Important Information about NHS England (NHSE) and your application

NHSE: an inclusive employer

We are committed to being a diverse, inclusive, employer and will build a culture where all employees are valued, respected, and acknowledged.

We are committed to promoting a diverse and inclusive community - a place where we can all be comfortable to bring our authentic selves to work. We value our differences and fully advocate and support an inclusive working environment where every individual can fulfil their potential. For us, inclusivity means going above and beyond the legal compliance of the nine protected characteristics in the Equality Act 2010. We want to ensure our people are truly representative of all the communities that we serve.

NHSE is committed to supporting our employees who are a part of the Armed Forces community. NHSE has a dedicated policy to support our colleagues both serving and veterans and aims to support through various mechanisms such as additional leave for reservist training. NHSE also currently holds the silver award for the Defence Employer Recognition Scheme.

We have policies and procedures in place to ensure that all applicants and employees are treated fairly and consistently. We are proud to showcase our Disability Confident Employer accreditation, being an Inclusive Employer, a Stonewall Diversity Champion, and we are delighted to support Apprenticeships and Tommy's pregnancy at work scheme. We also annually report our findings on the NHSE gender and ethnicity pay gap. Also, in 2021 we have publicly committed to becoming an anti-racist organisation.

We are committed to recruiting the best person for the job, based solely on their ability and individual merit as measured against the criteria for the role. A fair, open, consistent process, free from discrimination will be undertaken when appointing to posts. NHS England supports the values and pledges of the NHS Constitution.

Working for us

Staff networks and support groups

NHSE is committed to supporting our staff networks and support groups. Our staff networks and support groups include the following:

- BAME Networks
- Disability Staff Network
- NHSE Carers Network

- NHSEROs Network - LGBTQI+ community
- NHSE Staff Cancer Network
- NHSE Women's Network
- NHSE Men’s Network

Our staff networks are open to all, and we strongly encourage our colleagues to join these networks as allies.

We also have:

- Support groups – such as faith & spirituality, menopause support group, fertility support group.
- Safe Spaces - non-binary, trans, bi, sober
- Health and Wellbeing groups
- Freedom To Speak Up Guardians
- My Wellbeing Passport

We promote flexible working and are moving to a hybrid model of mixed working from home and the office.

We offer a comprehensive Employee Assistance Programme, which provides 24/7/365 support to our employees and family members.

We have an extensive employee benefits package including contributory NHS Pension, Cycle to Work Scheme, Lease Car Scheme, Season Ticket Loan, Eyecare Vouchers, Flexible Leave Scheme, and others.

Submitting your application

The application form is your opportunity to provide information about you and how you meet the requirements of the role. By using the supporting information section, you can provide details of your past experiences and your skills and how these relate to the role you are applying for.

If you are applying for a role on a secondment basis, you must have agreement with your current manager that if successful you will be released for the period of the secondment.

Please note that the closing date is given as a guide. On occasion, we might close a vacancy early due to a high number of applications being received. You are advised to submit your application as early as possible to avoid disappointment.

Should you be asked to interview, then please do let us know of any reasonable adjustments which can be made to support you through this process.

What to expect if you are successful

If you are successful at interview, then it is normal practice for our recruitment service to request your references as soon as possible and this may happen prior to you receiving a written offer letter.

References from current and previous employers will be sought and would normally cover a minimum of 3 years employment. When completing the reference section of your application form, please provide the telephone number and work email address of each of your current/previous line managers. We are not able to accept references from colleagues, friends, or relatives or those from a personal email address.

We will ask you to provide original certificates to evidence the qualifications listed on your application form and any professional registration that is applicable to the role.

Staff recruited from outside the NHS will usually be appointed at the bottom of the pay band. The NHS pay bands can be viewed on the NHS Employers Website.