



Equality, Diversity and Inclusion (incl. Human Rights)



@ULHT_Equality



Welcome to the Trust!



We are pleased you chose to join our team.

In this session we will explore why Equality, Diversity and Inclusion are important to:

- our patients and services users
- our staff
- our organisation
- our communities



And your role promoting Equality, Diversity and Inclusion



#ULHT_Equality2021 for patients to

- Have the confidence their individual needs and beliefs are taken seriously and they are treated with dignity and respect.
- Have their individual life chances and well-being enhanced by the Trust's commitment to equality, diversity and inclusion.
- Feel happy and confident to choose to use and recommend the Trust.



#ULHT_Equality2021 for staff to.....

- Feel valued and fairly treated in an organisation that really cares.
- Know the Trust as a place people want to come and work for, stay with and thrive in, because of its commitment to equality, diversity and inclusion.
- Be proud to work in an open and inclusive organisation that celebrates equality and diversity.



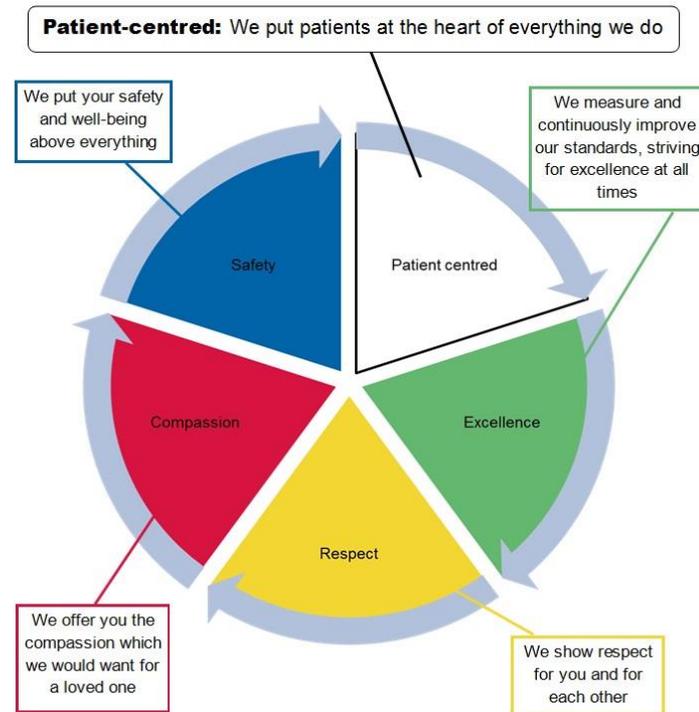
#ULHT_Equality2021 for communities..

- To be assured the Trust engages with the diverse communities based on mutual interest and respect.
- To be confident the Trust is active in tackling inequality, making services accessible, solving problems, delivering solutions and willing to learn.
- The Trust is responsive to the challenges faced by people in relation to diverse needs and communicates appropriately.



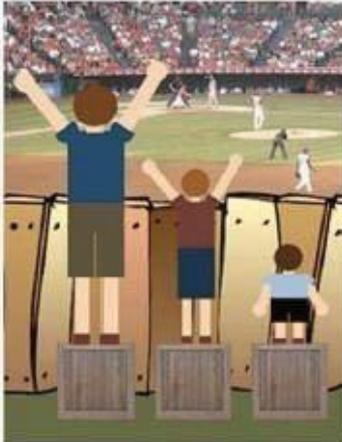
#ULHT_Equality2021 for the Trust to...

- Live our values consistently across all sites.
- Demonstrate long-term, consistent commitment to equality, diversity and inclusion for the people of Lincolnshire.
- Be a positive, innovative and 'can do' place.

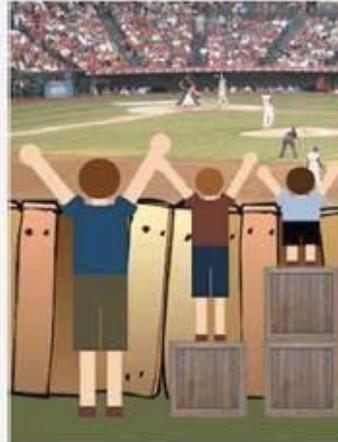


What is Equality?

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

How does this apply in healthcare?



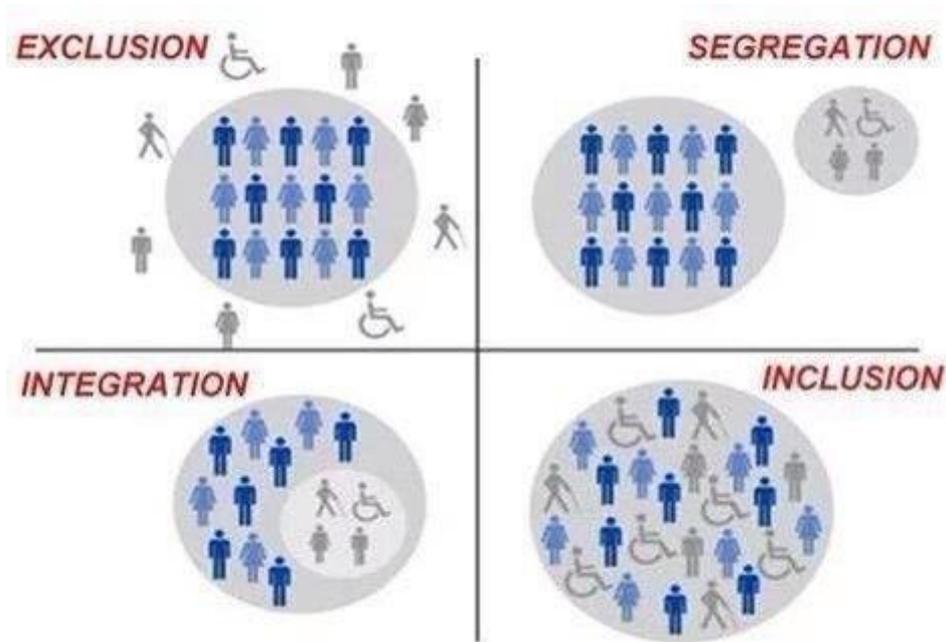
What is Diversity?



What does this mean in healthcare?



What is Inclusion?



How does this apply in healthcare?



Unconscious Bias

"How can I address my biases if I don't know that I have them?"



Who is happy to admit they hold prejudices or bias?

- Dilemma of 'unconscious' bias.....
- I think it is fair to say we all hold prejudice and bias to a certain degree.
- Important that we own them, deal with them and move beyond them.
- Definitely, do not bring them to work!
- "Your assumptions are your windows on the world. Scrub them off every once in a while, or the light won't come in." Isaac Asimov, Professor of Biochemistry and author

Celebrating Equality, Diversity and Inclusion

- ✓ We believe a diverse and inclusive organisation provides better care for patients and a better experience for staff.
- ✓ We are committed to providing people with equal opportunities to access services, employment, education and promotion (removing the barriers!)
- ✓ Diversity is about human difference – we celebrate the wealth of diversity in Lincolnshire.
- ✓ We believe a diverse inclusive organisation is more innovative and performs to a higher standard.





The Equality Act 2010

The 9 Protected Characteristics

Gender	Sexual Orientation	Pregnancy & Maternity
Ethnicity	Faith & Belief	Marriage & Civil Partnership
Disability	Age	Gender Reassignment

Who isn't covered by the Equality Act?



What is the Public Sector Equality Duty?

Section 149 of the Equality Act 2010

A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.



Types of discrimination



- Direct discrimination occurs when a person is treated less favourably because of a protected characteristic.
- Discrimination by association occurs when a person is treated less favourable because they associate with a person who identifies with a protected characteristic.
- Perception discrimination occurs when a person is treated less favourably because it is believed they identify with a protected characteristic (cf. direct discrimination)
- Indirect discrimination occurs when you have a rule, policy, condition or practice that applies to every one, but particularly disadvantages people identifying with a protected characteristic.

Promoting equality and reducing inequality

The Equality Act 2010 is about promoting equality.

We also have a duty to reduce and remove health inequality (Health & Social Care Act, 2012).

What health inequalities might exist?

The importance and benefits of equality monitoring.

Remember the equality monitoring on your application?

Equality monitoring is important for patients and staff.

The data is: Offered voluntarily Used anonymously

To promote equality and reduce inequality.

Effective equality monitoring helps promote equality and reduce inequality.



Equality Analysis, a great tool!

Thus far, we have explored:

How the law provides a framework to promote equality and reduce / remove any inequalities.

As a Trust we have a range of policies and procedures to empower us to act appropriately, both in relation to patients and staff.

Equality Analysis is a great tool to ensure we have considered people who identify with one or more of the protected characteristics in our activities.

Equality Analysis helps us evidence 'due regard' to the Equality Act / Public Sector Equality Duty.



Human Rights Act 1998

Let's think about the core values of human rights, helpfully summed up in the FREDA principles:

Fairness – the right to a fair trial

Respect – right to respect for family and private life, home and correspondence.

Equality – right not to be discriminated against in the enjoyment of other human rights

Dignity – right not to be tortured or treated in an inhuman or degrading way

Autonomy – right to respect for private life



Human Rights – a place in healthcare?

Fairness – a robust and fair process for dealing with concerns about conduct or performance of healthcare staff

Respect – respecting all diversity, e.g. same sex couples with children; using correct pronoun for trans people

Equality – not denying treatment solely based on age

Dignity – having enough staff to change soiled sheets promptly

Autonomy – involving people in decisions about their care and treatment



Accessible Information – short clip

<https://youtu.be/zraxw7tixs>

Accessible Information Standard (AIS)

In the clip we saw the challenges Hazel faced to receive information and communication support to meet her needs.

The AIS applies to all people living with disability.

The AIS provides directs and defines a specific and consistent approach to:

- * Identifying
- * Flagging
- * Meeting
- * Recording
- * Sharing

an individuals' information and communication needs.

Please complete AIS e-Learning on ESR!



Supporting you, our people

- Equality, Diversity and Inclusion Forum
- Check the Equality & Diversity intranet for information
- ‘Equality Matters’ monthly staff newsletter – via staff intranet, News Round-up, Staff Facebook groups
- @ULHT_Equality – follow us on Twitter
- Staff Equality Focus Groups / Networks:
 - * LGBT+ Staff
 - * BAME (Black, Asian and Minority Ethnic)
- Coming in the autumn MAPLE (Mental & Physical Lived Experience) and other groups to follow
- Want to get involved, drop Tim Couchman an email!



Freedom to Speak Up: Voicing concerns

- Sometimes things may go wrong..... You are not alone!
- Zero tolerance of bullying at ULHT
- Dignity at Work Policy – HR Intranet
- Who can I speak to?
 - * In first instance, your line manager
 - * Staff-side / Trades' Union Rep
 - * Freedom to Speak up Guardian (Jayne Warner, Trust Secretary) FreedomToSpeakGuardian@ULH.nhs.uk
- Freedom to Speak Up Policy, on the intranet
- Is it a Concern / Grievance / Whistleblow?
 - If there is clear public interest it could be a whistleblower –
 - If in doubt, seek guidance!



Any questions? Thank you



Search 'Equality' on the Intranet

Equality, Diversity and Inclusion Lead
Tim Couchman
tim.couchman@ulh.nhs.uk



@ULHT_Equality

@TimJPCouchman