

NSS Accreditations

October 2024

Accreditations

At NSS, we put workforce wellbeing at the heart of everything we do. We're committed to the principles of work-life balance and working on a digital-first basis, grounded in inclusivity and our NSS values. Take a look at our NSS Accreditations to see our values in action.

Disability Confident

We are proud to be accredited with Disability Confident Leader status and are committed to the values of the award.

As users of the Disability Confident scheme, we guarantee to interview all applicants with a disability who meet the minimum criteria for the vacancies.



There is no place for discrimination in NSS on any grounds.

NSS recognises the value of diversity within the workplace – the skills and qualities that every individual brings to our organisation.

The Equality Act 2010 replaces previous anti-discrimination laws with a single act which strengthens the protection afforded in some situations and creates nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership

- Pregnancy and Maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Pregnancy Loss Pledge

NSS are committing to promote a culture of safety, health and wellbeing for all and consistently applying workforce policies, treating people fairly.

We are proud to have signed the Miscarriage Association's Pregnancy Loss Pledge demonstrating our commitment to the pledge by supporting staff dealing pregnancy loss through enabling a supportive environment, making provisions for leave and offering access to help and advice.

We will encourage and allow staff to take the time off they need to start their recovery after loss – and to support them back to work when they are ready.

Through the pledge, we are also committing to recognising the impact of loss, showing empathy, and understanding, and ensuring managers have access to training or guidance in how to support someone at work.



Dying to Work

NSS is committed to treating all our employees with dignity and respect, managing staffing and employment matters with sensitivity and compassion.

The health and wellbeing of our workforce is one of our top priorities and when employees are faced with a serious or terminal diagnosis, it is important that they have the right to choose their own path without worry of the financial implications.

NHSScotland has introduced the TUC Dying to Work Charter through Partnership Working which means that employees can focus on themselves and their families at these difficult times and can be rest assured that we are here to support them.

Through signing the Dying to Work Charter, NHS NSS is committed to ensuring that employees are provided with the security of work, peace of mind and the right to choose the best course of action for themselves and their families.



Living Wage Employer

NHS National Services Scotland (NSS) is committed to paying a wage based on the cost of living to all staff. Ensuring staff receive salaries that represent the true cost of living will have a direct influence on many of the organisation's employees and their families.

We understand that people who are experiencing poverty unfortunately can have poorer health and wellbeing outcomes, and experience greater inequalities. By tackling in-work poverty and other social determinants of health including education, job opportunities and income, we can help to reduce these inequalities and improve health and wellbeing outcomes.

We take pride at being an accredited Living Wage employer.



Defence Employer Recognition Scheme

NHS National Services Scotland (NSS) are Gold Defence Employers Recognition Scheme accredited which recognises our commitment to supporting military personnel service in Scotland as well as Veterans and Reservists within our staff. By signing the [Armed Forces Covenant](#), we acknowledge and understand that those who serve or have served in the Armed Forces, and their families, should be treated with fairness and respect in the communities, economy, and society they serve with their lives.

