

Excellence in rural healthcare

To:	The Trust Board
From:	Tim Couchman, Equality, Diversity and Inclusion Lead
Date:	11 th June 2018
Standards / Acts	Equality Act 2010, Public Sector Equality Duty 2011, Human Rights Act 1998, Health and Social Care Act 2012

Title:	Our equality, diversity and inclusion strategy (including human rights)		
Author/Responsible Director:	Tim Couchman, Equality, Diversity and Inclusion Lead; Martin Rayson, Director of Human Resources and Organisational Development		
Purpose of the report:	To request the Trust Board approve and sign-off the strategy.		
The report is provided to the Board for:	Decision	X	Discussion
	Assurance		Information
Summary/key points:	<p>Equality, diversity and inclusion have been at the heart of the NHS since its inception. This is most succinctly articulated in the NHS Constitution, in particular principles one and three:</p> <p>“1. The NHS provides a comprehensive service, available to all</p> <p>It is available to all irrespective of gender, race, disability, age, sexual orientation, religion, belief, gender reassignment, pregnancy and maternity or marital or civil partnership status. The service is designed to improve, prevent, diagnose and treat both physical and mental health problems with equal regard. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to</p>		

promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population.

3. The NHS aspires to the highest standards of excellence and professionalism

It provides high quality care that is safe, effective and focused on patient experience; in the people it employs, and in the support, education, training and development they receive; in the leadership and management of its organisations; and through its commitment to innovation and to the promotion, conduct and use of research to improve the current and future health and care of the population. Respect, dignity, compassion and care should be at the core of how patients and staff are treated not only because that is the right thing to do but because patient safety, experience and outcomes are all improved when staff are valued, empowered and supported.”

(<https://www.gov.uk/government/publications/the-nhs-constitution-for-england/the-nhs-constitution-for-england>)

Our inclusion strategy is one of the suite of enabling strategies that actively supports the Trust's 2021 Plan.

Our inclusion strategy provides the organisation with road map in relation to the wider and higher level equality, diversity and inclusion agenda and unites all the associated requirements in one document. At the heart of our inclusion strategy are the annual equality objectives with associated outcomes, grouped around our patients and service users, our local communities, our staff and our organisation.

To ensure robust delivery of the strategy a detailed annual action plan, owned by the Equality, Diversity and Inclusion Forum, is in development.

Our inclusion strategy has been developed by the Equality, Diversity and Inclusion Forum and has been actively informed by wide engagement in the Trust and external engagement supported by the Communications Team.

Our inclusion strategy was approved by the Workforce and OD Committee on the 30th May 2018, following confirmation that ‘trans’ is the appropriate umbrella term used in relation to gender identity and that the strategy will be underpinned by an annual action plan to ensure delivery.

Recommendations:

Our inclusion strategy is presented to the Trust Board with the request that it is approved and signed off for immediate implementation.