

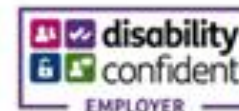
We are
#TeamUHD



University Hospitals Dorset
NHS Foundation Trust

Welcome

Equality, Diversity and Inclusion



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

The NHS Constitution:

The NHS belongs to the people.

It is there to improve our health and wellbeing, supporting us to keep mentally and physically well, to get better when we are ill and, when we cannot fully recover, to stay as well as we can to the end of our lives.

It works at the limits of science – bringing the highest levels of human knowledge and skill to save lives and improve health.

It touches our lives at times of basic human need, when care and compassion are what matter most.

This is where we work:

- **Everyone we interact with here is treated equally, fairly, with respect and dignity.**
- **We believe our patients and their families should be cared for in the same way we would expect our own family members to be cared for.**
- **We place our own personal biases aside to work as a team with colleagues, to provide this compassionate care.**



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Equality, Diversity and Human Rights

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense. Human rights are the legal rights and freedoms that individuals can expect to enjoy, can exercise and are based on core principles such as dignity, fairness, equality, respect and autonomy. Equality, Diversity and Human Rights are entirely relevant to day-to-day life and provide the framework which protects the freedom for individuals to control his/her own life, prevent discrimination and set expectations for enabling fair and equal services to and from public authorities.

The health sector has a responsibility to ensure delivery of services and workforce management which fully demonstrate and reflect the principles of equality, diversity and human rights. It is through the active and effective understanding of Equality, Diversity and Human Rights that the health sector will be able to recruit and retain a workforce that is more reflective of and sensitive to the population it seeks to serve.

What is Equality, Diversity & Inclusion?

- Equality is...



- ✓ Making sure people are treated fairly, equally and given fair chances
- ✓ Preventing discrimination and harassment

- Diversity is...



- ✓ Valuing individual differences
- ✓ Enabling employees to give their best and achieve their full potential
- ✓ Ensuring we better understand the different needs of patients, colleagues and visitors.

- Inclusion is.....
 - ✓ the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success



What is Diversity?



What makes you the same or different?

Human Rights Act (1998)

The Act sets out the fundamental rights and freedoms that individuals in the UK have access to



There is a legal duty on public authorities such as the NHS to respect and protect human rights in everything that we do and not to violate them

- Remember F.R.E.D.A!
 - Fairness
 - Respect
 - Equality
 - Dignity
 - Autonomy
 - right to life
 - rights for staff working in services
- The 'FREDA principles' above embed 7 human rights principles into health and social care
- Questions whether services are safe, effective, caring, responsive and well-led.

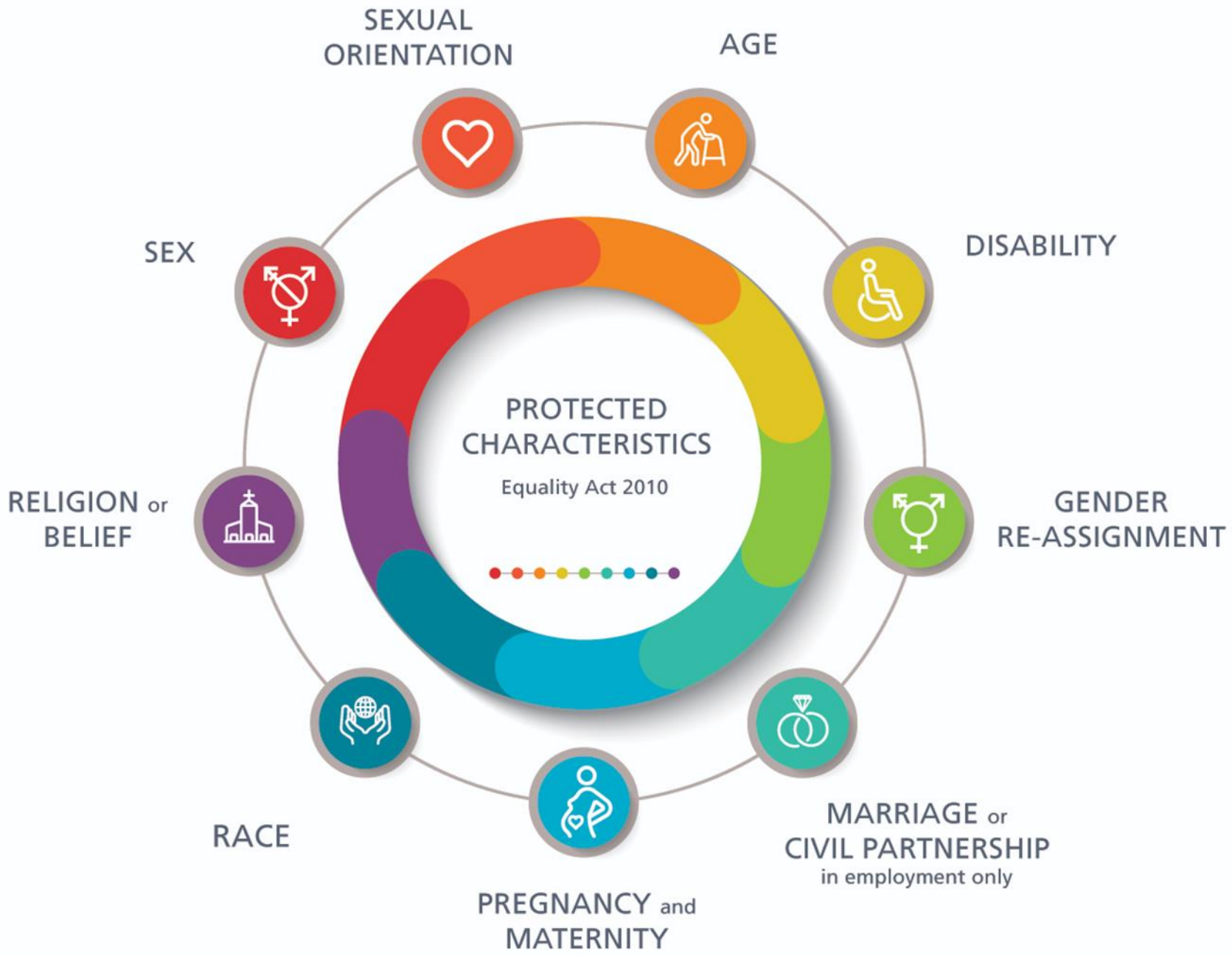
Equality Act (2010)

- The Equality Act 2010 provides a legal framework to effectively tackle disadvantage and discrimination
- It ensures people have equal access in relation to:

- ✓ Employment
- ✓ Training
- ✓ Promotion
- ✓ Terms and conditions
- ✓ Related benefits



What are the 9 Protected Characteristics?



So....how does University Hospitals Dorset meet its legal duties?

- Public Sector Equality Duty
- Job descriptions
- Policies and procedures
- Staff networks
- Patient engagement
- Collecting data and reporting to our regulators (CQC, Dorset CCG, NHS England, NHS Employers)
- Working in partnership with Stonewall, Dorset Race Equality Council, national and regional diversity and inclusion networks



University Hospitals Dorset
NHS Foundation Trust

Be who you are ■ Be recognised Be valued ■ Be all you can be

Join one of our staff networks today



Armed Forces Support Group

ArmedForcesSupport@uhd.nhs.uk

BAME

(Black Asian and Minority Ethnic)

BAME.Network@uhd.nhs.uk

Poole site:

07833 294592

RBH and XCH site

07825 960290

EU Network ★★★★★

European.Network@uhd.nhs.uk

Pro Ability network

pro-ability.network@uhd.nhs.uk



LGBTQ+ Group

LGBTQ+network@uhd.nhs.uk

International Doctors Initiative

Dr Mohammed Elmasry:

internationaldoctors@uhd.nhs.uk



Find out more about our networks!

Open your camera app and point it towards the QR code you want to scan. A notification will appear if scanning is enabled.



What is your role?



Any questions



Contact:

- Volunteer office
- Human Resources team
- Diversity & Inclusion Lead
- Freedom to Speak Up Guardians
- Staff network leads
- Intranet



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