

# Inclusive recruitment

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Health Education England is committed to advancing equality and building an inclusive workplace culture, where everyone is treated with respect and dignity and everyone feels valued.

We operate a fair and open approach to recruitment and welcome applicants from all sections of society. We undertake monitoring to ensure our recruitment policies and practices are inclusive for all.

Any equality data submitted during the recruitment process will be treated confidentially and will be kept separate from applications. It will not be seen by the panel short-listing or interviewing candidates.

## Candidates with a disability

In order to increase the representation of disabled employees in the workforce, HEE participates in the Disability Confident [6] employer scheme operated by the Department of Work and Pensions. The scheme supports employers to make the most of the talents disabled people can bring to the workplace.

As a 'Committed' level Disability Confident employer, HEE will work towards:

- challenging attitudes towards disability
- increasing understanding of disability
- removing barriers to disabled people and those with long-term health conditions
- ensuring that disabled people have the opportunities to fulfil their potential and realise their aspirations.

As a body covered by the Equality Act 2010, we have a duty to show due regard to reasonable adjustments in the recruitment and selection process. Provided that the applicant informs of any specific requirements, HEE will ensure that any adjustments are fairly considered.

Information about a disability will not be passed on to the selection panel until short-listing has taken place. Such adjustments might include providing information and application forms in alternative formats, or ensuring that interviews take place in accessible venues.

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**Source URL (modified on 17/07/2018 - 11:55):** <https://www.hee.nhs.uk/our-work/diversity-inclusion/inclusive-recruitment>

## Links

[1] <https://www.hee.nhs.uk/our-work>

[2] <https://www.e-lfh.org.uk/>

[3] <https://www.healthcareers.nhs.uk/>

[4] <https://www.hee.nhs.uk/news-blogs-events>

[5] <https://www.hee.nhs.uk/about>

[6] <https://www.gov.uk/government/collections/disability-confident-campaign>