

# Data Fellowship Project 2023

Northern Care Alliance NHS Foundation Trust (NCA) –“Getting to know our people – an investigation into the NCA staff experience”

## Organisation and Team

Equality and Inclusion Team  
NCA People Function

## Selection Method

Interview and stakeholder panel (in person or remote)

## Application Criteria

### Essential:

- Interest and passion for Equality, Inclusion and Diversity
- Ability to work independently
- Good analytical skills and proficient in Excel, Outlook, and Word.

### Desirable:

- Interest in health care
- Good written skills

## Project Outline

The NHS can sometimes be described as data rich and intelligence poor. The successful candidate will be engaged to create insight from our people data, including for example; links between retention and progression for different protected characteristics.

The NCA employs nearly 20,000 people, of which 78% are women. The health sector is a very ethnically diverse one, and more so as you go down the economic ladder, this project seeks to explore differences of experience as well as commonalities.

The successful candidate will work within our 10 person ED&I team and will be supported by our staff networks, and Women's Leaders Action Group. The outputs of which will be reported to our Chief of People and ultimately inform an organisational response.



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## Practical Considerations

Ideally the work will be carried out via a mix of online remote work within in-person workdays in our Salford or Bury Offices. But coming into the office every day is also feasible.

We also have desk space in Rochdale and Oldham is that is preferable.

## Support and Training

The successful candidate will receive a full corporate induction and local orientation to the team.

You will be jointly supervised by Donna McLaughlin, Director of Social Value Creation and our newly appointed Associate Director of Equality and Inclusion. We also offer in-house training opportunities which will be made available during the internship. You will work closely with our ED&I Data Co-ordinator who is available for advice and support.

## Supporting Information

The Northern Care Alliance NHS Foundation Trust <https://www.northerncarealliance.nhs.uk/about-us> provides specialist, acute, community and integrated care across the localities of Bury, Rochdale, Oldham and Salford. It is one of the largest NHS organisations in the country.

Whilst the focus of this internship is within the NCA. The legacy could impact on the whole of the NHS.