

Trustwide Equality and Diversity Strategy

Summary Document

Doing the Right Thing the Right Way!

Equality means making sure that people are treated fairly and given fair chances, inclusive of their protected characteristics. These include age, sexual orientation, gender, disability, ethnicity, gender identity, religion or belief, pregnancy or maternity and marriage or civil partnership status.



Valuing and Celebrating Diversity

Diversity is part of the broader work of Equality. This involves us recognising and celebrating individual differences and the value and richness our varying outlooks and experiences bring.

The Trust takes pride in serving a diverse population and is fully committed to promoting and championing a culture of diversity and equality of opportunity, access, dignity and fairness. This includes the services it provides and its range of progressive employment practices.

Nottinghamshire Healthcare NHS Trust:

recognises that valuing and embracing diversity is key to providing high quality, patient-led services.

We will do this by:

- **valuing and celebrating the individual differences of our staff** and acknowledging potential contribution to the continued development of the organisation which will in turn improve the services we provide
- **providing high class patient-centred services** which meet the diverse needs of the people we serve
- **working in partnership with our diverse communities** to improve services and work towards eradicating the stigma often associated with mental health, learning disabilities and past offending behaviour.

Our Commitment...



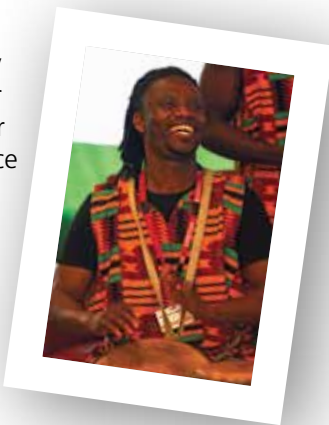
By doing this the Trust will meet

and exceed its legislative requirements by:

The Trust will provide robust leadership for Equality, Diversity and Inclusion at every level across the organisation:

The Trust is committed to mainstreaming the Equality, Diversity and Inclusion agenda across all services and is confident that, in addition to meeting its statutory duties, this activity will deliver clear business benefits to the organisation and its service users and carers. The Trust will continue to build capacity within its service teams to deliver this agenda through a process of learning, development, reflective challenge and education as part of daily work practices.

Our services will ensure that they actively consider the needs of our diverse workforce and of our communities by carrying out an Equality Impact Assessment on all our policies, procedures, practices and functions. This will enable us to identify both positive and negative impact and to take action where necessary.



We will ensure that we continue to actively listen to the needs of our staff and those who use our services. This practice will inform our Strategic Equality and Diversity Action Plan and the Equality Delivery System 2 (EDS2) monitored by the Workforce, Equality and Diversity Committee of the Trust Board and our Equality, Diversity and Inclusion Community of Interest (COI) on a quarterly basis.

- ensuring that all members of the Trust are aware of their individual and collective responsibilities and are appropriately and adequately trained in promoting Equality and managing Diversity
- working in partnership at all levels of the organisation both operationally and strategically
- continuing to improve engagement with 'seldom heard' communities' e.g. asylum seekers, refugees, the Chinese community, Gypsies and Travellers, LGBT communities, EU migrants etc., via partnership working, including the Equality, Diversity and Inclusion COI
- maintaining a position in the Stonewall Workplace Equality Index of Top 100 Employers.

Priorities for 2013 to 2016:

- continue to support the Trust in being an employer and service provider of choice and by doing so improve the external reputation of the Trust within the Equality, Diversity and Inclusion arena e.g. Stonewall, the EDS2 etc.
- work with other services e.g. Involvement, to increase awareness of the Trust's services within 'seldom heard' communities and in doing so tackle the stigma often associated with mental health, intellectual and developmental disabilities (IDD) and past offending behaviour- e.g. BME, LGBT, Deaf, Faith communities etc.
- work with HR colleagues to implement the sickness absence policy, particularly in relation to staff with disabilities and/or mental health issues
- continue to engage 'seldom heard' communities in the work of the Trust through the Equality, Diversity and Inclusion COI and other related COIs
- work with services to support the recruitment of and development of staff currently under-represented within Trust services
- support services to improve the recording and reporting of patient demographic details with regards to protected characteristics
- work with services to ensure buildings are Disability Discrimination Act / Equality Act 2010 compliant and that procurement policies meet with Equality, Diversity and Inclusion Compliance Standards.

The Single Equality Scheme (2013-2016) is the Trust's over-riding Equality, Diversity and Inclusion Strategy.

