



Equality, Diversity, and Inclusion Policy

This procedural document supersedes: Fair Treatment for All Policy



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Executive Sponsor(s):	Zoe Lintin - Chief People Officer
Author/reviewer: (this version)	Kirby Hussain ED & I Lead
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Target audience:	Trust-wide

Amendment Form

Please record brief details of the changes made alongside the next version number. If the procedural document has been reviewed **without change**, this information will still need to be recorded although the version number will remain the same.

Version	Date Issued	Brief Summary of Changes	Author
Version 1	December 2023	<ul style="list-style-type: none">This is a new procedural document, please read in full, this replaces the Fair Treatment for all Policy.	Kirby Hussain

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1 INTRODUCTION

Doncaster and Bassetlaw Teaching Hospitals (DBTH) is committed to fostering a healthcare environment and workplace where all individuals, regardless of their background, characteristics, or protected characteristics under the Equality Act 2010, are treated with respect, dignity, and fairness. This policy outlines our commitment to complying with legal mandated duties, including the Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES), Equality Delivery System (EDS) 2022, Accessible Information Standard, Public Sector Equality Duty (PSED), and the Human Rights Act, while striving to create a more inclusive, equitable, accessible, and rights-respecting environment for all patients, employees, and stakeholders. Which aligns to the DBTH Way, which is a comprehensive framework of behaviours that guides us in our daily working lives, here at Doncaster and Bassetlaw Teaching Hospitals (DBTH).

2 PURPOSE

DBTH's Equality, Diversity, and Inclusion Policy aims to:

Comply with all legal mandated duties, including the Equality Act 2010, WRES, WDES, EDS 2022, Accessible Information Standard, PSED, and the Human Rights Act, by:

- a. Eliminating discrimination, harassment, and victimization.
- b. Advancing equality of opportunity.
- c. Fostering good relations between individuals with different protected characteristics.
- d. Ensuring accessible and inclusive healthcare services.
- e. Respecting and upholding the human rights of all individuals.

Promote diversity and inclusion throughout DBTH, ensuring that no one is unfairly disadvantaged or excluded because of their characteristics, background, disability, ethnicity, or race.

Create an organisational culture that encourages reporting, addressing, and preventing discrimination, harassment, and violations of human rights, while also providing accessible information to all patients.

3 DUTIES AND RESPONSIBILITIES

3.1 Chief Executive

Formal overall responsibility for ensuring that the management of all grievances and disputes within the Trust are consistent with policies, procedures, and legislation.

3.2 Chief People Officer

Responsible for ensuring that there are robust processes and procedures in place to allow for effective resolution of all grievances and disputes and that they remain up to date and in line with current legislation.

3.3 Divisional and Directorate Leadership teams

To ensure all local grievances and disputes are managed in line with this procedure and for effective delegation of responsibilities to manage resolutions.

Responsible for discussing potential problems/issues with their People Business Partner Team.

3.4 Line Managers

Responsible for ensuring all stages of the process are followed and considered, including informal resolution of any issues.

To ensure cases are recorded and documented accurately using Trust recording systems.

3.5 People & OD – People Team

To provide professional HR advice on the grievance procedure, as well as providing support and guidance for managers to enable effective and timely resolution of grievances/disputes within the Trust.

To support Managers to record and document cases accurately using the appropriate Trust system(s).

To monitor the resolution process, using key performance indicators and by monitoring the nature of grievances and disputes raised. This monitoring process will inform policy review, ensure resolutions are achieved in a timely manner and allow development of appropriate training for managers.

3.6 Trade Unions/Professional Organisations

To advise members of their rights and responsibilities under the policy and to be available to represent their members individually or collectively at appropriate meetings.

To support their members in dealing with concerns in accordance with the principles of the policy.

Where appropriate, to work in partnership with Managers and People Business Partnering Teams to address issues which are raised under this policy.

This policy applies to all employees, contractors, volunteers, patients, clients, visitors, and other stakeholders associated with DBTH. It encompasses all aspects of our healthcare services, recruitment, training, and interactions within our organisation.

4 LEGAL MANDATED DUTIES COMPLIANCE

DBTH is committed to complying with all relevant legal mandated duties, including the Equality Act 2010, WRES, WDES, EDS 2022, the Accessible Information Standard, PSED, and the Human Rights Act.

We will conduct regular assessments and evaluations to ensure that our policies, practices, and healthcare services promote equality, diversity, accessibility, and respect for human rights.

5. HUMAN RIGHTS ACT COMPLIANCE

DBTH recognises and respects the rights outlined in the Human Rights Act 1998, including the right to life, freedom from torture and inhuman or degrading treatment, and respect for private and family life.

All employees and representatives of DBTH must uphold the principles of the Human Rights Act in their interactions with patients and stakeholders, ensuring the protection and promotion of human rights.

6 REPORTING AND RESOLUTION

DBTH encourages the reporting of any incidents related to discrimination, harassment, or violations of human rights. Individuals can report such incidents through established DBTH Policies

- CORP/EMP 3
- CORP/EMP 14
- CORP/EMP 58

This policy will be reviewed regularly to ensure it remains current and effective.

Amendments will be made in response to legislative changes or emerging best practices, including updates to the Accessible Information Standard, EDS 2022, WRES, WDES, Gender Pay Gap and other relevant standards.

7 MONITORING COMPLIANCE WITH THE PROCEDURAL DOCUMENT

What is being Monitored	Who will carry out the Monitoring	How often	How Reviewed/ Where Reported to
Staff perception of discrimination and bullying	HR and Senior Management Teams within Care Groups/Directorates	Annually	Staff Survey results reported to BoD and Management Board
Issues raised through Employee Relations formal Casework	HR and Senior Management Teams within Care Groups/Directorates	On-going and quarterly in BoD report	Through formal cases raised with Employee Relations Casework Team and reported to BoD

Progress against action plan	Diversity and Inclusion Forum	Quarterly	Workforce and Education Committee
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8 DEFINITIONS

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential.

Diversity is about recognising and valuing difference in its broadest sense.

Inclusion is about an individual's experience within the workplace and in wider society and the extent to which they feel valued and included.

9 EQUALITY IMPACT ASSESSMENT

The Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are disadvantaged over others. Our objectives and responsibilities relating to equality and diversity are outlined within our equality schemes. When considering the needs and assessing the impact of a procedural document any discriminatory factors must be identified.

An Equality Impact Assessment (EIA) has been conducted on this procedural document in line with the principles of the Equality Analysis Policy (CORP/EMP 27)

The purpose of the EIA is to minimise and if possible remove any disproportionate impact on employees on the grounds of race, sex, disability, age, sexual orientation or religious belief. No detriment was identified. (See Appendix 2)

10 ASSOCIATED TRUST PROCEDURAL DOCUMENTS

Disciplinary Procedure (CORP/EMP 2)

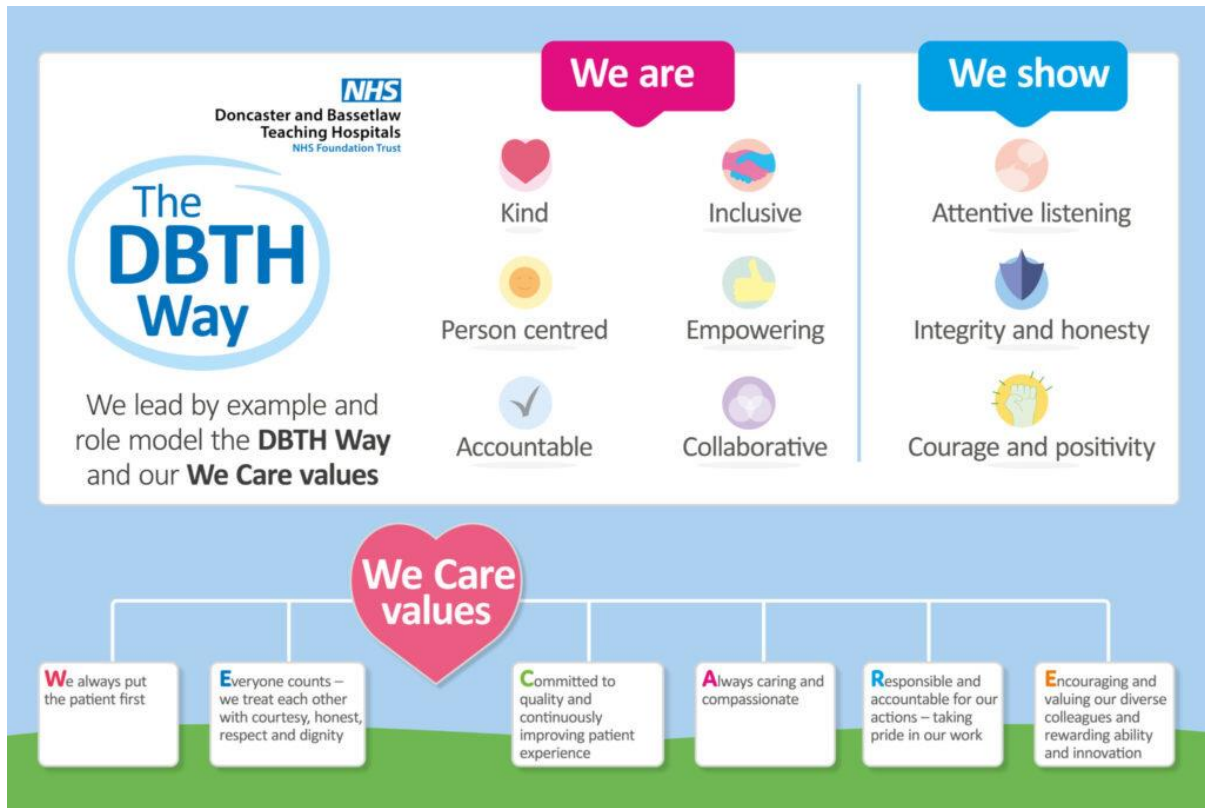
Equality Analysis Policy (Corp/EMP 27)

Statutory and Essential Training (CORP/EMP 29)

Grievance & Dispute Procedure (CORP/EMP 3)

Raising Concerns (CORP/EMP 14)

APPENDIX 1 – THE DBTH WAY



APPENDIX 2 - EQUALITY IMPACT ASSESSMENT PART 1 INITIAL SCREENING

Service/Function/Policy/Project/Strategy	Care Group/Executive Directorate and Department	Assessor (s)	New or Existing Service or Policy?	Date of Assessment
Policy	People & Organisational Development	Kirby Hussain	New	15 th April 2024
1) Who is responsible for this policy? Name of Care Group/Directorate: Trust wide				
2) Describe the purpose of the service / function / policy / project / strategy? Who is it intended to benefit? What are the intended outcomes? All staff				
3) Are there any associated objectives? Legislation, targets national expectation, standards: Equality Act\ 2010 & Human Rights Act 1998				
4) What factors contribute or detract from achieving intended outcomes? –				
5) Does the policy have an impact in terms of age, race, disability, gender, gender reassignment, sexual orientation, marriage/civil partnership, maternity/pregnancy and religion/belief? Details: [see Equality Impact Assessment Guidance] -				
<ul style="list-style-type: none"> If yes, please describe current or planned activities to address the impact [e.g. Monitoring, consultation] – 				
6) Is there any scope for new measures which would promote equality? [any actions to be taken]				
7) Are any of the following groups adversely affected by the policy?				
Protected Characteristics	Affected?	Impact		
a) Age	✓	Positive		
b) Disability	✓	Positive		
c) Gender	✓	Positive		
d) Gender Reassignment	✓	Positive		
e) Marriage/Civil Partnership	✓	Positive		
f) Maternity/Pregnancy	✓	Positive		
g) Race	✓	Positive		
h) Religion/Belief	✓	Positive		
i) Sexual Orientation	✓	Positive		
8) Provide the Equality Rating of the service / function / policy / project / strategy – tick (✓) outcome box				
Outcome 1 ✓	Outcome 2	Outcome 3	Outcome 4	
*If you have rated the policy as having an outcome of 2, 3 or 4, it is necessary to carry out a detailed assessment and complete a Detailed Equality Analysis form – see CORP/EMP 27.				
Date for next review: December 2026				
checked by: Adam Evans			Date: 15 th April 2024	