

UNIVERSITY HOSPITALS BRISTOL NHS FOUNDATION TRUST

VALUING DIVERSITY STRATEGY

1. Introduction and purpose

The Trust is fully committed to the principles of eliminating unlawful discrimination, promoting equality of opportunity and providing an environment which is inclusive for patients, carers, visitors and staff. This strategy sets out the Trust's continuing intention to provide access to, and provision of healthcare in a manner which is sensitive to the needs of individuals and communities. Equally, it intends to provide access to employment opportunities and an employment experience with the same degree of sensitivity to the needs of individuals and communities.

2. Diversity – our core principles

2.1 The Chartered Institute of Personnel and Development defines diversity as valuing everyone as an individual. Diversity is a natural progression from thinking about equalities, which focuses on people being treated equally. Diversity recognises that some individuals and groups may need differential treatment in order to secure an equitable outcome. By valuing diversity we recognise that each individual is unique and that our delivery of service, teaching, research, and employment practice must reflect that fact.

2.2 The Trust is committed to shaping its services around the needs and preferences of individual patients, their families and carers and eliminating inequalities in access, patient experience and health outcomes as far as is reasonable.

2.3 Within the employment situation, individual contributions should be valued and everyone should be treated with decency, dignity and respect. People's behaviours, as well as management styles and procedures, should be consistent with these principles. We will seek to ensure that all forms of harassment, bullying, discrimination or other unacceptable behaviours are excluded from working relationships by setting clear expectations of all staff in the Trust.

2.4 Throughout the organisation, the environment should be open, inclusive and listening, enabling people to feel comfortable and respected whilst experiencing healthcare or supporting others who are patients of the trust, and enabling staff members to fulfil their potential in the working environment.

3. Specific objectives

3.1 The Trust aims to ensure that it achieves the following:

In relation to provision of healthcare, teaching and research:

- it provides services which are accessible to all sections of the community, regardless of race, ethnicity, religious belief, gender, age, sexual orientation, physical or sensory impairment or social/cultural background
- it develops services in partnership with patients, carers and members of the public, which meet the needs of a diverse population
- it seeks to ensure that information about services is published as widely as possible and in such a way as to encourage awareness within the whole community
- it works with key service stakeholders such as Primary Care Trusts, neighbouring healthcare providers, social services and independent or voluntary providers to achieve these goals
- it works with Universities, colleges of further education and key partners in research, development and teaching, to develop skills and evidence based clinical practices which are sensitive to diverse needs
- it seeks to eliminate from its services, policies or decision making, any adverse impact on particular groups within the community
- it builds and maintains a positive and productive relationship with different sections of the community
- it ensures that commitment to diversity is visible in its core business and day to day operational activities

In relation to employment, work experience and volunteering:

- it employs and retains a workforce which is reflective of the diversity of the local population at all levels
- it provides opportunities for development, reward, involvement and recognition, irrespective of race, ethnicity, religious belief, gender, age, sexual orientation, physical or sensory impairment or social/cultural backgrounds
- it recognises when it needs to take particular measures to address any apparent inequality through legal means, such as provision of targeted training and advertising
- it works in partnership with colleges, schools and community groups to encourage participation from all groups in employment, work experience or volunteering opportunities
- it ensures that commitment to diversity is visible through the application of policies and procedures and overall managerial style and behaviour at all levels of the organisation

4. Legal and strategic framework

4.1 The legal framework which currently exists to promote diversity and equality includes the following, but is not exhaustive:

Equal Pay Act 1970

Sex Discrimination Act 1975 as amended by the Employment Equality (Sex Discrimination Regulations 2005)

Human Rights Act 1998

Employment Equality (Religion or Belief)

Regulations 2003

Employment Equality (Sexual Orientation)
Regulations 2003
Gender Recognition Act 2004
Civil Partnership Act 2004
Employment Equality (Age) Regulations 2006
Equality Act 2010

4.2 The Trust has a series of legal responsibilities under the Equality Act 2010 to discharge the Public Sector Equality Duty. This requires us to have regard to

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.

The nine protected characteristics in the Act are these:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (or Gender)
- Sexual orientation.

4.3 The Valuing Diversity Strategy supports the three main strategies which comprise the core elements of the Trust's mission – the Clinical Services Strategy (2006), the Research and Development Strategy (2007) and the Teaching and Learning Strategy (2007). It also supports the Patient and Public Involvement Strategy 2005, the Workforce Strategy 2007 and the Foundation Trust Membership Strategy 2007.

5 Governance and Accountability

5.1 The Chief Executive and the Trust Board are ultimately accountable for ensuring that the trust's commitment to equality and diversity is implemented at all levels of the organisation and that all trust business is conducted in accordance with the values of the organisation. The trust has a public duty in relation to all issues relating to equality and diversity. The trust will ensure it monitors and assures equality of access to the delivery of all its services and aspects of business. The Director of Workforce and Organisational

Development is the nominated lead Director for equality and diversity on the Trust Board.

5.2 Divisional boards are accountable for setting strategic and operational objectives to progress equality and diversity within the service, teaching, research and workforce plans, and monitoring achievement of these objectives.

5.3 The Equality and Diversity Steering Group is responsible to the Trust Executive Group for ensuring that the principles contained within this strategy are disseminated widely, that there is agreement on top level priorities on an annual basis, that major work streams within the trust are coordinated effectively and that overall progress is reported on a six monthly basis to the Trust Board.

5.4 The Trust supports three staff forums for black and ethnic minority staff, staff with physical and sensory impairments and for lesbian, gay, bisexual and trans staff.

5.5 Line managers and senior clinicians are responsible for creating a working environment where inappropriate behaviours, unfair discrimination, harassment or bullying are not tolerated, and that they lead by example in terms of promoting respect for diversity.

5.6 Employees at all levels have a personal responsibility to contribute to an inclusive environment for patients, carers, visitors and other colleagues, through behaving in accordance with the Trust values and policies. Employees are expected to ensure their own behaviour is not discriminatory, does not cause offence and to challenge inappropriate behaviour from others.

6 Review

This strategy will be reviewed as required by changes in legislation, codes of practice, national standards or Trust developments, but as a minimum it will be reviewed every two years.

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