

# Trust Diversity and Inclusion Statement

The Trust is working Towards Outstanding diversity and inclusion in its role as both an NHS service provider and as an employer.

We are committed to continually improving our services and ensuring that these are **safe, personalised, accessible and recovery focused** for all our patients, service users, visitors and carers. We are also committed to providing excellent employment experiences for those who work within our services. In short, we aim to see that everyone using our services - or working within them - experiences our CARE Values: **compassion, approachable, responsible and excellent**.

We take our responsibilities under the Equality Act 2010 very seriously. This means that we continually work to ensure that neither our service users nor our staff are subjected to any form of discrimination, harassment and/or bullying, including for (but not exclusive to) reasons relating to the 'protected characteristics' as set out in the Act, ie:-

- age
- disability
- gender reassignment (and gender identity)
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnic or national origins, colour or nationality)
- religion or belief
- sex (gender)
- sexual orientation

This approach means we take pride in creating better experiences for other groups and individuals who may be disadvantaged through being different in some way.

We are also working to ensure that all individual's human rights are protected and that vulnerable and disadvantaged people are safe from abuse and that they can access care and support tailored to their needs. As citizens, employees, parents, carers and service users, we are all stakeholders in the NHS. We each have a duty to make sure that healthcare outcomes are of the highest standard.

The Trust is committed to working positively to develop a culture of diversity and inclusion, across our Trust, through our partnerships and within our communities. This will include seeking to eliminate discrimination, harassment and victimisation; promoting diversity and inclusion, and nurturing better relationships between people of different characteristics.

Each year, we will publish how our activities as a service provider and employer affect people with different protected characteristics, and we will review set and publish our Equality Objectives at least every four years.

If you need more information in relation to any aspect of our Trust approach to Diversity and Inclusion, please email: [Diversity@Combined.nhs.uk](mailto:Diversity@Combined.nhs.uk) or telephone 0300 123 1535 ext 2814.

