

**Simple guides**

# Equality, diversity and inclusion

Equality and diversity in our hospitals is about valuing every patient as a unique individual. It means recognising that some people will need different treatment to achieve a fair outcome.



**In this guide we explore five commonly asked questions:**

- › **What do we mean by equality, diversity and inclusion (EDI)?**
- › **What do we already know about the experience of minority groups that, statistically, are more vulnerable to discrimination?**
- › **What is the Diversity Network and Is it for me?**
- › **What have we achieved so far and What are our next steps and key priorities?**
- › **How do we know how we are doing and What are our measures of success/impact?**



# What do we mean by equality, diversity and inclusion?

**Equality, diversity and inclusion (EDI) are principles that are fundamental to the successful delivery of patient care and which underpin our Trust's vision of Best Care for Everyone.**

Everyone includes patients, their family and friends, colleagues, volunteers, and partners we work with.

- › Equality – giving everyone equal access to opportunities and resources, regardless of circumstances.
- › Diversity – recognising and valuing individual differences. Everyone is unique, we also have things in common with one another, and each one of us has something valuable to contribute.
- › Inclusion – groups and individuals from different backgrounds are culturally and socially accepted; everyone feels respected and valued for who they are. If diversity is the mix, then inclusion is getting the mix to work and live well together.



---

## The protected characteristics

**There are nine legally protected characteristics. If we treat or behave towards someone less favourably because of one of these, this is unlawful discrimination.**

**Every person has five of these protected characteristics:**

- › Sex
- › Race
- › Age
- › Religion, belief or no-belief
- › Sexual orientation

**Some people also may have one or more of the following characteristics:**

- › Disability
- › Pregnancy
- › A Marriage or civil partnership
- › Gender reassignment

“We know that involving our diverse and varied communities, when designing our services for the future will be better for our patients, their families and support our vision for Best Care for Everyone”

# What do we already know about the experience of staff and patients from minority groups that, statistically, are more vulnerable to discrimination?

## Historically, people belonging to a minority group are statistically more likely to be discriminated against.

We know some minority groups in our Trust have reported a worse experience in some areas.

The latest NHS staff survey shows Black Asian and Minority Ethnic (BAME) colleagues reported a better experience than white colleagues in many areas, but they also reported higher levels of abuse, bullying and harassment.

Colleagues with a disability reported a worse experience in most areas compared to non-disabled colleagues, and have a lower engagement score overall.

The annual Workforce Race Equality Standard (WRES) assesses our performance against nine indicators. From this we know that in 2017/18 BAME colleagues in our organisation were less likely to be shortlisted for interview and more likely to enter disciplinary proceedings compared to white colleagues.

There were also no non-medical BAME colleagues employed in a band 8c or above.

The data do not necessarily prove unlawful discrimination is taking place but does show that some staff groups have a different experience to others and our aim is to ensure this is not due to discrimination – consciously or otherwise.

This year we published our first Gender Pay Gap report highlighted no difference in the pay of men and women in non-medical roles. There is more we can do to encourage and support female medical consultants to apply for Clinical Excellence Awards, as applications from men are historically much higher.

---

## What is the Diversity Network and Is it for me?

### The Diversity Network offers a number of things, including:

- Informal coffee and lunch socials every month in Fosters and Blue Spa which are open for anyone come along to who wishes to.
- Bi-monthly meetings which act as a confidential, safe space for members to meet up (including those who are thinking about joining).
- Working with HR and the Patient Experience Teams on how best to support individuals with minority protected characteristics

The network is a friendly bunch of people and we are always looking for new members. To join you will typically fall into one (or more) of the following descriptions:

- Hold a legally protected characteristic which is statistically more vulnerable to discrimination
- Act as a 'Diversity Link' for their department or be a 'Freedom to Speak Up' Ambassador
- Are committed and supportive towards the aims of the Diversity Network

Visit the [Diversity Network intranet pages](#) for more information or email [ghn-tr.diversitynetwork@nhs.net](mailto:ghn-tr.diversitynetwork@nhs.net)

# What have we achieved so far and what are our next steps and key priorities?

## Notable achievements since 2017 include:

- › Detailed analysis of staff survey results against characteristics of race and disability
- › Staff listening events and surveys to better understand the experience of staff
- › Launched the Diversity Network in November 2017
- › Embedded EDI into all leadership development opportunities
- › Delivering Unconscious Bias training
- › Updated EDI policy, including guidance on caring for transgender patients or those in transition

Our plans for 2018/19 have been published in a new '[Equality of Opportunity Plan](#)'



---

# How do we know how well we are doing and what are our measures of success/impact?

## We will continue to measure progress against numerous metrics.

This includes the annual NHS Staff Survey, the Workforce Race Equality Standard, the Gender

Pay Gap report, Freedom to speak up guardian and analysis of our workforce data.

We will also seek regular feedback from the Diversity Network about the experience of staff.

---

# Questions and comments

**If you or a colleague has any concerns or comments about equality and diversity at the Trust, please email: [ghn-tr.equality@nhs.net](mailto:ghn-tr.equality@nhs.net) in confidence.**

If appropriate, issues can then be raised with the Equality Steering Group if the sender approves this action.

## **i** For more information:

- › Staff intranet: Access your equality and diversity e-Learning on our [training pages](#)
- › Read about our Diversity Network on the intranet
- › NHS England: [www.england.nhs.uk/about/equality/](http://www.england.nhs.uk/about/equality/)
- › Go to our trust website: [www.gloshospitals.nhs.uk/about-us/our-trust/equality-diversity/](http://www.gloshospitals.nhs.uk/about-us/our-trust/equality-diversity/)