

Our commitment to equality, diversity and inclusion

The Trust Board recognises the importance of equality, diversity and inclusion (EDI) as being critical to delivering excellent patient care and being recognised as a good place to work, an employer of choice.

We are committed to attracting and developing a diverse workforce that reflects the communities we serve, creating a sense of belonging for all our people.

We are committed to embedding equality and diversity values into our policies, procedures, employment practice and the provision of our services.

We are committed to the elimination of discrimination, harassment, reducing health inequalities, promoting equality of opportunity and dignity and respect for all our patients, service users, their families' carers and our people.

We aim to provide equality and fairness for all, and not to discriminate on grounds of gender, gender identity, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age.

Our legal responsibilities are set out in the [Equality Act 2010](#).

Our approach to equality and diversity

Our strategy for equality, diversity and inclusion sets out our approach to equality and diversity, both as an employer and as a healthcare organisation. This was developed in partnership with staff inclusion networks, community partners and patient representatives.

The strategy sets out our equality objectives and how we will deliver on key guidance and statutory requirements relating to equality and diversity, including the [NHS Constitution](#), the [Equality Act 2010](#) and having due regard for the [Public Sector Equality Duty](#) and Care Quality Commission's ([CQC](#)) domains of safe, effective, caring, responsive, and well led

The identified trust lead for equality, diversity and inclusion is the Chief Executive Officer. This role is supported by a Director and a Non-Executive Director, who have responsibility for equality, diversity and inclusion, including health inequalities within their portfolio.

Our equality, diversity and inclusion group (EDIG) serves to provide assurance that the Trust has an effective framework within which it can deliver the major projects and initiatives that form part of the equality, diversity and inclusion strategy. The group is chaired by the Non-Executive Director for equalities and attended by representatives from across the organisation including Managers, Trade Unions, staff inclusion networks, freedom to speak up Guardian, HR, Chaplaincy team, Governors and patients.

We are **caring** **one team** **listening to understand** **open and honest** **always improving** **inclusive**

The EDIG is responsible for:

- ensuring UHD commits to an equality, diversity and inclusion agenda for the benefit of our patients and staff and in line with best practice and current legislation;
- monitoring implementation progress of all components of the ED&I strategy in line with national policy requirements;
- supporting and collaborating with the Dorset ICS to ensure the health needs of the diverse communities we serve are understood and best met;
- encouraging and promoting inclusive workplaces free from discrimination and where our diverse staff can flourish;
- challenging the organisation, holding it and individuals within it to account, where and when the above does not happen;
- ensuring all staff are supported in understanding the Trust's commitment to equality, diversity and inclusion and demonstrate this in their roles.

Our equality reports, [strategic objectives](#) and [values](#) reflect the UHD commitment to inclusion and therefore our approach across services and employment.

Accessible Communications

We want to make it as easy as possible for people to get involved in our work and find out more about local health services.

If you need information in an alternative format, such as Easy Read, Large Print, Braille, Audio or an alternative language, please let us know by contacting the Patient Experience team (patient.experience@uhd.nhs.uk) or our Patient Advice and Liaison Service (pals@uhd.nhs.uk)

All our internet pages are designed to work across different platforms and browsers. The Recite Me toolbar is available on our external website pages to enable visual enhancement and conversion to speech and language interpretation.

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