

Equality, Diversity & Inclusion

Statement of Commitment

Yeovil Hospital and Simply Serve Ltd aims to be employers of choice and to work towards being a truly inclusive workplace which attracts a diverse range of candidates regardless of their ethnicity, ability, background or gender. We wish to openly share our commitment to celebrate and promote diversity.

By taking an inclusive approach we are more likely to appeal to a diverse pool of talent and experience, which in turn brings dynamic and innovative thinking to our workforce.

By using a clear statement which promotes equality and inclusion in our recruitment and training material and approaches, applicants and trainees are able to understand our iCARE values and philosophies underpinned by our:

- Equality, Diversity and Inclusion Three year plan
- People and Organisational Development Three year plan
- Educational and Development Three year plan

It is recommended that the following statement be used on all job adverts and on all email signatures related to training. This may include:

- Trac responses
- Academy email responses
- Training courses
- Any automated responses which will go to an applicant / trainee

The above list is not exhaustive but aims to offer a selection of preferred material.

Equality, Diversity & Inclusion Statement of Commitment

We are committed to creating an inclusive, welcoming environment which supports applicants and colleagues to embrace their diversity, take advantage of learning opportunities and develop their careers. We aim to eliminate any disadvantage based on age, disability, marriage, civil partnership, race, culture, religion or belief, lack of religion or belief, sex, gender identity, sexual orientation, pregnancy, maternity or any other minority characteristics. If we can make any adjustments to enable you to apply for a role, continue to work, or access training / learning opportunities, please contact [Emma Symonds](#), Equality, Diversity & Inclusion Lead or The Academy.

When considering TRAC, we would recommend a condensed version due to the systems limitations. This condensed version would simply be:

Yeovil District Hospital is committed to creating an inclusive, welcoming environment that supports applicants from diverse backgrounds.

A link will then be added to the Equality & Diversity page on the hospitals website, where the applicant can find the full statement.

POSITIVE ACTION

This is about taking specific steps to improve equality within the workplace, whether that be through initiatives or additional measures, i.e. increasing the number of disabled people in senior roles in which there is under representation.

Positive action is lawful under the Equality Act 2010, it includes a range of measures taken to encourage and train people from underrepresented groups to support them to overcome any disadvantages they may have compared to other applicants.

Positive action must not be confused with **Positive discrimination**, which is unlawful.

Positive discrimination is a form of discrimination that favours an individual by treating them differently in a positive way. For example, an organisation may appoint someone from an underrepresented group into a role without considering whether they have the right skills or knowledge for the post. By doing this they may be overlooking other candidates who are better qualified.

Positive action considers how to encourage applicants from being disadvantaged to apply, for example, placing job adverts which target particular groups to increase the number of applicants from that group or by offering training or internships to help certain groups get opportunities or progress at work

We may consider a positive action statement for all internal & external job adverts, for example.

Internal:

We actively encourage applications from [protected characteristic(s)], who are currently under-represented within Yeovil Hospital and Simply Serve Ltd at these levels/within these areas.

External:

We actively encourage applications from (Protected characteristics) who may be under represented within YDH at these levels/within these areas. We demonstrate this by:

- Attending open days, job fairs, online events that have a specific focus on underrepresented groups such as community events, Pride, Black history month, Job center events
- The development of specific learning and development courses with particular groups in mind to ensure they are able to compete with peers and have the same opportunities
- Encouraging family friendly working patterns such as flexible working and home working within job descriptions, and reasonable adjustments for those with a disability
- Fostering good relations between people who share a protected characteristic and those who do not

Again we may have to consider limitations set by digital platforms when advertising externally. We may need to condense the content and signpost the applicant to the full statement on the hospital Equality & Diversity Home page.

ENHANCING THE EQUALITY STATEMENT OF COMMITMENT

The more information we are able to use to describe our culture and the practices in our recruitment and training practices, the more we reinforce the message of inclusion and equality.

We can bolster the Equality, Diversity and Inclusion commitment by considering:

- The diverse information that each department, unit and environment has to offer.
- The information about the diversity of the department and/or the team
- The imagery we use throughout the hospital including related literature, YCloud, social media and hospital home page
- The wording of the advert or the specific requirements, values and attributes of the job description and person specification, ensuring they are inclusive to everyone.
- Wording and accessibility of all statutory training programs or sessions

PROMOTION OF EQUALITY CHARTER MARKS AND AWARDS

To showcase achievements and recognition of national awards we should highlight some of our institutional awards on our recruitment material and any other material that may be accessible to a potential applicant or trainee.

Each department should showcase their achievements, should there be an opportunity to introduce a potential new team mate to the area or to remind and motivate the team of their own achievement and expectations of best practice.