



Wirral Evolutions Case Study

Wirral Evolutions offers daytime support and opportunities to around 550 people with learning and physical disabilities in diverse settings ranging from buildings based activities to horticultural, hospitality and catering.

During the focus group sessions, held to identify priorities from the “I statements”, one of the areas which ranked highly and was included as a priority was for people to be involved with recruitment and in the choice of staff to support them. There had been limited previous involvement from people with lived experience in recruitment and it was recognised as an area for development and one which the Board fully endorsed.

The Experience/s

The first interview opportunity arose for the recruitment of Managing Director and the importance of the message of co-productively recruiting to this senior post was considered a positive way to demonstrate commitment to culture change and reinforce the values of the organisation.

We worked co-productively with people, initially asking for participants for the interview panel and to select the questions for the candidates. There was also a professional’s panel.

The interviewers were briefed in advance on the process for the panel and they were supported by self-advocates on the day. A simple scoring sheet was provided to each member of the panel and scoring was based on a simple voting system of red, amber or green cards with space for comments. The panel were clear they had an independent voice in the selection.

A further opportunity presented for the recruitment of Team Leaders and a similar process was adopted. The process was concluded by a short debriefing session and each panellist expressed their eagerness to continue to be part of future recruitment and their valuable contributions were recognised. Each of the panellists shared their experiences with peers which has increased confidence and generated even more interest to be involved.

The self-advocates commented that the process will in time reinforce confidence that people we support are valued and will give them confidence in Wirral Evolutions.

Candidates articulated their experience positively and felt values were demonstrated more visibly and tested their ability to avoid jargon.



We are in discussion around some bespoke accessible training for panellists on fairer recruitment guidance and equality and diversity in partnership with a local provider organisation

The challenge for the service is to continue to be proactive and further develop and embed working in co-productive ways and promote greater ambition from people. Publishing the achievements of the process on social media will also help to reinforce and embed co-production.

Learning

An easy read version or video footage would help to introduce/acquaint people with the framework.

Focus on the "I" statements - it is a bit tricky trying to match up some of the I and We statements.

Information needs to be in manageable chunks and in appropriate formats.

Check out understanding of responses eg a RAG rating may be a simple scoring mechanism but if red is someone's favourite colour it could distort accuracy.