

Introduction

Recruiting and retaining a skilled talent pipeline, that comprises staff with the right skills to deliver high-quality patient care, is a key focus for the NHS. As organisations are faced with increasing supply demand, it's important that the workforce is supported to thrive, and disabled applicants are encouraged to apply for roles in organisations across the country.

Attracting and retaining disabled people and those with learning disabilities and difficulties (LDD) requires an organisation-wide approach, underpinned by shifts in culture, and authentic and open leadership. A diverse workforce will include those from protected characteristic groups:

Protected characteristics (outlined in the Equality Act 2010):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation