

# Equality and Diversity

## Equality and Diversity Department

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## What is Equality?

Equality is about treating people fairly. This includes avoiding less favourable treatment on grounds of gender, colour, race, nationality, religion, ethnic or national origin, marital status, pregnancy, age, disablement, social background, sexuality or creed.

We have a strong and clear commitment to promoting equality and diversity, including removing discrimination and harassment.

## What is Diversity?

Diversity is about treating people with dignity. This occurs when someone has their distinct thinking, communication style, skills and behaviours recognised and supported.

We will respect each individual for who they are and the unique gifts they have.

## The Equality and Diversity Department

We are committed to developing strong relationships with minority communities which address discrimination concerning ageism, disability, gender, sexual orientation, religion and belief. We will take positive action where necessary to ensure fair access to our services for all communities. This specific commitment forms part of a broader commitment to equal treatment and respect for diversity.

All our service users have the same rights regardless of their religion, beliefs, race, gender, sexual orientation, disability or age. Equality does not mean the same service provision for all, but rather personalising services so they are appropriate for each person.

## The work of the Equality and Diversity Department is designed to:

- Ensure the services provided by us are appropriate for everyone, regardless of their religion or belief, race, gender, sexual orientation, disability or age.
- Raise awareness with service users from the above groups so they can access our services.
- Ensure interpretation services are available at appointments, if required.
- Ensure that the Equality and Diversity Action Plan is reviewed annually and this subsequently links in at Trust Board level.

The department also ensures that:

- Staff are advised and supported on the wider equality agenda through training.
- Staff are supported and trained to Equality Impact Assess all they do.
- Interpreting services for Trust users whose first language is not English, or for service users whose hearing or speech impairment are available.
- The needs of service users are met by promoting flexible staffing from those groups to ensure the needs of the diverse groups are met.
- Trust Personal, Fair and Diverse Champions are supported to promote all aspects of equality and diversity within their work area.
- Discrimination from both a staff and service user perspective is addressed.
- Staff and service users who have experienced harassment, bullying or verbal abuse because of their religion or belief, race, gender, sexual orientation, disability or age are supported.
- Preventative work is undertaken with these groups, where there may be a higher incidence of certain illnesses or diseases.

## Protected Characteristics

