



United Lincolnshire
Hospitals
NHS Trust

Our plan for Equality, Diversity and Inclusion



OUTSTANDING CARE
personally DELIVERED



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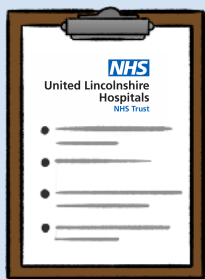
In this Easy Read document, difficult words are in **bold**. We explain what these words mean in the sentence after we have used them.



Some words are [blue and underlined](#).

These are links that will go to another website which has more information.

Introduction



This is information from United Lincolnshire Hospitals NHS Trust.



This is our plan to support **Equality, Diversity and Inclusion**.

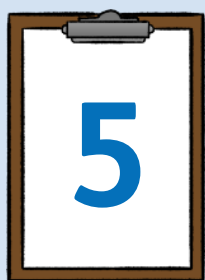
Equality means treating people fairly and making sure they have the same chances in life.



Diversity means people are not all the same. For example people come from different backgrounds, make different choices or are good at different things.



Inclusion means everyone can take part, and everyone has a fair chance.



Our plan has 5 parts which we will explain below.

Part 1 - Putting patients first



We want to make sure we put patients' needs and opinions first when we make decisions about their care.



We want all patients to be treated in a fair way when receiving care.



We want to lower health inequalities - these are when people have worse health because of where they live or their background.

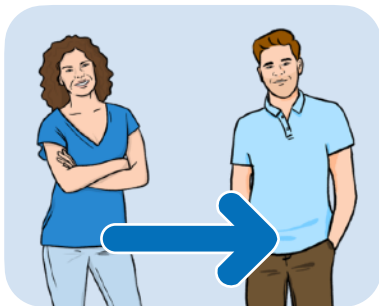
To do this we will:



- Make a calendar of different religious and cultural events, like Diwali, to help everyone be aware of and have more respect for different backgrounds.



- Make it easier for patients to fill in our forms so we can find out about what they think.



- Launch our **transgender** guidelines.

Transgender means people who have changed from the gender they were given at birth.



- Improve how we check that we are treating people in a fair and equal way and make this a standard part of how we work.

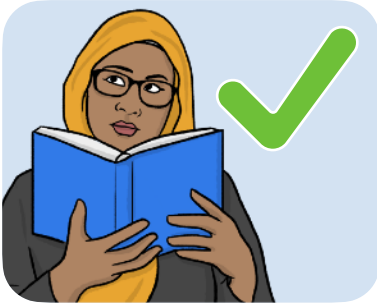


- Continue to check which different groups and backgrounds there are in Lincolnshire.



- Continue to work with other parts of Lincolnshire NHS to lower health inequalities.

Part 2 - Making information easy to understand



We want everyone to be able to understand the information we give them.

To do this we will:



- Follow the law to give patients information in a way they can understand.



- Make sure all staff know how to help patients who:
 - Have a sensory impairment, like difficulty hearing or seeing.



- Speak a language other than English.



- Set up a group to give us ideas of how to improve the way we give information to patients.



- Share information with other parts of the NHS in Lincolnshire so we all know how patients need information to be given to them.

Part 3 - Hospitals being equal and fair places



We want to think about equality in all of the decisions we make.



We want our hospitals to be places where everyone has a fair chance.



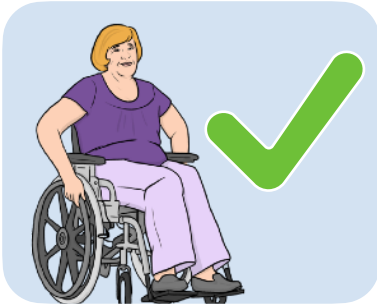
We want our hospitals to be managed well in a caring and understanding way.

To do this we will:

- Make a plan to make things more equal for staff who are Black, Asian or from another **ethnic minority**.



An **ethnic minority** is a small group of people of the same race, in a place where most other people are a different race.



- Carry out our plan to make things more equal for staff who are disabled.



- Make sure that we check that we are dealing with reports of people not being treated in an equal way properly.



- Make sure senior managers have ways to check Equality, Diversity and Inclusion.



- Make groups of staff who have something in common so staff can help each other, for example a disabled staff group.



- Talk to carers to see if setting up a carers' staff group is a good idea.



- Listen to what staff say about whether we need staff groups.



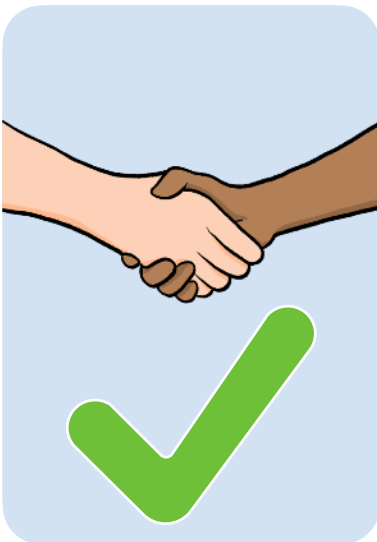
- Support our staff to work with staff groups in other parts of Lincolnshire NHS.

Part 4 - Hospitals being safe and inclusive places



We want our hospitals to be a safe and inclusive place for all staff.

To do this we will:



- Follow our anti-racism plan to show that we will not accept any form of **discrimination**.

Discrimination is when you are treated badly or unfairly because of your gender, race, religion, disability, health condition or sexual orientation.



- Make sure that staff who are involved in stopping discrimination have guidance.



- Support **LGBT+** staff and patients by supporting the NHS Rainbow badge scheme.

LGBT+ means lesbian, gay, bisexual, transgender and others.

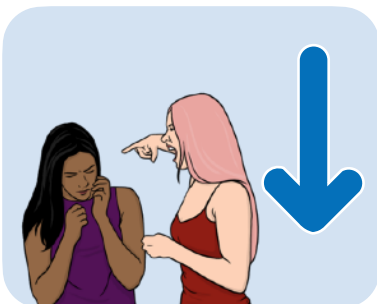


- Make sure all staff know it is important that they shouldn't feel that they need to hide any part of themselves at work.



- Support the plan to:

- Hire staff in an inclusive and supportive way.



- Lower the amount of bullying and harassment - this is behaviour that upsets someone.



- Make stronger links between staff groups in different hospitals.



- Work on good training on Equality, Diversity and Inclusion for managers and staff so that they can see and deal with unfairness.



- Look at the guidelines that other organisations around the country use and work on our own guidelines with the staff groups we have.

Part 5 - Supporting our staff



We want our hospitals to be places where all staff:

- Feel like they belong there.



- Have chances to improve how they work.

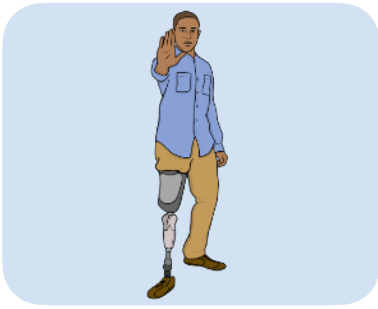


- Have chances to get better jobs with us.

To do this we will:



- Look at and improve how we hire staff to make it more inclusive.



- Understand that people face different types of discrimination at the same time. For example if they are Black and also have a disability.



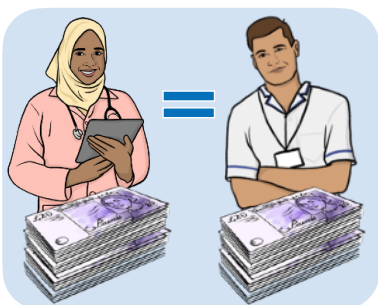
- Make sure that we are seen as an inclusive place to work and use social media, like Facebook, to get different types of people to apply for our jobs.



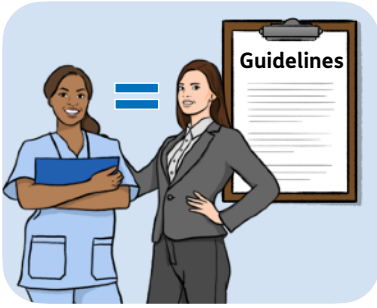
- Make sure people who give staff training understand that some people might need the information in a certain way, like braille.



- Use the results of staff surveys to tell us what we need to work on next and what we are doing well.



- Work towards getting rid of any unfairness in how much staff are paid.



- Work on guidelines for race equality in health organisations.



- Improve the training that we give staff when they first start working for us.



- Make a calendar of events to:
 - Show that the people who work for us are from all around the world.



- Show how diverse our hospitals are.



- Let people know about the main religious and cultural events.

For more information



You can look at our website here:

www.ulh.nhs.uk

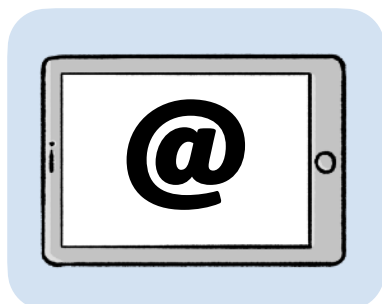
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