



Promoting Job Agencies:

Job vacancy promotion with no cost	
Internal Newsletter	Current diverse staff are a great source for promoting roles through word of mouth and their personal and professional diverse networks. Include a short summary and job link in your internal staff communication.
LinkedIn	Add job link to your organisation's LinkedIn page. It may not be possible to add all roles, focus on those that you would specifically like to attract diverse talent to.
Twitter	<p>If you have a Twitter account for the organisation, add the job link with a short snappy statement around wishing to attract more diverse talent. For example 'We have an exciting opportunity and encourage talent from all backgrounds to apply, including those that identify as Black, Asian Minority Ethnic and/or those that identify as Disabled' Add tags of groups that support diverse students, groups and professionals. Add photos or short videos or case studies which improve engagement and click-through.</p> <p>Tag examples: To attract BAME talent: @Bristol_Equity @TheBlackProfes3 @babassa @Ways_2_Work To attract Disabled talent: @Ways_2_Work To attract LGBTQ+ talent:</p> <p>Along with tags, use hashtags that are common and related to inclusion. Search the hashtag first to ensure the words are not negative or controversial. For example: #diversetalent #jobopportunity #healthcareers #nowrecruiting #</p>
Universities	<p>Most universities have an online job portal for students and recent graduates as part of their careers offer. Employers can register and add job adverts without a cost.</p> <p>Bristol University University Centre Weston UWE Bristol</p>
Staff Networks and Groups	<p>Once you've identified the underrepresented group/s you would like to attract, share a short summary along with the job link (also appropriate image if possible) and share with your EDI Lead within your organisation to forward to specific Staff Groups and Networks aligned to the disadvantaged groups you would like to attract (e.g. Black and Minority Ethnic Staff Network, Disabled Staff Network etc).</p> <p>Also share this with the BNSSG EDI team who can forward to system staff networks and add to the staff networks newsletter which is</p>

	shared with all system partner staff networks. E-mail calais.hitchins1@nhs.net
<u>One Front Door</u>	<p>One Front Door provide personalised employment support that meets the needs of both the work ready and those with complex barriers preventing them from entering the job market.</p> <p>The Ways2Work Network is a network of professionals working in employment and skills. They share information about training, support and employment opportunities and will circulate information with all contacts and add details to the One Front Door jobs board.</p> <p>E-mail your vacancy details to ways2work@bristol.gov.uk Ensure your message isn't part of an email chain or conversation, include all the information someone will need to apply for the opportunity, attach JDs or useful documents and contact information or a web link for more information.</p>
<u>Find a Job - gov.uk</u>	Formerly Universal Job Match, the government job site for job seekers. Employers can add jobs directly on the site.
<u>Prince's Trust</u>	<p>The Prince's Trust support diverse young people aged 16-30 into health and social care roles through a range of free development programmes. If you would like to promote specific entry level roles to attract young people, please e-mail open vacancy details to Laurence Ross (ICB Schools and College Project Manager) who is working closely with the Prince's Trust on behalf of the system:</p> <p>laurence.ross@nhs.net .</p>
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<u>WECIL</u>	<p>£300 per job advert</p> <p>The West of England Centre for Inclusive Living (WECIL) is a charity for disabled people, run by disabled people. They offer a range of services for employers including targeted promotion of job adverts to disabled job seekers.</p>
<u>Babassa</u>	<p>£300 per job advert</p> <p>Babassa supports under-represented young people in Bristol to pursue their ambitions through skills training, professional mentoring, events and recruitment support service/s.</p> <p>View Babassa employer services here.</p>
<u>VOSCUR</u>	<p>£145 per job advert</p> <p>Support and development agency for Bristol's Voluntary, Community and Social Enterprise sector.</p> <p>Voscur's jobs pages receive millions of views each year, providing advertisers with an effective way to reach diverse candidates.</p>
<u>Careers with Disabilities</u>	<p>£99 (1 premium job advert for 30 days)</p> <p>Careers with Disabilities is a specialist disability jobs board and careers resource dedicated to helping those living with physical and mental disabilities find accessible employment opportunities throughout the UK.</p> <p>Other healthcare employers using this service include East Cheshire NHS Trust and Betsi Cadwaladr University Health Board (Wales).</p>