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We worked with our HR team and an external organisation (PATH Yorkshire) to recruit a Library Trainee, a one-year training placement working in all areas of the Library, with a specific focus on customer services. The trainee was in post from Jan 22 - Jan 23 and completed a Level 3 OCN qualification in Library & Information Studies as part of the placement. The idea behind it was to try and increase diversity in the Library team, and open up opportunities to under-represented members of the community.

The trainee successfully completed the year, and has applied and been appointed to a permanent post in the team, increasing our staff diversity and hopefully demonstrating that the Library is an open and inclusive place to work, to our students and potential candidates in the future. We have been successful in recruiting another Library Trainee via PATH Yorkshire, and we hope to repeat the process in future years. Initially we weren't sure how to go about recruiting to a positive action role, but HR were very supportive and helped us in putting forward a business case/ obtaining funding/ liaising with PATH Yorkshire to enable this to happen. It was actually more straightforward than we'd anticipated from then on.

We evaluated it in conjunction with the trainee & PATH Yorkshire, writing a brief evaluation report of the project, and asked the trainee to give her input as well, into areas where we could improve things next time. We felt that the project had been successful, and that the trainee, as well as us, had gained a lot from the year. With our new appointment, and the new trainee, in addition to another new recent Casual appointment, the Library team has gone from 0 BAME staff to 3 now in the last 12 months, something which we feel is not unremarkable.

It may provide an example of how a positive action recruitment project can work successfully, in helping to diversify the workforce, and how using an external company such as PATH Yorkshire can support this kind of initiative.