

**Equality Diversity and Human Rights Strategy  
Pledge Consultation Outcome  
2010/2011**

**Universal Pledge:**

- The Trust is committed to providing the most effective holistic methods of care to address the needs of the individual
- The Trust will ensure that staff, carers and people who use services - receive care, treatment and support that is provided in a way that ensures their human rights and diversity are respected
- We will harness our differences to create a productive environment in which everyone feels valued
- We will ensure talents are being fully utilised and promoted to meet organisational commitment to equality for staff, service users and carers.
- We will collect and review feedback and accurate data related to all groups covered by our strategy to reduce the gaps and inequality in outcomes

**Our Pledge – Race:**

- In recognition that service users, carers and staff from minority ethnic groups are currently under-represented in meaningful partnerships:
- we will work to ensure their involvement in planning processes
- We will broaden relationships and strengthen alliances to improve our knowledge base of Black and Minority Ethnic communities and faith groups
- We will drive improvements in access, experience and outcomes for Black and Minority Ethnic service users and prioritise the work based on accurate data.

**Our Pledge – Disability:**

- We will ensure that all staff have an awareness of both medical and social models and that this awareness is embedded to inform practice.
- We will ensure the needs of disabled people and their carers are assessed and appropriate measures taken to involve people and meet the changing needs of individuals and carers

### **Our Pledge – Autism:**

- We will work towards ensuring that the Trust meets the proposals set out in the Autism Act.
- We will recognise the different needs and aspirations of people with Autistic Spectrum Condition (ASC) both within our workforce and our care.
- We will ensure that staff understand best practice approaches when providing care for people with ASC.
- We will work with statutory and non-statutory organisations that have a focus on ASC.
- We will ensure that we adopt policy outlined in the government's National Autism Strategy.

### **Our Pledge – Sex Discrimination**

- We will acknowledge and respect the different needs of men and women, boys and girls within communities and our care and employment.
- We will collect and review feedback linked to accurate data related to sex, and we will use this to reduce the gaps and inequalities in outcome for men and women, boys and girls within our care and employment
- We will work with statutory and non-statutory organisations that have a focus on sex equality.
- We will work to ensure the privacy, dignity and safety of men, women, girls and boys within our care or employment

### **Our Pledge – Sexual Orientation**

- We will work to create and maintain a positive and safe environment for LGB staff, service users and carers.
- We will work with the sexual orientation equality agenda.
- We will be informed by national, local, statutory and non-statutory organisations that have a focus on Lesbian, Gay and Bisexual health to inform our priorities improve services
- We will collect and review accurate and experiential data related to sexual

orientation and we will use this to reduce the gaps and inequalities in our service outcomes for lesbian, gay and bisexual people

**Our Pledge – Religion or Belief:**

- In recognition of Service User, Carer and Staffs religion and spiritual wellbeing, we will develop an approach to spiritual care within the Trust
- We will ensure that staff understand the relevance of spiritual wellbeing and beliefs of colleagues and for service users, carers
- We will ensure the facilities are in place to provide people with the opportunities to fulfil their religious and spiritual observances.
- We will work with faith communities to develop the support of people's spiritual wellbeing and religion or belief.

**Our Pledge – Age:**

- We will work towards ensuring that the Trust meets the age proposals set out in the Equality Act
- We aim to ensure that we offer equitable services regardless of age.
- We will recognise and respect the different needs and aspirations of people of all ages within the workforce and our care.
- We will work in partnership with statutory and non-statutory organisations that have a focus on age to improve our awareness and help us configure appropriate services and develop our knowledge base.

**Our Pledge – Gender Re-assignment:**

- We will ensure awareness related to Transgender values and culture is available and accessed within the Trust.
- We will continue to develop working relationships with service users, staff, community and voluntary sector groups supporting Transgender people to improve our awareness and help us configure appropriate services and develop our knowledge base