinical Preparation Team, Queen's Hospital (Priya)
- Family Business in a shop.



Ensuring that induction counts


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DFN Project SEARCH

Intern Induction Pack



**Barking, Havering and Redbridge University
Hospitals NHS Trust (BHRUT)**

www.bhrut.nhs.uk
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Barking, Havering and Redbridge University Hospitals NHS Trust

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A welcome certificate for the interns



Making a thing of induction and issuing the interns a welcome certificate as part of induction

Interns each received a welcome certificate from Janine La Rosa, Chief People Officer or Kathryn Halford (OBE) Chief Nurse



Feedback is a gift



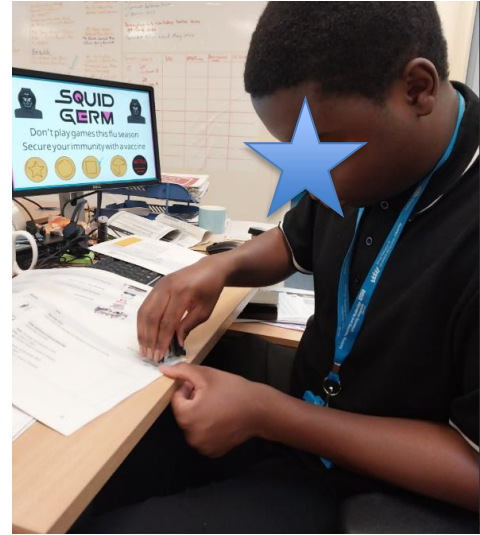
One word feedback from all 23 interns in 2024/25 cohort following induction



Two projects currently running concurrently

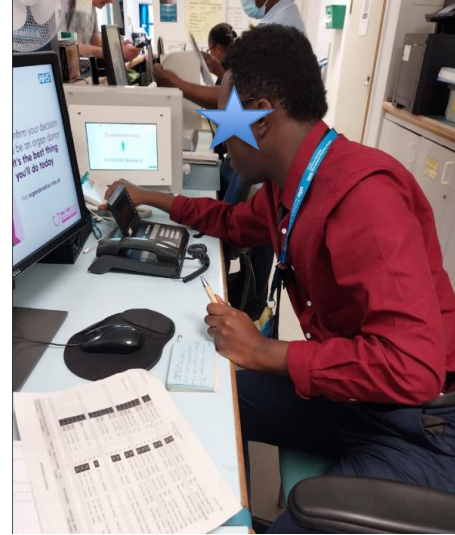
- Cohorts 1 & 2 - running at King George hospital with 11 interns and three job coaches
Partners: Astrum Multi Academy and Redbridge Council.
- Cohort 3 - new programme running at Queen's Hospital with 12 interns and three job coaches
Partners: Barking and Dagenham College, Havering Council and Barking and Dagenham Council.





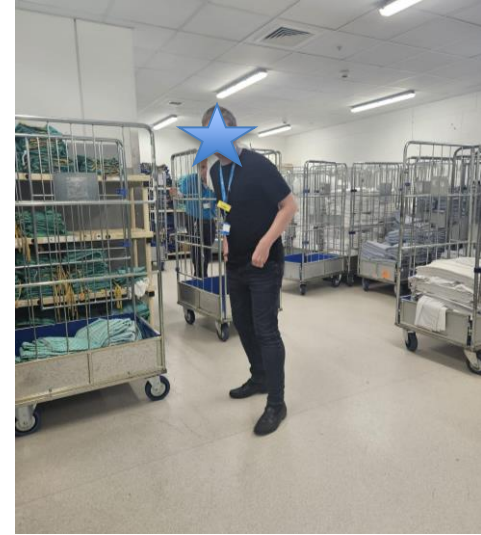
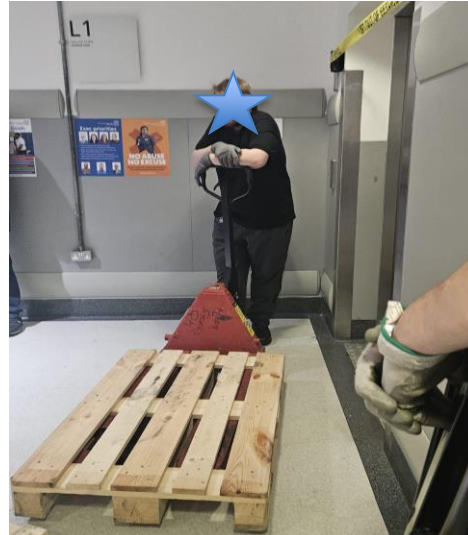
Interns in action on their placement





Interns in action on their placement





Interns in action on their placement



Aspirations of interns – King George

Rayan – *“I want to help people, and I want to work within admin”.*

Chipo – *“I would like to work in a restaurant or catering”*

Siluni – *“I would like to work in admin”*

Aayaan – *“I am unsure what I would like to do yet, I want to try everything!”*

Yosef – *“I would like to work in IT, media or admin”*

Mala – *“I would like to work in any role that is active and has a lot of movement”*

Royan – *“I would like to work in the Finance sector”*

Robyn – *“I would like to be a Healthcare Assistant”*

Muhammed – *“I would definitely like to work in digital information or data”*

Demitri – *“I would like a job in deliveries where I can move around all day”*

Soofya – *“I would like to work in admin”.*

Aspirations of interns – Queen's Hospital

Lucy – *“I would like to have a full-time job in order to afford my own house in the future, I like working with admin”*

Jake – *“I would love to be able to go on a road trip around Greece and therefore am hoping to get a job in the future to be able to afford this”*

Connor – *“I would love to be to live independently on my own with my own money”*

Robert – *“I want to eventually move out of my parents' house to live on my own and get a job close by to where I move”*

Jess – *“I love organising and creativity. I would like to be a ward keeper”*

Lee – *“I want to work in NHS, I would like to work in A&E”*

Opeyemi – *“I love working in A&E and can see myself working here in the future”.*

Luke – *“I love theatre and want to work in production and lighting”.*

Sam – *“I would like to make a difference out there and become a paramedic to keep people safe”.*

Kieron – *“I want a full-time job at Queens as a porter”.*

Josh – *“My dream is to be a policeman. I would love to help the community”.*

Marc – *“I want to earn my own money and have a paid job and have my own income”.*



Secretary of State for Health and Social Care, Rt. Hon. Wes Streeting, MP visits one year on



[Project Search - Wes Streeting Visit - 18th October 2024](#)



Photo of the year ...

Akif from the KGH Cohort 1 Project SEARCH pictured on the corridor mentoring Mala an intern in Cohort 2 at KGH.



Key success factors

- Active engagement and commitment from executive directors
- Staff support and commitment towards providing placement opportunities and mentoring the interns
- Genuine collaboration and dedication from all partners
- Regular meetings and clarity of responsibilities
- Being creative and optimistic – anything is possible



Evolutionary journey in partnership

- As the interns secure jobs across the NHS, they will establish a new partnership with Trade Unions / staff side
- Opportunity for general advice and support.



Any questions

