



# Data Fellowship Project 2024

Greater Manchester Mental Health NHS Foundation Trust – Examining  
the Role of Intersectionality in Mental Health Inequalities: Service User and  
Staff Experience

## Organisation and Team

GM Mental Health NHS Foundation Trust –  
Equality, Diversity, and Inclusion Team

## Project Outline

The candidate will be afforded the opportunity to select a project of their choice, which aligns to our EDI strategy and the NHS Service User/Workforce inequalities frameworks. For example, this may include a bespoke project analysing the use of restrictive practice in inpatient mental health settings. Alternatively, the candidate could undertake a pay gap analysis to understand the role of intersectionality (disability, gender, race, and sexual orientation) on pay inequality. The scope of the project will be agreed upon commencement of the internship.

The successful candidate will work within a six person EDI team and will be supported by the wider organisation to deliver the project. The EDI Research Unit (EDI-RU) will be a key collaborator for this project. The EDI-RU, a collaboration between the University of Manchester and GMMH, carry out high-quality, inclusive, and innovative research into mental health services. This collaborative approach will give the candidate a unique opportunity to work with both academic and industry professionals. The output of the project will help drive and shape organisation change as part of our EDI strategy.

## Application Criteria

### Essential:

- An interest and passion for Equality, Diversity, and Inclusion.
- An interest in health care, specifically mental health.
- Ability to work independently.
- Proficient in Excel, Outlook, and Word.
- Willing to work collaboratively with practitioners and stakeholders.

### Desirable:

- An understanding of mental health services in the UK.
- Experience in using MS Office packages, and other statistical software, for analysis.
- Good written and presentation skills.



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## Practical Considerations

Hybrid Working – the candidate will be required to travel, on occasion, to our office based in Prestwich, Greater Manchester (M25 3BL). The site is accessible by car, bus, or tram from most areas of Manchester. However, the candidate will also be afforded the opportunity to work remotely. Working arrangements can be agreed upon commencement of the project.

## Selection Method

A presentation and face-to-face interview at the University of Manchester

## Support and Training

The successful candidate will receive a full corporate induction and local orientation to the team. You will be supervised by the Head of Equality, Diversity, and Inclusion, the EDI Research Unit (EDI-RU), and the EDI Data and Intelligence Partner. You will receive one-to-one mentorship to help develop your analytical skills and guide you through your project. You will also gain exposure to other areas of the organisation to gain a wider understanding of decision-making processes within the organisation.

## Supporting Information

GMMH is a leading provider of mental health services in the UK. Our 'Advancing Equity and Inclusion Strategy' sets out our approach to ensure equitable approaches are consciously designed into everything we do. Our vision, and strategy, align with national NHS strategies and frameworks aiming to address inequalities in service user and staff experience. These include the 'Advancing Mental Health Equality Strategy', the Equality Delivery System (EDS), the NHS Core 20 Plus 5 approach, and the Patient and Carers Race Equality framework (PCREF) to name a few.

Further information about Trust can be found [here](#) and information concerning our Advancing Equity and Inclusion Strategy can be found [here](#). More Information about the EDI Research Unit (EDI-RU) can be accessed [here](#).