

Refugee Recruitment

Bristol City Council is working with the Home Office to support the resettlement of vulnerable refugees and currently supporting 800 refugees.

In 2021 the Home Secretary confirmed an emergency resettlement mechanism which offers refugees resettled into the UK to be granted indefinite leave to remain on arrival in the UK.

Several refugee resettlement schemes will give the stability refugees need to rebuild their lives in the UK. Refugees will be granted immediate indefinite leave to remain on arrival and given support to thrive in local communities; funding for English language classes, assistance to help find employment and help to build links within their local community.

As part of this, NHSE&I and Bristol City Council have asked BNSSG health and care employers to support refugee recruitment, engaging with targeted recruitment activities and offering equitable approaches where possible.

Recruitment considerations	Summary
Equitable Approaches	<ul style="list-style-type: none"> • Systems partners are encouraged to engage with targeted refugee recruitment activities to promote opportunities and support refugees to apply for roles. -Events developed by NHSE&I and Bristol City Council with opportunities to have presence will be shared with Recruitment Leads. • Some system partners have agreed to accept CVs and covering letters as expressions of interest at targeted recruitment events. Applications are then manually added to Trac where possible. • Share non-clinical opportunities that might be suitable for recent refugees by forwarding details to: Richard Shaw • Senior Support Worker – Employment, Refugee Resettlement Team (Bristol City Council) Richard.Shaw@bristol.gov.uk

Overseas Police Checks	<p>The majority of refugees recently resettled in Bristol will have overseas police checks carried out by the Home Office as part of their application process. To offer employers assurance, Bristol City Council are offering to provide refugees with a letter confirming that they have had overseas police checks (where applicable). Some refugees may present such a letter in the application process.</p> <p>For those refugees who have not had overseas police checks carried out by the Home Office:</p> <ol style="list-style-type: none"> 1. It may be possible for you to request overseas police checks from some countries and not others (currently not possible for Afghanistan). 2. If it is not possible to request an overseas police check and they have lived in the UK for more than 6 months - Enhanced DBS checks are possible. 3. If it is not possible to carry out an overseas police check and they have not lived in the UK for more than 6 months, it is at the employer's discretion to make a judgement and assess risk based on evidence/references provided as to whether they wish to make an offer (advised by NHSE&I). <p>“Employers should ask applicants to show any attempt made to seek an overseas police check and any reasons given as to why one could not be obtained. Where it is genuinely not possible to obtain an overseas police check, employers will need to base their recruitment decision on the wider range of evidence presented to them as part of the recruitment process, including character and other references”</p> <p>NHS Employers – Criminal Records Check See section 7.5 Unable to obtain an overseas police check</p>
Enhanced DBS Checks	<p>DBS checks are possible for refugees that have lived in the UK for at least 6 months. See NHS Employers – Criminal Records Checks Standards</p>
English Language Requirements	<p>Government guidance is available on English language requirements for public sector workers, depending on types of roles. This should be followed as far as possible, with equitable approaches for those that are unable to demonstrate formal qualifications. Bristol City Council are looking to progress with a ‘Single English Language Assessment’ process. This will provide an assessment of language proficiency on a scale for reading, writing, listening, and speaking.</p>
General Guidance on Refugee Recruitment	<p>Review the NHS Employers refugee healthcare professionals guidance: Guidance for employers wishing to support refugees</p>

Medical Support Worker Scheme (MSW)	<p>Refugee doctors or international medical graduates with clinical experience that are not GMC registered may wish to consider the MSW path to a medical career in the NHS. Please signpost to NHSE&I's MSW page for further details: https://www.england.nhs.uk/coronavirus/returning-clinicians/medical-support-workers/</p> <p>Overseas degree equivalency guidance available here.</p>
Useful Reads	<p>Medical Support Worker Scheme - Barts Health NHS Trust</p> <p>HEE - Clinical Apprenticeship Placement Scheme (CAPS) for Refugee Doctors</p> <p>British Medical Association – Help for refugee doctors</p> <p>NHS News - Medical support worker role helps hundreds of refugees to become NHS doctors</p>