

EQUALITY, DIVERSITY AND HUMAN RIGHTS POLICY

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1.0 Introduction

Advancing equality of opportunity, valuing the diversity and respecting human rights are fundamental to the vision and core values of East London NHS Foundation Trust (herein referred to as 'the Trust') and we regard it as essential that we promote equality in all aspects of employment. The Trust is committed to challenging prejudice and discrimination wherever this affects our service users and staff and making equality and diversity integral to our organisational culture. To that end the Trust encourages staff at all levels to act fairly and prevent discrimination at all times.

The Trust recognises that equality of opportunity in employment will promote the full use of the skills and abilities of its entire workforce. In practice, providing equal opportunities means providing equal access to jobs, training, promotion and development opportunities; fair employment practices, services, information; and a work environment free from bullying, harassment, discrimination, and victimisation.

Only with the help and commitment of present and future staff will the Trust be able to provide sensitive and effective health care to all its population. Only by developing and using the skills of the whole workforce and in recruiting from all sections of the community will it be best able to meet its core values and objectives.

2.0 Policy Statement

The Trust positively welcomes diversity in its workforce and service users [patients, clients and carers] and recognises the richness that this brings to the organisation. Therefore, the Trust will provide services to users without any form of unlawful discrimination and will communicate to clients, users of our services and partners in business an expectation of the treatment our staff are entitled to receive in any interactions.

It is the duty of the Trust to ensure that no user of its services, prospective or present member of staff receives less favourable treatment or is in anyway disadvantaged because of a protected characteristic.

The Trust will comply with all legislation and codes of practice that relate to Equality, Diversity and Human Rights and in particular the Equalities Act 2010, with the aim of ensuring that equal opportunities are provided for all staff and all those who use the services of the Trust (see Appendices Section).

The Trust will ensure that the Policy is consistently applied and that all other policies, practices and procedures adhere to its principles. Notwithstanding this, all staff have a responsibility to work towards achieving high standards of equality, diversity and human rights and to promote the principles of this Policy.

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3.0 Scope of the Policy

The Policy applies to all staff employed by the Trust including bank, agency, and honorary staff. The Policy also covers staff seconded to the Trust by virtue of Section 31 Partnership Agreements, when that agreement specifies that seconded staff are subject to the Trust policies and procedures. Although this Policy does not apply directly to external contractors whilst on NHS premises, they will be expected to abide by this Policy also.

This Policy applies to all employment stages within the Employee Life-Cycle, including:

1. Recruitment and selection
2. Pay and reward
3. Learning and development
4. Progression
5. Performance and planning
6. Engagement and retention
7. Transformation
8. Transition

4.0 Roles and Responsibilities

The responsibility for exercising the equality and diversity, and human rights principles in all that we do as well as preventing unlawful discrimination rests with all staff of the Trust as well as the Trust Board.

This section outlines the roles and responsibilities for the main parties involved. These lists are not exhaustive.

4.1 Trust Responsibilities

- The Trust has a legal and moral responsibility to ensure that it and all its staff do not unlawfully discriminate and recognises that it should not just seek to avoid such discrimination but should develop positive policies to widely promote equality, diversity and human rights;
- The Trust is responsible for safeguarding its staff from all forms of unlawful discrimination by service Users, their families, carers and friends, as well as staff of subcontractors;
- The Trust seeks to provide opportunities for all staff to develop their potential and for service users to have equal access to services that will facilitate their best care and rehabilitation;
- The Trust is liable, together with individual members of staff, for any acts of unlawful discrimination by its staff, even when such acts are carried out without its knowledge or approval;
- The Trust is responsible for ensuring that its Policy provisions comply with the relevant UK laws and regulations.

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4.2 Manager Responsibilities

- Managers and Supervisors must ensure that actual or potential discrimination within their sphere of responsibility is eliminated and that they discharge their responsibilities in a manner free of discriminatory practices;
- Managers must ensure that the staff they manage are aware of their responsibilities, the relevant legislation and that they comply with the standards set by this Policy;
- Managers must promptly, confront behaviours or displays of attitudes that fall below acceptable standards;
- Managers must deal with complaints and grievances promptly and in a fair and consistent manner;
- Managers must ensure proper records of recruitment/selection decisions are maintained, and regular reviews carried out of employment practices;
- Managers must lead by example and set standards that promote the principles of this Policy;
- Managers must create an environment and culture where equal opportunities are promoted and encouraged.

4.3 Employee Rights and Responsibilities

- It is the duty of all staff to accept personal responsibility for the practical application of this Policy;
- Employees can expect to be treated with dignity and without discrimination in all matters associated with their employment;
- Employees must not discriminate in the way they behave towards others;
- Employees must not victimise individuals on the grounds that they made a complaint or provided information on discrimination;
- Employees must not practice discrimination themselves, for example: as persons responsible for selection decisions, nor to condone it in others;
- Employees must not attempt to induce other members of staff to practice unlawful discrimination;
- All employees have a responsibility to alert management to any behaviour that is perceived as being in breach of this Policy;
- All employees are expected to co-operate with the policies and procedures introduced to promote equality, diversity and human rights.

4.4 Human Resources Department Responsibilities

- The Director of Human Resources will have delegated responsibility for overseeing the introduction, implementation and continuing effectiveness of this Policy. This includes the promotion of equality of opportunities throughout the Trust and the regular reporting of progress to the Trust Board;
- The Human Resources Department has a responsibility to ensure that the Policy is followed and applied fairly and consistently. Their duties include:
 - Advising managers on the application of the Policy;
 - Ensuring the effective implementation of the Policy;
 - Reviewing and amending the Policy as necessary.

5.0 Our Strategy

Advancing equality, valuing diversity and respecting human rights are fundamental to the vision and values of the Trust. Tackling mental and community health problems has to be grounded in understanding how individuals and communities define themselves by their protected characteristics. This understanding has shaped our track record of providing high quality services to some of the most diverse and deprived inner city communities in the UK as well as those in suburban and rural areas. However, we are committed to continuing our work in this area in order to ensure the Trust becomes an exemplar of best practice in advancing equality, diversity and human rights in England.

3-yearly Trust's Equality, Diversity & Human Rights Strategy has been launched in 2018 and the vision for the strategy as well as to our organisation's approach to equality is:

“By developing effective equality, diversity and human rights practice we want to be inclusive enabling every member of staff, service user and carer to be their most authentic self and to achieve their potential for development and recovery.”

The strategy is concerned with ensuring equality, diversity and human rights for people who use the Trust's services, carers and staff employed by the Trust. It links to our Trust's strategy, builds on the Trust's equality objectives, and presents key actions and priorities that will help the Trust to achieve exemplary performance and practice.

The strategy outlines the key priorities that will help drive forward the equality, diversity and human rights agenda to deliver continuous improvement in the Trust's performance:

1. Use the demographic equality data from the breadth of our work (both formal and informal);
2. Set external benchmarks to help assess performance;
3. Expand on the recruitment best practice;
4. Improve the quality of care, using the work on violence and restrictive practices;
5. Support the development of mature staff equality networks;
6. Work with our partners to address the stigma of mental health and help deliver integrated care that meets the diverse needs of local communities.

The Equality, Diversity and Human Rights Strategy Project Group holds the Trust to account on its strategy and also has a remit to help ensure our equality, diversity and human rights work makes a positive impact. The Group will engage with each Directorate in turn to check progress and ensure this work adds up to deliver a strong and robust strategy across the whole organisation.

The strategy will be regularly reviewed and refined by the Trust's Equality and Diversity Lead (Chief Nurse) and progress is reported on to the Council of Governors. The Strategy will also

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be updated to take account of changes in the external context, specifically:

- In compliance with the **Equality Act 2010**, the need to demonstrate ‘due regard’ to the Public Sector Equality Duty (PSED) to eliminate discrimination and harassment, advance equality of opportunity and foster good relations;
- **Equality Impact Assessments (EIA)** will be carried out on all new policies and service changes to ensure that any adverse effects on people with protected characteristics are identified and action taken to mitigate if possible. EIAs are an important tool for helping the Trust meet its PSED;
- The **Workforce Race Equality Standard (WRES)** requires us to publish data on nine indicators about the workforce and our results in the national staff survey, including BAME staff, the Board, CPD and equal opportunities for career progression;
- The **Workforce Disability Equality Standard (WDES)** sets out a series of metrics, which require NHS organisations to report annually on disability equality and to produce an action plan to address any differences in treatment between disabled and non-disabled staff. The metrics focus on areas where evidence shows that outcomes for disabled staff are poorer when compared to those of non-disabled colleagues. It is envisaged that the WDES will help to turn these negative experiences around;
- The **Equality Delivery System 2 (EDS2)** requires us to self-assess as ‘undeveloped’, ‘developing’, ‘achieving’ or ‘excelling’ as applied to the ‘protected characteristics’ in four domains of better health outcomes, improved patient access and experience, a representative and supported workforce and inclusive leadership;
- The **Accessible Information Standard** sets out expectations on the accessibility of information and the support for disabled people with five key elements: identification, recording, flagging, sharing and meeting needs;
- **Gender Pay Gap** is the percentage difference between average rates of pay for men and women across a whole workforce. It reflects broad trends in employment and salaries at an organisation, rather than comparing individuals. It’s not the same as equal pay, which is the legal requirement to pay men and women the same rate for the same or similar work.

6.0 Our Approach

Our approach to implementing the Trust’s Equality, Diversity, and Human Rights Strategy and PSED is built on the principles of inclusion, accountability, partnership, and open and honest dialogue. Therefore, staff are able to express their feedback, suggestions, and concerns via a number of channels, including: quarterly ‘Friends and Family Test’ and Annual ‘Staff Survey’.

Staff are also given the opportunity to be involved in a range of networks and projects to bring about changes and improvements in the way we deliver services. Our staff networks include:

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- Black, Asian and minority ethnic (BAME) Staff Network
- Disability Staff Network
- Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Staff Network
- Women Staff Network

Each Staff Network is coordinated by a Network Lead and is also overseen by a Network Lead Sponsor (Executive Director). All Networks report to Trust's Equality and Diversity Lead (Chief Nurse). A number of Network Deputies are based within services – this allows the Trust to collect relevant feedback and coordinate appropriate and targeted activities.

The Network Leads meet monthly and report on their quarterly progress to the Trust Board. Their working plans feed into Trust's Workforce Strategy as well as Equality, Diversity, and Human Rights Strategy.

7.0 Stages of Employee Life-Cycle

As an Equal Opportunity Employer, the Trust is committed to ensuring principles of equal opportunities for all its current employees and potential employees. It is our Policy that everyone will be treated with respect and dignity during all stages of the Employee Life-Cycle, as per the below:



7.1 Recruitment and Selection

The Trust is committed to ensuring the recruitment, selection and retention of appropriately qualified and experienced staff in the most efficient and effective way. Our recruitment practices will ensure that all employees are recruited, trained and promoted on the basis of ability, qualification, aptitude, requirements of the job, and relevant criteria.

This is demonstrated in the Trust's Recruitment and Selection Policy, which all staff are required to refer to for further information on how to operate fair, open and non-discriminatory recruitment and selection procedures.

7.2 Pay and Reward

All conditions of service (including pay and reward) and job requirements will be applied fairly to all staff, regardless of protected characteristics.

The Trust will continue to develop positive flexible work arrangements, which allow staff to balance work responsibilities with other aspects of their lives, where the needs of delivering a service are not compromised.

The Trust aims to provide employees with access to leave arrangements, which support them in balancing their work responsibilities with their personal commitments.

7.3 Learning and Development

The Trust aims to ensure that all employees have access to opportunities to develop the skills and abilities they require to carry out their current and any likely future role in the Trust. Therefore, the Learning and Development Team will ensure that training and development processes and procedures are fair, followed consistently and will provide equality in the provision of learning and development ensuring that all staff have equal access to appropriate learning opportunities.

The Team will also ensure that matters relating to equality and diversity are considered in the provision of all learning and development activities as well as take positive steps to ensure that disadvantaged groups are supported through training and have equal opportunities for promotion and career development.

Managers must ensure that there is equal access to training and development for all employees and that there is no unlawful discrimination in appraisal schemes and funding of Continuing Professional Development opportunities.

7.4 Progression

Promotion must be based on a competitive selection process as above, and opportunities for promotion should be as widely publicised as possible and open to anyone with either the skills, or potential after training, to meet the requirements of the job description.

Secondment and Acting-up opportunities will be advertised internally, and be subject to the Trust selection procedures.

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7.5 Performance and Planning

The Trust is committed to the achievement of the full potential of individuals through the contribution of their talent and experience.

Annual appraisals and any performance management processes must be completed fairly, consistently, and on the basis of staff performance results only. None of protected characteristics should determine actions relating to performance management and succession planning; and any reasonable adjustments need to be put in place to allow staff to perform to their best ability and full potential.

7.6 Engagement and Retention

The Trust will make every effort to ensure that, where an employee becomes disabled or personal circumstances change, the employee remains in employment. Options to consider in conjunction with the employee include job sharing, part-time working, redeployment or flexible hours of work, retraining leading to redeployment, special aid or assistance.

Any equality issues raised by employees, particularly if they involve possible direct or indirect discrimination must be acted upon by managers in accordance with the relevant Trust policy.

7.7 Transformation

Care will be taken during all change programmes to ensure that decisions are based on sound organisational reasons and do not breach equality legislation.

An Equality Impact Assessment must be completed during all change management programmes to ensure these are undertaken fairly.

The Trust will ensure equality of opportunity for all staff who will have the same access to opportunities and vacant posts available during a change process.

7.8 Transition

The selection criteria for any redundancy exercises must not discriminate unlawfully and all termination of employment must be handled in a fair and consistent manner.

The Trust is committed to analysing its Exit Interviews data in order to improve staff experience and understand what can be done differently in order to retain high-performing workforce.

8.0 Monitoring and Assurance

This Policy will be reviewed in two years and monitored consistently during that period to assess its implementation and effectiveness.

To ensure that this Policy is consistently applied, co-coordinating responsibilities have been assigned to the Director of Human Resources who will monitor the operation of the Policy for both employees and job applicants and undertake periodic audits.

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The Human Resources Department will collect and maintain equality information for all employees, in addition to internal and external job applicants. This includes the analysis of information on all protected characteristics. Information provided by job applicants and employees for monitoring purposes will be used only for these purposes and will be dealt with in accordance with the Data Protection Act 1998.

The annual Staff Survey and quarterly Friends and Family Test will also provide benchmarking information; and other feedback channels such as Staff Networks and Freedom to Speak up Guardian will help the Trust to pick up any patterns and pointers for action.

Using the EDS2, Gender Pay Gap Reports, WRES and WDES data action plans will be developed to identify any required actions which will feed into the Workforce Strategy as well as the Trust's Equality, Diversity, and Human Rights Strategy.

The Learning and Development Department will report to the Trust Board on the uptake of both internal and external training courses by all protected characteristics through the annual equality and diversity reporting process.

The results of monitoring will be reviewed at 12 monthly intervals to assess the effectiveness of this Policy. A report will be provided to the Trust Board and Joint Staff Committee and will also be fed back to all Trust staff so as to ensure a wide ranging awareness and debate on issues of equality throughout the organisation.

9.0 Concerns and Complaints

Complaints from the public that they have been unlawfully discriminated against in the course of seeking employment with the Trust will be dealt with under the Complaints Procedure. Complaints by service users and carers that they have been discriminated against or harassed by a member of staff will be dealt with in accordance with the Complaints Procedure and the Disciplinary Procedure.

Any member of staff who feels that they have been discriminated against or victimised may raise the matter by using the Trust's Grievance Procedure or Dignity at Work Policy. The Trust will fully investigate all reported incidents of alleged discrimination.

Any member of staff who is believed to have discriminated against others may face disciplinary action in accordance with the Trust's Disciplinary Policy.

Any member of staff who makes malicious or vindictive allegations of harassment or bullying will be dealt with under the Trust's Disciplinary Policy and Procedure.

Members of staff who feel that they are suffering racial, sexual or other harassment by a patient, service user, carer or relative should take the following steps:

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- The complainant should ask the harasser to stop, making it clear that the behaviour is unwelcome.
- If the initial approach does not end the harassment, the complainant should report the matter to their line manager.
- The manager can take either informal or formal action; the complainant may choose whichever option they prefer.
- The manager should discuss the matter sensitively with the complainant and try to reach agreement on the next course of action.
- However, the manager may consider that formal action is necessary in order to fulfil the Trust's duty to take reasonable steps to prevent such behaviour recurring. In these circumstances the manager may take formal action even if the complainant would prefer the matter to be dealt with informally.
- If the harassment persists after informal approaches have been made by the complainant and/or the manager, more formal action may be taken.

9.1 Formal Action by the Manager

The Director responsible for the service must be informed in writing of the complaint and the informal actions taken to resolve the matter. This should be copied to the Director of Human Resources. The responsible Director will consider:

- The degree to which the incidents undermine personal dignity, relationships with patients or service users, and the working climate.
- Any record of previous incidents, their nature and degree of severity.
- The effectiveness of any formal action in preventing repeat harassment, e.g. taking into account the patient's health problem or mental state.
- The effect of the harassment on the complainant.

If the complainant is dissatisfied with the manager's action, they may address the matter through the Trust's Grievance Procedure.

10.0 Advice and Support

Staff who want to provide feedback, raise concerns, or discuss any aspects of equality, diversity, or human rights in the Trust can contact:

- Bullying and Harassment Advisors
- HR Department
- Freedom to Speak up Guardian
- Staff Network Leads or Sponsors
- Equality and Diversity Lead
- Staff Side Representatives
- Employee Assistance Programme
- Public Concern at Work

The below external resources may also be useful when seeking further advice and support:

ACAS Advisory booklet – Delivering Equality & Diversity	http://www.acas.org.uk/media/pdf/t/l/Delivering-equality-and-diversity-advisory-booklet.pdf
Access to Work	To get help at work if you're disabled or have a health condition, go to: https://www.gov.uk/access-to-work
Agenda for Change Terms & Conditions	www.nhsemployers.org/tchandbook
Age UK	Age UK has provides advice and information to older people via: Telephone: 0800 169 2081 Website: www.ageuk.org.uk
Disability Law Service	Disability Law Service provides specialist legal advice for disabled people, their families and carers on community care and disability discrimination. Telephone: 020 7791 9800 Website: http://dls.org.uk/
Equality Act 2010	https://www.gov.uk/guidance/equality-act-2010-guidance
Equality and Human Rights Commission	Equality body who helps make Britain fairer. They do this by safeguarding and enforcing the laws that protect people's rights to fairness, dignity and respect. Go to: www.equalityhumanrights.com
Hate Crime: <ul style="list-style-type: none"> • True Vision – stop hate crime • Hate crime third party reporting centres: • CST – protecting our Jewish community • Tell MAMA – anti-Muslim hate crime • Galop (LGBT) 	www.report-it.org.uk www.cst.org.uk www.tellmamauk.org www.galop.org.uk

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Health & Care Women Leaders Network	<p>Free network for women working across health and care. The network connects through events, masterclasses and tweet chats, and share learning through podcasts, blogs, videos and key reports.</p> <p>Go to: https://www.nhsemployers.org/campaigns/health-and-care-women-leaders-network</p>
London Women's Leadership Network	<p>This network aims to create a happier, healthier workforce – and to shape an NHS leadership that is truly diverse and inclusive at every level.</p> <p>Go to: https://www.londonleadershipacademy.nhs.uk/wln</p>
NHS England - NHS Equality and Diversity Council	<p>The Equality and Diversity Council (EDC) works to bring people and organisations together to realise a vision for a personal, fair and diverse health and care system, where everyone counts and the values of the NHS Constitution are brought to life.</p> <p>Go to: https://www.england.nhs.uk/about/equality/equality-hub/edc/</p>
NHS England – Equality section	<p>www.england.nhs.uk/about/equality</p>
Scope	<p>The Scope helpline provides free, independent and impartial information and support on issues that matter to disabled people and their families. Call 0808 800 3333 or go online at:</p> <p>www.scope.org.uk/about-us/contact-us/helpline</p> <p>Scope can also signpost you to advice line services available throughout Great Britain. For more information go to: www.scope.org.uk/support/disabled-people/local/about</p>
Stone wall – acceptance without exception	<p>www.stonewall.org.uk</p>
The NHS Equality & Diversity Council	<p>www.england.nhs.uk/ouwork/gov/equality-hub/edc</p>

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Appendices

1.0 Equal Opportunities and the Law

Equality Act 2010

The Equality Act came into force on 1 October 2010. The Equality Act brings together over 116 separate pieces of legislation into one single Act. Combined, they make up a new Act that provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act simplifies, strengthens and harmonises the current legislation to provide a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The nine main pieces of legislation that have merged are:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Employment Equality (Age) Regulations 2006
- The Equality Act 2006, Part 2
- The Equality Act (Sexual Orientation) Regulations 2007

The Equality and Human Rights Commission has produced a Code of Practice on Employment in relation to the Equality Act 2010. This provides advice and guidance on how to avoid discrimination in the workplace and suggests positive steps to promote equality and diversity. The code does not have the force of law but has been approved by the Secretary of State and laid before the Parliament and it will be taken into account by Employment Tribunals in considering relevant cases.

The Equality Act (2010) also imposes a Public Sector Equality Duty (PSED) to have due regard to eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited under the Equality Act (2010); to advance equality of opportunity; and to foster good relations between individuals who possess a certain protected characteristic and those who do not.

2.0 Explanation of the Terms

<p>Identifying Discrimination</p>	<p>Discrimination can occur either directly or indirectly and is unlawful on the grounds of age, disability, gender, gender re-assignment, pregnancy and maternity, marriage and civil partnership, race, religion and belief, and sexual orientation.</p> <p>Part-time workers have the right not to be treated less favourably than comparable full-time workers.</p> <p>Discrimination can be the result of prejudice, misconception and stereotyping.</p>
<p>Associative Discrimination</p>	<p>Where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic. An example would be not promoting a staff member because they care for a parent who had a stroke. This is discrimination against the staff member because of their association with a disabled person.</p>
<p>Bullying</p>	<p>Bullying differs from harassment and discrimination in that the focus is not often solely based on age, sex, race, disability, religion, sexual orientation, gender identity, or nationality. The focus is often also on competence, or rather the alleged lack of competence of the bullied person.</p> <p>Bullying is any persistent behaviour, directed against an individual, which is intimidating, offensive or malicious and which undermines the confidence and self-esteem of the recipient. Bullying or harassment may be by an individual against an individual (perhaps by someone in a position of authority such as a manager or supervisor) or involve groups of people. It may be obvious or insidious. Whatever form it takes it is unwarranted and unwelcome to the individual.</p> <p>Staff are requested to refer to the Trust's Dignity at Work Policy for further guidance.</p>
<p>Direct Discrimination</p>	<p>This occurs when a person or group is treated less favourably than others are or would be, treated in the same or similar circumstances because of their protected characteristic.</p> <p>For example, refusing to employ someone because of their colour or race. Or, for example, when someone is treated differently because they are transsexual.</p>

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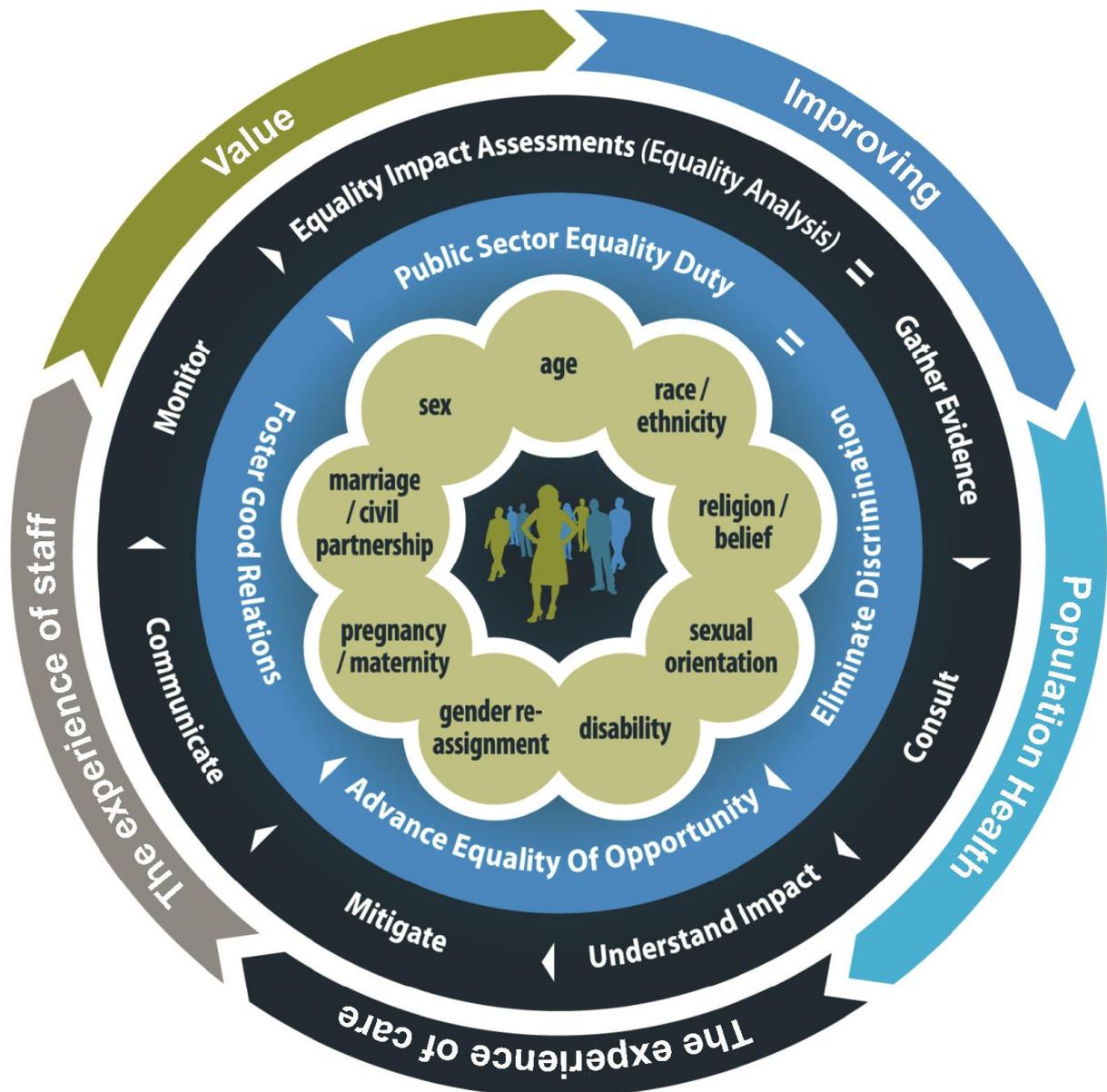
<p>Disability</p>	<p>A disability under the Equality Act 2010 is a physical or mental impairment that has a substantial and long-term (expected to last or lasting for 12 months or more) effect on the individual's ability to carry out normal day-to-day activities. The Act includes protection for employees with progressive conditions such as cancer, multiple sclerosis and HIV. These groups are also protected from discrimination whilst in remission.</p> <p>If the employee has such a disability the Trust shall, as deemed appropriate, consult with the employee, seek advice and consider making reasonable adjustments to working conditions, working arrangements and/or the physical environment.</p> <p>It is the employee's duty to disclose any disability to the Trust or Occupational Health. If the Trust is not aware of a disability the Trust cannot be expected to provide reasonable adjustments.</p>
<p>Harassment</p>	<p>Unwanted conduct relating to one of the protected characteristics that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. It does not matter whether or not this effect was intended by the person responsible for the conduct. Employees can complain of behaviour that they find offensive even if it is not directed at them and the complainant does not need to possess any of the protected characteristics themselves.</p> <p>Harassment can also constitute indirect discrimination on grounds of race, sex, disability, sexual orientation, religion, gender identity or gender expression or belief. This behavior is unlawful and would not be tolerated by the Trust.</p> <p>Other examples of harassment can be as follows:</p> <ul style="list-style-type: none"> • Transphobic harassment - repeatedly refusing to use the desired pronoun of a trans person e.g. calling a trans woman 'he'. • Homophobic bullying/harassment - stating to a gay woman that she just needs to find the right man to settle down with.
<p>Hate Crime</p>	<p>Hate crimes are any crimes that are targeted at a person because of hostility or prejudice towards that person's: disability, race or ethnicity, religion or belief, sexual orientation or transgender identity. This can be committed against a person or property. A victim does not have to be a member of the group at which the hostility is targeted. In fact, anyone could be a victim of a hate crime.</p>

	<p>Hate crimes and hate incidents can hurt people and leave them feeling confused and frightened. By reporting hate crimes a person may be able to prevent these incidents happening to somebody else. It will also help the police understand the extent of hate crime in your local area so they can better respond to it.</p>
Indirect Discrimination	<p>Broadly this happens where a provision, criteria or practice is imposed in employment, which cannot be justified and, therefore, adversely affects members of a particular group. Examples are: Providing a training course where full-time workers had priority of places before part-time workers, where the majority of part-time workers were female. If a policy on maternity/paternity leave did not apply to same sex couples.</p>
Perceptive Discrimination	<p>Where an individual is directly discriminated against or harassed based on a perception by others that they have a particular protected characteristic. Examples would be if Sam harasses Chris because they think Chris has AIDS, even though Chris does not, in fact, have the illness. Sam has made assumptions and discriminated against Chris, based on perception. Or if Chris harasses Sam because they think Sam is a trans man but they are not, Chris has made an assumption and discriminated against Sam based on perception.</p>
Protected Characteristics	<p>Protected characteristics are the nine groups protected under the Equality Act 2010. They are:</p> <ul style="list-style-type: none"> • age • disability • gender identity and gender reassignment • marriage and civil partnership • pregnancy and maternity • race • religion or belief • sex • sexual orientation
Victimisation	<p>Victimisation occurs when a person is treated less favourably than others because they have alleged unlawful discrimination or supported someone to make a complaint or given evidence in relation to a complaint. Please refer to the Trust's Dignity at Work Policy for more definitive descriptions of what can constitute harassment and bullying.</p>

3.0 Embedding Equality into Trust's Practice

As the following diagram is designed to illustrate our approach is to explore how equality is fully embedded in our practice.

Overall this will develop the next iteration of the Equality, Diversity and Human Rights Strategy alongside the Trust and Workforce Strategy in 2018 with clear, bold targets for developing, employing and growing our own workforce from the communities that we serve. Combining both these areas of work should equip us to meet our new and future challenges with confidence.



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