

Diversity and Inclusion at NHS England

Our Equality Standards

- To support our Public Sector Equality Duty, we participate in external monitoring standards which hold us accountable for improving workforce diversity and equality. These are the [Workforce Race Equality Standard](#), the [Stonewall Workplace Equality Index](#), and in the near future, the newly launched [Workforce Disability Equality Standard](#).
- Our organisational accreditations include:
 - [Disability Confident Employer](#),
 - [Stonewall Diversity Champion](#)
 - [Mindful Employer](#)

Staff networks

Employees can access a number of [staff networks](#) including LGBT, BME and Disability to share experiences, influence and assist in shaping and delivering organisational strategy and policy and help improve staff experience.

Staff policies

All our policies have Diversity and Inclusion at their core. We also have specific policies about Diversity and Inclusion and Trans Equality to support colleagues and their line managers.

Reasonable adjustments

We understand our legal duty to provide adjustments on request for employees with long term conditions, impairments, disabilities and caring responsibilities. We are committed to ensuring there are no barriers in the way of colleagues carrying out their duties. We know our colleagues thrive when they have the necessary support in place.

Workplace Adjustment Passport for disabled colleagues

The passport helps employees capture a record of the adjustments needed and the agreements made with their line manager and other relevant parties. It's a confidential, optional record that is owned by the employee and can be taken with them if they move teams.

NHS England