



Barts Health
NHS Trust

Diversity and Inclusion Positive Action Charter



This Charter sets out our organisational commitment to positive action in relation to Diversity and Inclusion at Barts Health



WeCare

Our vision, values and behaviours





Introduction

Barts Health is committed to creating an inclusive environment for care and workplace for staff.

To re-enforce this commitment, we have developed a Charter as a public declaration of our commitment to positive action in pursuit of this ambition.

This Charter sits in the context of our WeCare values, and associated behaviours, which guide how we fulfil the Charter's commitments.

Statement of intent that underpins our Charter

Barts Health NHS Trust is committed to equality of opportunity, elimination of discrimination and the promotion of good relations between all people, regardless of age, disability, ethnic or national origin, sex, gender assignment, gender identity, religion or belief, sexual orientation, pregnancy or maternity, marital or civil partnership status.

Through this Charter, the Trust commits to pro-actively pursue an inclusive place to work and environment to provide outstanding care.

Our 17,000 talented and hard-working staff need to feel valued, acknowledged and respected by colleagues, visitors and patients. Our local communities deserve fair access to services, their personal characteristics respected and good health outcomes.

Each individual (staff, visitor, patient, volunteer) should be able to work and visit in an environment free from bullying, harassment, discrimination and violence.

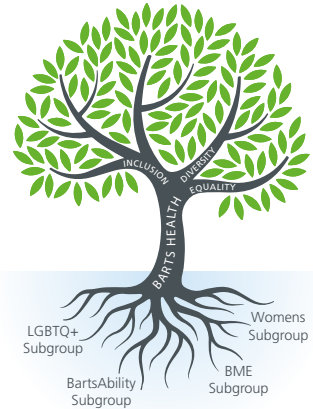
Our approach to developing this Charter

The suggestion to develop a Charter for the Trust was raised by the Chair of the LGBTQ+ subgroup of the Staff Diversity Network, welcomed by the Trust Board, and actively sponsored by Barts Health Chairman and Chief Executive.

Several engagement activities have taken place among the staff diversity networks and site-based Equality and Inclusion forums and the following recommendations and statement were compiled to help deliver our aspirations.

Considering all the feedback generated from this engagement process, a key thread emerges for the need for Positive action. *Positive action is defined as voluntary actions employers can take to address any imbalance of opportunity or disadvantage that an individual with a protected characteristic could face.*

We commit to the following:



The Strength of a Tree is in its Roots

Taking positive action in how we mobilise our recruitment and retention processes

1

- a. Being thoughtful about how and where we advertise our job opportunities to attract widest possible selection pools.
- b. Ensuring we also recruit from our local communities.
- c. Preparing our potential applicants and recruiters well in advance.
- d. Ensuring our systems and processes reflect best practice and facilitate positive action.
- e. Talent management will be designed to improve retention and career progression; including increasing the percentage of the Aspiring BME and Female Leaders Career Development Programme alumni securing promotion.
- f. Senior leaders will give their time to mentoring and shadowing opportunities for individuals prioritised in the Trust's work on inclusion.

2

Taking positive action to secure access to workplace adjustments on the basis of need

- a. Allocating financial resource and access to expert advice on workplace adjustments and monitoring uptake.
- b. Embedding the use of our BartsAbility Passport and monitoring its impact.

3

Taking positive action to support, fund and directly engage with staff networks

- a. Supporting the Staff Diversity Networks in celebration events such as, for example: Black History Month, LGBT History Month, International Day for Disabled People, International Women's Day.
- b. Providing networks with access to senior leaders and external stakeholders for support, training, sharing, and influencing.
- c. Participating in benchmarking exercises such as disability confident, Stonewall Workplace Equality Index and other equality standards.

4

Taking positive action to ensure our WeCare values and behaviours permeate all aspects of our employee experience

- a. We will continue to raise awareness of the WeCare values through multimedia.
- b. We will refresh all our policies in partnership with staff so they bring our values to life.
- c. We will embed the values in the appraisals of all staff.
- d. We will introduce mandatory development in this area for all with line management roles.
- e. All line managers will support individual team member development plans as agreed during appraisals.

Taking Positive action to plan services that take into account our population

- a. Using equalities monitoring data to inform focus in regard to delivery of equal access, care and outcomes for patients.
- b. Clinical Boards taking an active role in setting standards and meeting the needs of the population in how they shape and improve services.

Taking positive action to support all our staff in playing their part in these commitments

- a. Raising awareness of the Diversity and Inclusion Positive Action Charter among staff patients, visitors and stakeholders.
- b. Promoting the understanding of the principles of diversity and inclusion through the provision of training and education and the work of our Clinical Networks.
- c. Providing opportunities to get involved in making improvements with patients and local community stakeholders within our WelImprove system.
- d. Providing opportunities to acknowledge and celebrate each other's efforts and success.
- e. Raising awareness of avenues through which staff can confidently raise concerns about uncivil treatment in the workplace.
- f. Providing staff who have been found to have exhibited unacceptable behaviour to learn and receive training or other appropriate support. Disciplinary procedures will be followed in serious cases of misconduct or where the behaviour is repeated after training/support; recognising that there will be consequences for unacceptable behaviour.



How we will know if we are operating in the spirit of our Charter

This Charter will evolve. One of the key ways we want to enhance our Charter is to develop an accreditation process, whereby departments, divisions, sites, clinical boards and corporate areas can apply for Charter Marks. We will pursue this work over the coming months. We will review the Charter on an annual basis.

For more information, please visit: Bartshealth.nhs.uk

Large print and other languages

For this leaflet in large print, please speak to your clinical team.

For help interpreting this leaflet in other languages, please ring 020 8223 8934.

Te informacje mogą zostać na żądanie przedstawione w formatach alternatywnych, takich jak łatwy do czytania lub duża czcionka, i w różnych językach. Prosimy o kontakt pod numerem 02082238934.

Macluumaadkan waxaa lagu heli karaa qaabab kale, sida akhriska fudud ama daabacaadda wayn, oo waxaa lagu heli karaa luqaddo kale, marka la codsado. Fadlan la xidhiidh 02082238934.

এই তথ্য বকিল্প ফরম্যাটে, যমেন সহটে পড়া োয় অর্থা ডি বনিট এহি আপনার অনুটরাটে বকিল্প ভাষায় পাওয়া যটতে পাটরা। অনুগ্রহপুকিব যোগাটোগ করুন 02082238934।

Bu bilgiler, okuması kolay veya büyük baskılar gibi alternatif biçimlerde ve talep üzerine alternatif dillerde de sunulabilir. İrtibat için lütfen 02082238934 numaralı telefondan ulaşın.

ایم، فورج یرٹب ای ناساً ایم عن هڑپ، ےس ج، لکش لدابتہم وک تامول عم سا یھب یم نابیز لدابتہم ےسا رپ ےنرک تس اوخرد روا، ےہ اشکس اج ایرک بای تسد یرک مطبار رپ 02082238934 ینابرم ھارب۔ ےہ اشکس اج ایرک بای تسد



Designed and produced by the Barts Health Communications team

© Copyright Barts Health NHS Trust