



2 Brewery Wharf
Kendell Street
Leeds LS10 1JR
Tel 0113 306 3000
Fax 0113 306 3001

enquiries@nhsemployers.org
www.nhsemployers.org

To whom it may concern

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RE: WEF Global Shapers - Intersectional Pay

NHS Employers and our wider NHS Confederation family work to support our members and employers within health and social care to provide services in a way that reflects the communities they serve and their respective needs.

In this respect, we recognise that in order to attract the best staff we need to offer them a safe working environment and careers that are both psychologically and financially rewarding. These aims require us to treat everyone as an individual – with a variety of identities and needs.

We therefore support the campaign being led by the World Economic Forum Global Community Shapers to focus on the intersectionality of pay as a way of highlighting the different, but interconnected, experiences of people in relation to pay and the differential impacts according to gender, age, sexual orientation, race, religion and disability.

In addition, we believe taking an intersectional perspective can deepen our understanding of organisational culture such as the informal hierarchies that can sometimes create and preserve work life inequalities. Our starting point is that intersectionality not only offers new ways to explore how different forms of inequality interact in working life but also contributes to an understanding of how institutionalised rules, norms, beliefs, values, and attitudes need to be addressed to address specific forms of inequalities including pay inequality in the workplace.

Yours sincerely

A handwritten signature in black ink, appearing to read "D. Mortimer".

Daniel Mortimer
Chief Executive
NHS Employers