

**TEES, ESK & WEAR VALLEYS NHS FOUNDATION TRUST**

**MINDFUL EMPLOYER FOR PEOPLE WHO HAVE EXPERIENCED MENTAL HEALTH PROBLEMS**

The Trust aim is to attract and retain a workforce that is representative of all sections of society and where each employee feels valued and respected and able to give their best.

Tees, Esk & Wear Valleys NHS Foundation Trust actively encourages applications from all applicants regardless of age, disability, gender, marital status, domestic circumstances, race ethnic origin, colour, nationality, national origin, sexual orientation, religion, social or educational background or trade union membership.

In accordance with our Equality & Diversity and Recruitment & Selection Policies we are striving to be an employer that treats all prospective employees equally and fairly. The Trust remains loyal to its principle of not discriminating on any grounds other than the ability to meet the requirements of the job and the essential and desirable criteria as defined on the person specification of the vacant post.

In line with the Equality Act, discrimination will not take place against people who have experienced mental health problems and the Trust will make reasonable adjustments to overcome potential barriers to employment. Tees, Esk & Wear Valleys NHS Foundation Trust is highly committed to being an exemplar employer and has signed the Charter For Employers Who Are Positive About Mental Health. This means we recognise that:

- People who have mental health issues may have experienced discrimination in recruitment and selection procedures. This may discourage them from seeking employment
- Whilst some people will acknowledge their experience of mental health issues in a frank and open way, others fear that stigma will jeopardise their chances of getting a job
- Given appropriate support, the vast majority of people who have experienced mental ill health continue to work successfully as do many with ongoing issues

By signing the Mindful Employer Charter in September 2008 and by committing to its principles, Tees, Esk & Wear Valleys NHS Foundation Trust ensures that people who have experienced mental health issues will not be discriminated against and that disclosure of a mental health problem will enable both employee and employer to assess and provide the right level of support or adjustment.

If you would like to discuss any concerns please contact Lisa Cole, The Employee Support Officer on [lisacole@nhs.net](mailto:lisacole@nhs.net) or 01642 835258

For more information on the Mindful Employer initiative please visit [www.mindfulemployer.net](http://www.mindfulemployer.net)

The Mindful Employer Working Group  
TEES, ESK & WEAR VALLEYS NHS FOUNDATION TRUST

