

# Equality and Diversity Strategy

## 1 Our Statement of Purpose

To promote equality and equity as being at the heart of our values which mirror those of the NHS Constitution.

We aim to exercise fairness in all that we do and ensure that no group or Community is disadvantaged.

As an organisation, responsible for postgraduate medical and dental training, we have the opportunity to advance equality and equity in the undertaking of current and future PGME functions.

We will do our best to embed fairness and equity and give individuals the confidence in its establishment from the outset.

We want to create an environment where everyone can contribute to the delivery of a responsive and equitable health and care service.

We will continue to work internally, and in partnership with colleagues within the Healthcare Community and also the wider NHS, to ensure that advancing equality and diversity is core to how we conduct our business as a Postgraduate Medical Education organisation.

## 2 Introduction

- 2.1 This Equality and Diversity Strategy sets out our statement of purpose, and the aims, to develop an organisation which provides equality of opportunity to those with whom it interacts whether a trainee, an employee or any other person(s) involved with our organisation.
- 2.2 We recognise that Equality and Diversity is fundamental to the successful achievement of the organisation's core strategic objectives and that it cannot be delivered in isolation.
- 2.3 The overall aim for the organisation is to ensure Equality and Diversity is unconsciously mainstreamed and underpins strategic and operational decision-making and as part of this process highlights the short, medium and long term actions required to achieve this.
- 2.4 In view of a fast and ever-changing working environment this Strategy will be reviewed annually to ensure it is up-to-date and covers legislative requirements, Government policy, broad organisational needs and local feedback.

## 2 Definitions

- 2.1 **Diversity** is about the recognition and valuing of difference in its broadest sense. It is about creating a working culture and practices which recognise, respect, value and harness difference for the benefit of the organisation, the individual (trainee and employee) and the patients and communities we serve.
- 2.2 Diversity is more than a focus on the individual protected characteristics supported by legislation. Diversity is more about a collective mix of individuals, cultures, beliefs, expertise and organisational expertise – all the differences which make us individual and the commonalities that connect us for the benefit of the organisation and indirectly the patient.

2.2 **Equality** is about creating a fairer society and organisation where everyone can participate and has the opportunity to fulfil their potential. It is backed by legislation designed to address unfair discrimination (including potential discrimination) that is based on membership of a particular group.

2.4 It is often summarised in terms of :

- Equal access;
- Equal treatment;
- Equal outcomes.

2.5 **The Nine Protected Characteristics** refers to the core equality and diversity strands covered by legislation:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

2.6 **Social inclusion** recognises that diversity is much wider than a focus on gender, race or any of the nine individual characteristics and is about the inclusion of all individuals irrespective of their background.

### 3. **Strategic context**

#### **The legislative imperative**

3.1 There is now a clear legislative framework driving the elimination of discrimination and the promotion of equality of opportunity. The key pieces of legislation are set out below:

- The Equality Act came into force from October 2010 providing a modern, single legal framework with clear, streamlined law to more effectively tackle disadvantage and discrimination.
- The Human Rights Act 1998 (the Act or the HRA) sets out the fundamental rights and freedoms that everyone in the UK is entitled to and allows you to defend your rights in UK courts and ensures that public organisations respect and protect your human rights.

3.2 There has also been a fundamental shift in the focus of legislation, so that the emphasis is now on ensuring equality of outcome for service and employment provision and not just on ensuring equal treatment at the point of contact. This recognises that some individuals may need reasonable adjustments to be made to ensure that they receive equality of outcome.

#### **The National perspective:**

3.3 HEE has pledged, along with the following organisations, commitment to the advancement of equality and the tackling of health inequalities across the health and care sector and beyond.

Department of Health	NHS England	Health Education England	Monitor
Care Quality Commission	NHS Employers	The Patients Association	NMC
Foundation Trust Network	Public Health England	National Institution for health and Care Excellence	NHS TDA
NHS Clinical Commissioners	NHS Improving Quality	Health and Social Care Information Centre	NHS Confederation
Local Government Association	Academy of Medical Royal Colleges		

3.4 In so doing they collectively commit to:

- Support the Equality and Diversity Council to positively position itself as a body of influence in promoting equality and tackling health inequalities;
- Champion change on bringing together the equality and health inequalities agendas and raise ambitions around these agendas for all patients, communities and the workforce;
- ***Create the environment where everyone can contribute to the delivery of a responsive and equitable health and care service, built on the values of the NHS Constitution;***
- ***Raise ambition at every level of the health and care system by campaigning to inspire strong leadership, removing barriers to change and celebrating success;***
- Empower health and care providers, commissioners, regulators, the NHS workforce, patients and the public to achieve a health and care system where “everyone counts” by supporting continuously improving performance;
- ***Embed the advancement of equality and tackling of health inequalities in the policies of the health and care architecture and in its day-to-day business, using our influence to help deliver positive change;***
- ***Impart and share clear strategic direction, challenge and innovation, providing on-going insight and a broad range of perspective.***

**The local Postgraduate Medical Education perspective:**

3.5 Peninsula and Severn Postgraduate Medical Education have already established a clear strategic vision set out in its statement of purpose and where practicable we are in a strong position to fulfil many of the national strategic commitments.

3.6 We believe we are a successful and high performing organisation. Such organisations are generally leaders in their industries; they create best practice rather than follow it and their continued success is usually subject to constant modification in line with the requirements of business objectives.

3.7 High performance culture is not dependent on one simple factor or as a result of one or two things. The entire context we operate in greatly impacts our results. Therefore, to be recognised as an organisation that continuously aspires to high standards and good practice, to ensure we can deliver our vision and ensure we are in line with the National

priorities the Peninsula and Severn Postgraduate Medical Education offices have identified 5 key strategic objectives.

These objectives represent us as a training provider and employer:

- **To use its influence** to embed the promotion of and need for equality and the tackling of inequalities in its day to day business, including external organisations with whom we work;
- **To ensure** that the wider system continuously improves its performance and quality on tackling health inequalities and equality;
- **To create** an “ownership” mentality and empowering culture amongst our staff and influence our external contributors to take a leadership role; where individuals understand the boundaries in which they can operate, as well as where the organization wants to go.
- **To sustain** value for money; by good management, we will make best use of taxpayer’s money and make financial decisions in a socially responsible manner. We will seek to achieve best value in all our activities and minimise waste wherever possible.
- **To pursue** Quality Care for Patients. We will ensure that the training is safe and , appropriate and of the highest possible quality. We will be responsive to the diverse cultural and geographic needs of the communities we serve, treating everyone with courtesy dignity and respect.

3.8 Underpinning these strategic objectives will be a number of operational activities/tasks; covered in our Action Plan.

#### 4 **Delivering the Strategy**

4.1 The Equality and Diversity Strategy belongs to the whole organisation and has to be delivered through the active engagement and ownership of senior managers and leaders in the organisation.

The .....??? has the role of leading and coordinating the efforts of the organisation in delivering this agenda and ensuring appropriate governance mechanisms, supported by the .....??.....?? and the Working Group for Fairness.

4.2 The Working Group for Fairness will be the conduit for managing, developing and implementing the Equality and Diversity Strategy and Action Plan(s). It will also be the forum for putting forward recommendations for improvement.

#### 5 **Key Accountabilities**

5.1 Although all managers and staff have a responsibility in implementing this agenda there are some key accountabilities in the organisation. These are:

##### **Executive teams**

- 5.2 The Postgraduate Dean and Executive team members are responsible for ensuring the delivery of the Equality and Diversity Strategy and for ensuring that the organisation meets its legal and statutory obligations in this area.
- 5.3 The Postgraduate Dean and Executive team members are responsible for ensuring that the needs of diverse groups are taken into account in its own work and that these needs have been appropriately addressed in the work submitted to the Executive Team for endorsement or approval.

## **6 Working for Fairness Steering Group**

- 6.1 The Working for Fairness Steering Group has cross functional representation and it is anticipated in time will be expanded to include other staff and potentially Trade Union and community representation.
- 6.2 The Group reports to the Executive Teams and is responsible for leading and steering the implementation of the Strategy and monitoring progress against action plans arising from it.

## **7 Managers**

- 7.1 Every level of manager must ensure that all employees are aware of their responsibilities in promoting equality and valuing diversity. They should ensure that their own decision making is informed by the diverse needs of the groups who will be affected, actively engage with tools designed to support their decision making and act as champions, challenging discrimination and inappropriate behaviour when it is identified.

## **8 Staff**

- 8.1 Every member of staff must ensure that s/he does not practice unlawful or otherwise unjustifiable direct or indirect discrimination in carrying out his/her duties. S/he must demonstrate appropriate levels of courtesy, dignity and respect in all their dealings with colleagues, trainees, external contributors, patients and any other groups with which they are in contact.

## **9 Strategy Development**

- 9.1 Peninsula and Severn Postgraduate Medical Education has worked hard over the past 8 months to collate and highlight our good practices and from this begin to develop a robust mechanism for leading equality and diversity.
- 9.2 The content of this Strategy and its Action Plan builds on the work already undertaken and the emerging information from feedback and staff/trainee involvement.
- 9.3 Initial discussions were held with key Executive team members to help inform the drafting of this Strategy and it will then undergo a period of formal consultation whereby key groups, and representatives of diverse groups will be asked for their feedback.
- 9.4 The aim will be for this period of consultation to be concluded by the 30 June 2016 for approval by the Peninsula and Severn Executive Committees.
- 9.5 It is intended that progress against the Strategy will be reviewed on an annual basis enabling publication of progress and the development of annual work plans which will be incorporated into Action Plans and be monitored through the Working for Fairness Steering Group.