

## Equality, Diversity and Inclusion Policy

**POLICY**

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<b>Approving Body</b>	Joint Staff Partnership Forum		
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	<b>YES</b>	<b>NO</b>	<b>N/A</b>
	<b>X</b>		
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<b>Version</b>	6		
<b>Summary of Changes from Previous Version</b>	<p>Updated Section 2.0 Policy Statement Strengthened Section 4.0, Roles and Responsibilities including more detailed narrative relating to Service Users. Updated Section 6.0 Document Requirements to include:</p> <ul style="list-style-type: none"> <li>• New Legal Duties section including the Equality Act 2010, Public Sector Equality Duty, Gender Pay Gap Regulations and mandatory requirements.</li> <li>• Introduction of summary paragraphs for each of the nine protected characteristics including expectations of staff in relation to each (removing the need for separate guidance documents).</li> </ul> <p>New Inclusive Language Guidance in Appendix 4. Updated Equality Impact Assessment</p>		
<b>Supersedes</b>	5.0		
<b>Document Category</b>	People		
<b>Consultation Undertaken</b>	Consultation on this Policy took place through the Trust's Wellbeing & Belonging Sub-Cabinet, staff network members and Joint Staff Partnership Forum.		
<b>Date of Completion of Equality Impact Assessment</b>	1 <sup>st</sup> April 2026		
<b>Date of Environmental Impact Assessment (if applicable)</b>	Not applicable		
<b>Legal and/or Accreditation Implications</b>	Compliance with Legislation, primarily the Equality Act 2010.		
<b>Target Audience</b>	This Policy concerns all aspects of employment and applies to all employees working and training in the Trust, and to all potential employees.		

	This policy also applies to patients, carers, visitors and other members of the public specifically in relation to expected behaviour during interactions with our staff.	
<b>Review Date</b>	May 2029	
<b>Sponsor (Position)</b>	Chief People Officer	
<b>Author (Position &amp; Name)</b>	People Equality, Diversity and Inclusion Lead, Alison Pearson	
<b>Lead Division/ Directorate</b>	Corporate	
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<b>Position of Person able to provide Further Guidance/Information</b>	People Equality, Diversity and Inclusion Lead	
<b>Associated Documents/ Information</b>		<b>Date Associated Documents/ Information was reviewed</b>
Please refer to Section 10.0		

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## 1.0 INTRODUCTION

This policy is issued and maintained by the Chief People Officer on behalf of Sherwood Forest Hospitals NHS Foundation Trust, herein referred to as the Trust, at the issue date defined on the front sheet, which supersedes and replaces all previous versions.

The purpose of the Trust's Equality, Diversity and Inclusion Policy is to provide a framework which explicitly states the Trust's commitment to providing equal opportunities in employment for both current and prospective employees, demonstrates how we value the diversity of our employees and defines the actions to be taken, ensuring the Policy Statement is translated into good employment practice.

This is a controlled document; printed copies may not be the most up to date version. The most up to date version can be found on the Intranet and Trust website.

## 2.0 POLICY STATEMENT

The Trust is fully committed to the principles of equality, diversity and inclusion (EDI) in employment and training and development.

The Trust expects that everyone regardless of their position, responsibilities or level within the organisation will be treated with respect and civility. We are committed to creating workplaces where all individuals in all roles (clinical and non-clinical) are valued equally and free from discrimination, harassment, bias and any other forms of inappropriate behaviour from others (including other staff and service users). Mutual respect, civility and upholding our CARE values are expected at all times to ensure a positive and inclusive working environment for everyone.

Equality, Diversity and Inclusion (EDI) are fundamental principles that underpin the values and operations at Sherwood Forest Hospitals NHS Foundation Trust not just for our staff but also for the diverse communities we serve.

This policy sets out how our commitment to EDI will support the Trust in creating and sustaining work environments where every employee feels a genuine sense of belonging and everyone is empowered and supported to be the best they can be in the delivery of outstanding and compassionate care to improve the lives of our patients and our communities.

This policy will also provide a summary of our legal duties in relation to The Equality Act 2010 which legally protects people from discrimination in the workplace and in wider society.

The benefits of our commitment to EDI include;

- **Promoting positive and equitable workplaces** where everyone feels valued and respected, is treated fairly and able to succeed in their role.
- **Preventing discrimination and harassment**, ensuring a safe and supportive environment for staff and patients alike.
- **Ensuring compliance with the law**, protecting individuals and the Trust from legal challenges and reputational damage for the Trust.
- **Improve patient care** by providing work environments in which everyone can thrive and deliver the best possible care to service users in our communities.

An equality impact assessment has been undertaken for this policy, taking fully into account the provisions of the Equality Act of 2010 (appendix 5).

### **3.0 DEFINITIONS/ ABBREVIATIONS**

**The Trust:**

means Sherwood Forest Hospitals NHS Foundation Trust

**Employees:**

means all employees of the Trust including those managed by a third-party organisation on behalf of the Trust

**Service Users:**

means all those who use our services including patients, family members, carers and any other visitors to the Trust

**Equality:**

Equality is treating people fairly and includes preventing less favourable treatment on the grounds of protected characteristics and/or a person's social position. It is not about treating everyone exactly the same, but about treating people as individuals and accounting for inequalities and disadvantages.

**Diversity:**

Diversity is the fact that there are many different citizens in our workplaces and communities, many of whom have different backgrounds, social positions and lifestyles. We encourage everyone to recognise, respect and value the differences between individuals within our workforce and amongst our service users.

**Inclusion:**

Inclusion is the act of ensuring that all colleagues are able to access and enjoy the benefits of working for the Trust including, but not limited to, employment opportunities, flexible and agile working, training and development opportunities, team and Trust-wide activities and ensuring that no person or persons is excluded, especially those from disadvantaged groups ensuring a positive experience for all.

**Discrimination:**

Discrimination occurs when someone treats a person or particular group of people differently, especially in a worse way from the way in which they treat other people, because of a protected characteristic, for example, their ethnic background, sex, sexuality. There are different ways in which discrimination occur and it is important that all colleagues have an understanding of the types of discrimination in order to uphold the requirements of this policy.

Please refer to Appendix 1 for an explanation of the types of Discrimination related to this Policy.

**Harassment:**

Harassment is unwanted behaviour towards a person that causes physical, mental or emotional suffering, which includes repeated unwanted contacts without a reasonable purpose, insults, threats, touching, and/or offensive language

Harassment is unwanted conduct related to any of the protected characteristics, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

**Victimisation:**

Victimisation is the act of treating an employee unfairly because they have made or supported a complaint related to a protected characteristic or someone thinks they have.

**Hate Crime:**

Nottinghamshire Police define a hate crime as as 'Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.'

A hate incident is any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender<sup>1</sup>.

The Trust does not accept hateful behaviour towards any of our staff or people that use our services.

We recognise the serious impact that hate incidents have on individuals' safety, dignity and wellbeing, and we are committed to ensuring that all colleagues, patients, and visitors are protected from harassment, discrimination and abuse linked to identity; we are clear that hate incidents are unacceptable and must be addressed wherever they occur.

In support of this, we actively promote our #NoHateHere initiative; this workstream, is part of our violence reduction and prevention programme and aims to reduce hate crimes and hate incidents, challenge discriminatory attitudes, and foster a culture where everyone can thrive without fear ensuring a targeted individual is well supported and action is taken against aggressors.

**4.0 ROLES AND RESPONSIBILITIES**

There is an expectation that individuals at all levels will accept personal responsibility for the application of this policy.

**Responsibility of Trust Board**

The Trust Board, through the Trust Management Team has primary responsibility for ensuring all reasonable steps are taken to prevent unlawful discrimination in the Trust. This includes ensuring the review and implementation of policies and procedures and ensuring that the requirements of this policy are embedded in the organisation.

**Responsibilities of Managers and Supervisors**

As leaders in the operational setting, managers and supervisors must recognise their

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<sup>1</sup> Nottinghamshire Police, *Hate Crime – Information and Reporting* (2026), available at: <https://www.nottinghamshire.police.uk/ro/report/hate-crime/information/v1/hate-crime>

responsibility to adopt good employment practices that are consistent with the requirements of this Policy. They shall seek to promote, within their particular work area, an environment where individual people differences and cultural diversity are recognised and valued and ensure the Trust CARE values are upheld.

Managers and supervisors must challenge all inappropriate behaviour, including but not limited to 'banter', microaggression, inappropriate 'jokes', hate, harassment and discrimination either verbal or written (including email, SMS/text messaging and/or social media posts) and maintain a zero-tolerance approach.

They must not collude with staff or attempt to hide inappropriate behaviour by failing to address or challenge it.

Managers should ensure decisions they make in the application of Trust people policies are person-centred and fair and that no member of staff is directly or indirectly discriminated against due to a decision under a policy. Relevant people policies include but are not limited to; recruitment and selection, sickness absence management, flexible and agile working, leave, appraisal and learning and development.

Managers and supervisors will provide support and / or arrange support to victims of abuse, bullying, harassment, and discrimination under their duty of care.

### **Responsibilities of Employees and Workers (including bank and agency staff, volunteers, partners, contractors and those on work placement)**

It is the duty of all employees and workers to co-operate with any measures introduced by the Trust to develop and maintain equal opportunities in employment and to ensure no colleague faces discrimination or harassment.

All employees and workers are expected to uphold the Trust CARE Values and foster good working relationships with all their colleagues including those who share a protected characteristic and those who do not.

All employees and workers are expected to challenge inequality, discrimination and harassment or bullying whether it is verbal or written (including email, SMS/text messaging and/or social media posts) and to report any such instances to their line manager or a senior manager where appropriate.

It is expected that all employees will report to their manager (or appropriate senior person) any suspected discrimination, harassment, bullying or intimidation that is taking place within their work area.

### **Head of Procurement**

The Head of Procurement will ensure all procurement practices in respect of goods and services support this policy and enable the Trust to meet its duties under equality anti-discrimination legislation.

### **Staff Representatives**

Staff representatives are expected to work in partnership with the Trust in contributing to the

development, implementation and review of this policy.

### **Service users**

It is our expectation that all users of our services will behave towards our staff and other people using our services with kindness and respect and will refrain from any form of violent, abusive, aggressive, threatening or discriminatory behaviour. The Trust will make every effort to ensure relevant information is available in suitable formats to deter such behaviour.

Service users who are verbally or physically abusive or who make derogatory statements that are of a discriminatory nature should be aware that they will be challenged about their behaviour under our 'Expect Respect Not Abuse' and '#NoHateHere' approaches to managing abuse, violence, aggression and hate. Where appropriate, the Trust may consider issuing a warning or limiting or withdrawing access to our services to those who abuse our staff or other people using our services. The Trust will support victims of violence or aggression to prosecute individuals where deemed necessary. The Trust will consider mitigating factors such as lack of capacity before any action is taken (please refer to our Violence Prevention and Reduction Policy).

We ask that any perceived breach of this policy by any staff member observed by service users is reported to the Ward or department Leader or appropriate clinician or to our Patient Experience Team as soon as practicable.

## **5.0 APPROVAL**

Approval of this Policy took place through the Joint Staff Partnership Forum. Prior to final approval, this policy was reviewed by the Trust's People Wellbeing and Belonging sub-cabinet and our staff networks.

## **6.0 DOCUMENT REQUIREMENTS**

Any action or behaviour found to be in breach of this Policy may be regarded as misconduct or gross misconduct in accordance with the Trust's Disciplinary Procedures.

### **6.1 LEGAL DUTIES**

**The Equality Act 2020<sup>2</sup>** is the primary legislation for equality in the UK and it protects people from discrimination, harassment, and victimisation based on the following protected characteristics:

- Age
- Disability
- Sex
- Gender reassignment
- Marriage and Civil Partnership
- Sexual orientation

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<sup>2</sup> Government Equalities Office and Equality and Human Rights Commission, *Equality Act 2010: Guidance* (2015), available at: <https://www.gov.uk/guidance/equality-act-2010-guidance>

- Pregnancy and Maternity
- Race
- Religion or Belief

More information on the protected characteristics under the Equality Act can be found in Section 6.3 of this policy.

**The Public Sector Equality Duty (PSED)**<sup>3</sup> consists of a general duty detailed in section 149 of the Equality Act 2010, and specific duties which were introduced via secondary legislation; the Equality Act 2010 (Specific Duties and Public Authorities) and is a legal requirement for public authorities and organisations carrying out public functions.

The Duty requires the Trust to consider how we can improve society and promote equality in every aspect of our service. For our people (staff), this means that we must consider and

continuously review how we are promoting equality in:

- Decisions affecting our staff (individuals and/or groups)
- Recruitment, promotion and performance management of our staff
- The development and updating policies, guidance and procedures that affect our staff
- The employment experience we provide

As noted above, the Public Sector Equality Duty has two parts; the general duty and specific duties. The general duty has three aims and requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is banned by the Equality Act 2010.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The specific duties we are required to comply with are:

- Publish equality information at least once a year
- Publish at least one equality objective every four years
- Publish Gender Pay Gap information annually

**Gender Pay Gap Reporting**<sup>4</sup>, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is an annual requirement for the Trust to publish gender pay gap information. The information we are required to publish is as follows:

- Mean gender pay gap – the difference between the mean (average) hourly rate of male employees and that of female full-pay relevant employees
- Median gender pay gap - the difference between the median (mid-point) hourly rate of

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<sup>3</sup> Equality and Human Rights Commission, *Public Sector Equality Duty (PSED)* (2022), available at: <https://www.equalityhumanrights.com/guidance/public-sector/public-sector-equality-duty-psed>

<sup>4</sup> *Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*. Available at: <https://www.legislation.gov.uk/ukxi/2017/172/contents/made>

male employees and that of female full-pay relevant employees

- Mean bonus gap – The difference between the mean bonus pay for eligible male employees and that paid to eligible female employees
- Median bonus gap - The difference between the median bonus pay for eligible male employees and that paid to eligible female employees
- Bonus proportions – The proportion of eligible male and female employees who were paid bonus
- Pay quartiles – The proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

## **6.2 MANDATORY REQUIREMENTS**

In addition to our legal duty, we are also mandated to publish the following reports annually in accordance with the NHS Standard Contract as an NHS Healthcare provider:

- Workforce Race Equality Standard (WRES)
- Workforce Disability Equality Standard (WDES)

We evidence our compliance with the obligations noted in this section through our EDI reports which can be accessed on the Trust website<sup>5</sup>.

In addition to the duties outlined herein, we are also committed to the principles of equality, diversity and inclusion in respect of:

- Human Rights
- Social Deprivation and Health Inequalities

## **6.3 THE EQUALITY ACT 2010 and PROTECTED CHARACTERISTICS**

The following section provides a summary for each of the nine protected characteristics referenced in the Act and how our commitment to inclusion supports us in our duty to uphold the law. This section also outlines our expectations of all staff in upholding the Act and supporting inclusive work environments for everyone.

The Trust takes this opportunity to acknowledge that there are a range of views on protected characteristics and whilst one person may be legally protected under the Act, another with opposing views may also be protected. For example, some people will be transgender and have the right to be protected under the act, and another may hold what have come to be known as ‘gender critical beliefs’ (the view the sex is a biological, immutable fact and distinct from gender identity) and they would also be protected (as they have a ‘protected belief’).

There is no hierarchy of protected characteristics under equality law. The Trust respects everyone’s right to hold beliefs as they wish and has no wish to stifle or interfere with them. We also recognise the right to freedom of belief and freedom of expression.

We take this opportunity to note that the way particular views are expressed can, if expressed in a way to which objection could justifiably be taken, amount to a breach of equality law which

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<sup>5</sup> Sherwood Forest Hospitals NHS Foundation Trust, *Equality, Diversity and Inclusivity*, available at: <https://www.sfh-tr.nhs.uk/about-us/regulatory-information/equality-diversity-and-inclusivity/> [Click on the year tab to view reports noted in section 2.1 and 2.2]

could lead to a legal claim against the individual who expressed the view and/or the Trust. The way views are expressed could also lead to disciplinary and/or grievance action.

As noted, the Trust has no wish to influence anyone's views. The key point is that the Trust expects all staff, regardless of their views and characteristics, to behave respectfully towards each other (and their patients and other service users) and in line with our CARE values, and to be mindful of these principles when expressing views about any protected characteristics.

### **6.3.1 Age**

In the employment context, it is unlawful to treat someone unfavourably at any stage of their employment because of their age.

Age discrimination occurs when an individual is treated less favourably because of their age. This treatment may arise from a single action or from the application of a rule, practice, or policy. Importantly, discrimination can be unlawful even if it is unintentional.

The Equality Act defines age in relation to an *age group*. An age group may include people of the same age or a wider range of ages—for example, people under 18, people over 60, or people under 50.

Under the Act, it is unlawful to discriminate against someone because:

- They are (or are not) a particular age or part of a particular age group.
- They are perceived to be (or not be) a certain age or in a certain age group (discrimination by perception).
- They are associated with someone of a particular age or age group (discrimination by association).

### **Summary**

Promoting age equality is both a legal requirement and an essential part of creating respectful, inclusive, and effective workplaces for everyone. For the purposes of this policy, age will not influence decisions or opportunities relating to recruitment, selection, promotion, or access to learning and development.

All staff are expected to:

- Treat colleagues and service users fairly and respectfully without making assumptions or decisions based on age.
- Challenge age-related inappropriate comments or behaviour and report concerns in accordance with Trust policies and procedures.

### **6.3.2 Disability**

The Equality Act provides protection from harassment and discrimination. Disability discrimination occurs when an individual is treated less favourably or placed at a disadvantage because of their disability. This may involve a single action, the application of a rule or policy, or physical or communication barriers that make access difficult or impossible. Discrimination can be unlawful even if it is unintentional.

In employment, including during recruitment, it is unlawful to treat someone unfavourably because they have a disability.

Under the Equality Act, a disability is defined as a *physical or mental impairment* that has a *long-term* and *substantial* adverse effect on a person's ability to carry out normal day-to-day activities.

- **Long-term** means the impairment has lasted or is likely to last at least 12 months or for the remainder of the person's life.
- **Substantial** means more than minor or trivial.

This definition includes sensory impairments including sight (unless vision can be corrected by wearing spectacles) and hearing.

The Act also automatically covers people diagnosed with progressive conditions such as HIV, cancer, or multiple sclerosis from the point of diagnosis, even if they are not yet experiencing day-to-day limitations. Severe disfigurement is also considered a disability under the Act.

It is important to recognise that disabilities may be visible or hidden and can affect individuals physically, mentally, sensory-wise or developmentally.

The Act protects individuals from discrimination because:

- They have a disability.
- They are perceived to have a disability.
- They are associated with someone who has a disability.

The Act also protects people from discrimination arising from disability, meaning unfavourable treatment because of something connected to their disability; for example, needing time off for medical appointments.

Protection applies where the employer knows, or could reasonably be expected to know, that the individual has a disability.

### **6.3.2 [i] Reasonable Adjustments**

A core requirement of the Equality Act is the duty to make reasonable adjustments. These adjustments remove or reduce barriers to enable disabled individuals to access employment fairly and effectively.

Reasonable adjustments may include, but are not limited to:

- Modifying workplaces or workstations
- Providing assistive technologies
- Adjusting working hours or patterns
- Offering additional support during recruitment and selection
- Adapting communication methods

Failure to provide reasonable adjustments where required constitutes disability discrimination.

### **6.3.2 [ii] Trust Provision:**

As part of our commitment to disabled staff, the Trust provides disability leave for staff who consider themselves to have a disability (an individual must have updated their Disability information on ESR to access disability leave). This adjustment supports staff in managing appointments or activities directly related to their disability.

Our Reasonable Adjustments Guidance provides support for the provision of adjustments and the Managing Health and Attendance Policy contains further information about Disability Leave.

### **6.3.2 [iii] Disability Confident Employer**

The Trust is a Disability Confident Employer. The scheme support employers to attract, recruit and retain disabled people in work. As a member of the scheme, the Trust commits to the following and must complete a self-assessment every three years:

- Actively attract and recruit disabled people to help fill job vacancies.
- Provide a fully inclusive and accessible recruitment process.
- Offer interviews to disabled applicants who demonstrate through their application that they meet the essential criteria for a role and have declared a disability.
- Be flexible when assessing candidates to ensure disabled people have the best opportunity to demonstrate they can do the job.
- Support new and existing staff by offering and making reasonable adjustments as required.
- Ensure all staff have appropriate disability equality awareness.

### **Summary**

Disability awareness is essential to creating a supportive, productive, and inclusive workforce where disabled staff can thrive.

All staff are expected to:

- Challenge discriminatory behaviour, language or assumptions related to disability and report any concerns promptly in accordance with organisational policies and procedures.
- Where required, support leaders with reasonable adjustments to remove barriers and enable full participation for disabled staff (for example; supporting different ways or styles of communicating when asked, not altering workstations that have been specifically set up to accommodate adjustments for an individual, not removing equipment that has been provided to support an individual).

### **6.3.3 Sex**

The Equality Act 2010 prohibits discrimination based on sex. For the purposes of the Act, sex refers to males or females, as individuals or groups, of any age.

The organisation is committed to ensuring that no individual experiences discrimination, harassment, or victimisation based on their sex, and ensuring fair treatment in all aspects of working life.

Employment policies, decision-making, and workplace behaviours must support fairness, inclusion, and equal treatment for employees of all sexes. Managers are responsible for ensuring that workplace culture and practices do not reinforce stereotypes or create unequal expectations based on sex. Managers must ensure that sex is not a factor in recruitment decisions which will be fair and based on knowledge, experience and skills and learning and development opportunities will be provided equally for all staff.

In addition to our duties under the Equality Act 2010, the Trust is fully committed to meeting its obligations under the Employment Rights Act 2025 which include taking all reasonable steps to prevent sexual harassment and ensuring protection for anyone who raises concerns or makes a

disclosure. More information can be found in the Trust's Sexual Safety Policy and Freedom to Speak Up Policy.

### **Summary**

Awareness of the rights of both men and women is essential to preventing intentional or unintentional discrimination or harassment and to fostering environments where all individuals are respected and treated fairly.

All staff are expected to:

- Promote equitable workspaces where both women and men can enjoy a positive experience at Sherwood.
- Challenge discriminatory behaviour, comments or practices related to sex and and report concerns promptly in accordance with Trust policies and procedures.
- Support work environments where people can participate fully and are valued.
- Contribute to safe and respectful environments and promptly report any incidents or sexual safety concerns they experience or witness through appropriate reporting routes.

### **6.3.4 Gender Reassignment**

The Equality Act defines gender reassignment as a protected characteristic. This includes people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of their sex.

The Act refers uses the term 'transsexual' to describe people with this protected characteristic. We acknowledge that term is now widely understood to be outdated and should not be used to describe an individual unless they self-identify with it.

Transgender is a broad and respectful term to describe people whose gender or gender identity differs from the sex assigned to them at birth. The term 'trans' is often used and considered acceptable as are 'trans person', 'trans man', and 'trans woman'.

Under the Act, 'gender reassignment is a personal process'; that is, moving away from one's birth sex to the preferred gender, rather than a medical process.

The reassignment of a person's sex may be proposed but never gone through; the person may be in the process of reassigning their sex, or the process may have happened previously. It may include undergoing the medical gender reassignment treatments, but it does not require someone to undergo medical treatment to be protected.

To be protected under the Act, there is no requirement for a trans person to inform their employer of their gender reassignment status. However, if an individual is proposing to undergo gender reassignment or is still in the process of transitioning, they may want to discuss this with their line manager (or with a colleague in the EDI or People Operations teams) so they can be supported during the process.

Where an individual has been diagnosed as having 'Gender Dysphoria' or 'Gender Identity Disorder' and the condition has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities, they may also be protected under the disability discrimination provisions of the Act.

The Equality Act says people must not be directly discriminated against because:

- They have the protected characteristic of gender reassignment. However, a person is not protected under the Act unless they have proposed, started or completed a process to change their sex.
- A person thinks someone is transgender (for example because a person occasionally cross-dresses or does not conform to gender stereotypes).
- A person is connected to a trans person.

#### **6.3.4 (i) Non-Binary**

Non-binary is the most common term used for people whose gender identity does not fit within the binary categories of 'Male' or 'Female'. Someone who describes themselves as non-binary or gender fluid has the protected characteristic of gender reassignment for the purposes of equality law.

#### **Summary**

Trans and non-binary awareness ensures that everyone regardless of gender identity or transition status will feel safe, respected and able to thrive on their employment journey with the Trust.

All staff are expected to;

- Respect the identity of individual's and use a person's chosen name or pronouns when requested.
- Protect privacy and dignity by treating a person's transgender status as confidential.
- Provide support by listening to individual needs and addressing any harmful behaviours.

#### **6.3.5 Marriage and Civil Partnership**

Under the Equality Act, employees who are married or in a civil partnership are protected from discrimination and unfair treatment.

This means employers must ensure that people are not treated less favourably because of their marital or partnership status, for example, in recruitment, promotion, benefits, or day-to-day working practices.

The protection does not cover people who are single, divorced, or widowed, but it does require organisations to apply policies consistently and ensure decisions are based on merit, not personal circumstances.

#### **Summary**

Awareness of the Act in relation to marriage and civil partnership supports fair decision making, avoids assumptions about personal circumstances and encourages consistent and respectful treatment of colleagues.

All staff are expected to;

- Treat everyone fairly and respectfully without making assumptions or decisions based on marriage or civil partnership status.
- Challenge inappropriate comments or behaviour and report concerns in accordance with Trust policies and procedures.

### **6.3.6 Sexual Orientation**

Under the Equality Act 2010, sexual orientation is a protected characteristic. By its very nature, this subject is private and confidential. We acknowledge that some people will be confident to talk openly with colleagues and their manager about their partner whereas others will not. Whilst we encourage workplaces where people should feel safe to talk openly about their sexuality, we recognise that some people keep this information private for personal reasons or by personal choice.

Employees must not be treated less favourably, face discrimination, harassment, or victimisation because they are lesbian, gay, bisexual, heterosexual, or of any other sexual orientation.

We are committed to ensuring fair and consistent treatment in all aspects of employment and foster a working environment where colleagues feel safe, respected, and able to be themselves without fear of discrimination.

#### **Summary**

Awareness of the protection afforded in the Equality Act for sexual orientation supports working environments where everyone is treated with dignity and respect and where discrimination is not tolerated.

All staff are expected to:

- Treat everyone with respect and not make assumptions if a colleague is silent about their partner and/or relationship.
- Challenge or report discrimination, harassment or victimisation helping to maintain workplaces that are free of homophobic language or behaviour.
- Support work environments where people can participate fully, process, feel safe and valued.

### **6.3.7 Pregnancy and Maternity**

Under the Equality Act 2010, pregnancy and maternity are protected characteristics, and the Trust is committed to ensuring that all staff who are pregnant or have recently given birth are treated fairly and without discrimination.

Protection under the act applies from the point an employee notifies the Trust of their pregnancy through to the end of their maternity leave. The Trust recognises that pregnancy and maternity can involve significant physical, emotional, and practical changes, and is therefore committed to creating a supportive environment that enables staff to balance their health, wellbeing, and work responsibilities. This includes ensuring safe working conditions, making reasonable and timely workplace adjustments, protecting staff from unfavourable treatment, and providing clear processes for raising and addressing concerns.

#### **Summary**

Awareness of pregnancy and maternity rights enables all colleagues to support those who are pregnant or those who are on and/or returning from maternity leave by contributing within their team so colleagues feel respected, supported, and able to discuss their needs openly without fear of negative consequences.

All staff are expected to:

- Treat colleagues who are pregnant or on maternity leave with respect and sensitivity.
- Refrain from any behaviour, comments or actions that could constitute discrimination, harassment or unfavourable treatment.
- Contribute to an inclusive environment by being supportive and respectful of pregnancy and maternity related needs.

### **6.3.8 Race**

Under the Equality Act 2010, Race is a protected characteristic; race includes nationality, and ethnic or national origins and protects individuals from discrimination, harassment and victimisation related to race. This legal duty extends across recruitment, opportunities for development, everyday workplace interactions, and organisational decision-making.

Promoting positive race relations involves developing a culture where people of all racial and ethnic backgrounds feel respected, valued, and able to thrive. It requires acknowledgment that racism can be overt or subtle, intentional or unintentional, and that biased practices can disproportionately disadvantage particular groups.

A commitment to race equity means ensuring our policies, processes and behaviour reduce inequality rather than reinforce it. This includes actively preventing prejudicial treatment, responding robustly to incidents of harassment or exclusion, and ensuring decision-making is fair, transparent, and based on merit.

As an organisation, we take responsibility for shaping a workplace where fairness, respect and inclusion are non-negotiable. We do this by embedding anti-racism principles in our leadership, policies, training, and staff expectations.

### **Summary**

We recognise that fostering positive race relations depends on everyday actions; listening to lived experiences, challenging harmful behaviours, and creating environments where people feel safe to speak up. Race equity is not a one-time action; it is a continuous commitment to improving our systems and culture so that everyone has equal opportunity to belong, contribute, and succeed.

All staff are expected to:

- Treat everyone with respect and challenge any racist behaviour
- Contribute to an inclusive and culturally respectful working environment
- Uphold the Trust's commitment as outlined above in all interactions and conduct

### **6.3.9 Religion or Belief**

Under the Equality Act 2010, religion or belief is a protected characteristic. The Trust is committed to ensuring that staff of all faiths, beliefs, and non-beliefs are treated with dignity and respect and are able to express their beliefs appropriately within the workplace. This includes recognising and valuing religious diversity, supporting reasonable requests for religious observance where operationally feasible, and fostering an environment free from discrimination, harassment, or intolerance.

All staff share responsibility for contributing to a culture where colleagues feel safe to be themselves and where differing beliefs are acknowledged and respected.

### **Summary**

Awareness of the protections in the Act enables a culture of mutual respect and understanding.

All staff are expected to:

- Treat colleagues' faiths, beliefs and non-beliefs with respect and refrain from discriminatory or exclusionary behaviour.
- Be considerate and supportive of religious observance needs where this is operationally feasible.
- Support an inclusive culture by acknowledging and valuing the diversity of religion and belief in the organisation.

### **6.4 Procurement**

The Trust sets out criteria when tendering contracts and services. As part of this process, equality clauses which businesses are required to meet in order to be successful through the tendering process are included in the tender documentation. We will not award contracts if a commitment to equality and fairness is not demonstrated and breaches may lead to termination of contracts

Where contractors do not have relevant equality policies they will be expected to adopt the Trust's policies as a minimum requirement.

**7.0 MONITORING COMPLIANCE AND EFFECTIVENESS**

<b>Minimum Requirement to be Monitored</b>  (WHAT – element of compliance or effectiveness within the document will be monitored)	<b>Responsible Individual</b>  (WHO – is going to monitor this element)	<b>Process for Monitoring e.g. Audit</b>  (HOW – will this element be monitored (method used))	<b>Frequency of Monitoring</b>  (WHEN – will this element be monitored (frequency/ how often))	<b>Responsible Individual or Committee/ Group for Review of Results</b>  (WHERE – Which individual/ committee or group will this be reported to, in what format (eg verbal, formal report etc) and by who)
Workforce Race Equality Standard	People EDI Lead	Data from ESR and Staff Survey	Annually	Report to: People Committee People Cabinet People Wellbeing & Belonging Sub-Cabinet JSPF
Workforce Disability Equality Standard	People EDI Lead	Data from ESR and Staff Survey	Annually	Report to: People Committee People Cabinet People Wellbeing & Belonging Sub-Cabinet JSPF
Gender Pay Gap Report	People EDI Lead	Data from ESR/Payroll	Annually	Report to: People Committee People Cabinet People Wellbeing & Belonging Sub-Cabinet JSPF
Equality Impact Assessments	To be completed by managers / Policy owners / Divisions	Audit of Equality Impact Assessments	Monthly	Report to: People Wellbeing and Belonging Sub Cabinet JSPF

## **8.0 TRAINING AND IMPLEMENTATION**

In order to put the concept of equal opportunities into practice in the day to day operation of health care services at The Trust, the following action will be taken:-

- All employees are required to complete mandatory EDI training every three years through E-Learning for Healthcare.
- The responsibilities of all employees in connection with this Policy will be made explicit and managers will be expected to incorporate the philosophy of this statement into all management systems and procedures.
- The Trust's procedures for recruitment, selection, promotion and training will be subject to periodic review, and monitoring systems will be established to assess the application and effectiveness of such procedures.
- Appropriate training and guidance will be provided for key decision makers such as managers, supervisory staff and those involved in Human Resource Management practices.
- All new employees to the Trust will, as part of their induction (orientation day and new starter e-learning), be made aware of the Trust's commitment and their personal obligation to discharge their responsibilities, as outlined within this Policy, in the course of their employment with the Trust.

The Trust will ensure that appropriate mechanisms are in place for investigating and resolving grievances regarding discrimination and harassment, and any allegations of will be treated seriously and sensitively, and appropriate action taken.

The Trust will also ensure the provision of additional guidance documents to support the implementation of this policy.

## **9.0 IMPACT ASSESSMENTS**

This document has been subject to an Equality Impact Assessment, see completed form at Appendix 3

This document is not subject to an Environmental Impact Assessment

## **10.0 EVIDENCE BASE AND RELATED SFHFT DOCUMENTS**

**Evidence Base: Legislation, Mandatory standards, National Guidance and associated Trust documents:**

- The Equality Act 2010
  - Public Sector Equality Duty (PSED) (Equality Act 2010, Section 149)
  - The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- The NHS Constitution 2010
- Human Rights Act 1998
- NHS Workforce Race Equality Standard

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- NHS Workforce Disability Equality Standard
- NHS EDI Improvement Plan
- NHS National Staff Survey

## **Related Trust Documents:**

- Trust People Strategy
- People Equality, Diversity and Inclusion Guidance
- Dyslexia Guidance
- Neurodiversity Guidance
- Reasonable Adjustments Guidance
- Transgender and Non-Binary Colleague Guidance
- Definitions of Discrimination and Bullying Guidance
- Hate Crime Guidance
- Trust CARE Values
- Flexible Working Policy and Procedure
- Maternity, Adoption, Paternity and Shared Parental Leave Guidance
- Agile Working Guidance
- Dignity at Work Policy
- Raising Concerns (Whistleblowing) Policy and Procedure
- Violence Prevention and Reduction Policy

## **11.0 KEYWORDS**

Discrimination, fair, identity, law, rights, characteristics, legislation, bullying, harassment, inequality, equality act, EDI, abuse

## **12.0 APPENDICES**

Appendix 1 – Discrimination Explained

Appendix 2 – Pronouns Explained

Appendix 3 – Microaggression

Appendix 4 – Inclusive Language Guidance

Appendix 5 – Equality Impact Assessment

## **APPENDIX 1 – TYPES OF DISCRIMINATION**

Discrimination occurs when someone treats a person or particular group of people differently, especially in a worse way from the way in which they treat other people, because of a protected characteristic, for example, their ethnic background, sex, sexuality. There are different ways in which discrimination occur and it is important that all colleagues have an understanding of the types of discrimination in order to uphold the requirements of this policy.

### **Direct Discrimination:**

Direct discrimination occurs when someone is treated less favorably than another because of a protected characteristic they have or are thought to have, or because they are associated with someone who has a protected characteristic.

### **Indirect Discrimination:**

Indirect discrimination can occur when you have a condition, rule, policy or even a practice that applies to everyone particularly disadvantages people who share a protected characteristic. Indirect discrimination can also occur if a person is able to demonstrate that they have suffered the same disadvantage as a person who has a protected characteristic even if they don't share that characteristic.

### **Associative Discrimination:**

This is direct discrimination against someone because they associate with another person who possesses a protective characteristic.

### **Perceptive Discrimination:**

This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

## **APPENDIX 2 - PRONOUNS EXPLAINED**

We use pronouns all the time in our everyday life, for e.g. “Have you heard from Sue?”, “No, she hasn’t got back to me”; *she* is the pronoun in this example. When using pronouns in communication about people, we usually use the pronoun that we think best suits how a person appears.

The use of pronouns is becoming more common in society but why is their use increasing?

They are a small and really simple way to be more inclusive and to normalise discussions around gender. In particular, it enables transgender people (a person whose gender is different from their "assigned" sex at birth) and non-binary people (a person who does not identify as "male" or "female") to let others know which pronoun/s they prefer which avoids them being misgendered.

If you are cisgender (your gender identity matches the sex you were assigned at birth), the use of pronouns are a way of letting people know how they can refer to you but also shows your allyship to trans and non-binary people and that you don’t make assumptions about gender.

The use of pronouns can also be useful for anyone who has a gender-ambiguous name, for example, Charlie, Jan, Kerry or Dale.

Common pronouns:

- He/him/his (for someone who might identify as male)
- She/her/hers (for someone who might identify as female)
- They/them/their (for someone who might not identify as male or female, these pronouns are ‘gender neutral’; they are also used when referring to multiple people.

## **APPENDIX 3 – MICROAGGRESSION**

### **What is Microaggression?**

Derald Wing Sue, a Professor of Counselling Psychology at Columbia University describes microaggressions as: “the everyday slights, indignities, put-downs and insults that members of marginalised groups experience in their day-to-day interactions with individuals who are often unaware they have engaged in an offensive or demeaning way”.

Microaggressions often occur because of bias, judgements and/or deep-rooted beliefs about people that may not be right or reasonable and they often occur ‘without thinking’. We need to be more aware of microaggressions because whilst it is acknowledged that they don’t always happen with the intent to cause harm, the impact on individual’s can be significant.

Because of their subtlety, they can be difficult to identify but they are commonplace. It is important that colleagues recognise and challenge microaggression in the workplace from patients and colleagues. There is the potential of more obvious discrimination to happen when microaggression’s go unchallenged.

### **Examples of microaggression**

It is impossible to provide an exhaustive list of microaggressions, but the examples below should be helpful in identifying them;

#### **Verbal**

##### **Race**

- I don’t want to be treated by a foreigner
- I don’t want international nurses in this department, you can’t understand what they’re saying
- I give up, I can’t say your name
- I bet you make a good curry

##### **Religion**

- Making derogatory comments about colleagues who are fasting
- Why don’t you take your headscarf off if you’re hot
- Why are they allowed to leave the department just so they can pray

##### **LGBTQ+**

- Why don’t we have a PRIDE for straight people
- There’s only two genders
- You don’t look gay

##### **Disability/Mental ill-health/Neurodiversity**

- You look so normal
- They’re playing the mental health card again
- My OCD is going to kick in

##### **Behavioural**

- Telling jokes about minority groups (ethnic minority people, disabled people, LGBTQ+ people)
- Ignoring a female doctor/consultant and interacting with a male (who is less senior)

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- Approaching a male with a query, assuming they are the senior person in the team
- Not considering someone for career progression because they are older/younger
- Tutting and/or sighing when someone enters a space we are in

### Impact of Microaggression

The term 'micro' can make it sound like a microaggression is small and of no consequence, but 'micro' refers to the subtlety of the behaviour, not the impact.

Because of their subtlety, the impact of microaggression can evolve over time; the first time a person is subjected to one, they may feel awkward but the second time, it feels more uncomfortable and the third time will feel even more uncomfortable and hurtful; because they are commonplace in society as well as in the workplace, they can happen often so if a person makes only one remark, it is very unlikely to be the only time the victim has heard that remark (or similar).

When someone is experiencing regular microaggression in the workplace, the following impacts are likely;

- Reduced professional performance
- Poorer mental health and wellbeing
- Absence from the workplace
- Leaving the workplace

Microaggressions make individual's feel uncomfortable and marginalised and the presence of them in the workplace can lead to individual's feeling unwelcome and/or excluded. For people who are the victim of them, they are unlikely to feel a true sense of belonging which all our colleagues should have when working at Sherwood.

For more education on microaggression and how to challenge occurrences in the workplace, colleagues are encouraged to attend the Allyship in Sherwood training and Active Bystander Awareness training. Information can be found via the EDI Team: [sfh-tr.edisupport@nhs.net](mailto:sfh-tr.edisupport@nhs.net)

## **Appendix 4 – INCLUSIVE LANGUAGE GUIDANCE**

### **Introduction**

Sherwood Forest Hospitals is proud of its diverse workforce and recognises that diversity in our people brings a wealth of experiences, perspectives and introduces multiple languages into the workplace which we value and respect.

We have developed this guidance and included it within this policy to ensure all staff have a shared understanding of how we will respect those who speak different languages to maintain positive working relationships and maintain patient safety and the delivery of high-quality care.

The aim of this guidance is to encourage open and honest conversations with your colleagues to prevent misunderstandings and unintentional insensitivity.

### **Principles**

The Trust is committed to inclusive and respectful environments for all staff. We believe staff speaking in their own language can have several benefits including:

- **Valuing Cultural Diversity:** Staff speaking in their own language promotes inclusion and celebrates the diversity of our workforce. It creates an environment where staff will feel valued and respected for their cultural identity.
- **Belonging:** Speaking in one's own language enables staff to connect with others who share the same language and cultural heritage. It supports a sense of belonging at Sherwood which can positively impact morale, teamwork and job satisfaction.
- **Wellbeing:** Opportunities for staff to relax and recharge whilst conversing in their own language can provide a sense of comfort which can help to relieve any stress and promote better overall wellbeing.

### **Our Approach**

It is important that all conversations are appropriate and considerate of other staff and our service users and visitors. The Trust places great importance on our ability to communicate and work together well as detailed in our Trust CARE Values and it is important to ensure that we all communicate in a way which includes others in conversations.

Whilst we don't have a specific policy regarding language use, there are situations where the use of a common language, which everyone understands, is important for the following reasons:

- **Patient Safety:** Clear and effective communication is crucial to ensure patient safety. When healthcare professionals speak in a language other than English, that the patient, their family members or carers or other staff cannot understand, it can lead to miscommunication, misunderstandings and potential errors in the delivery of care.
- **Quality of Care:** Speaking a language that patients and or their family members or carers understand can help to establish trust, improve rapport and enhance the overall quality of care. It allows all staff to effectively gather information, provide instructions, answer questions and address concerns leading to better patient outcomes.
- **Inclusive Care:** Using common language promotes inclusion and ensures that all service users and their family members or carers have equal access to healthcare services. It avoids excluding individuals who may not understand the language being

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spoken, reduces potential language barriers and enhances the overall patient experience.

- **Confidentiality and Privacy:** Speaking in a language that patients and their family members or carers can understand ensures confidentiality and privacy is maintained.
- **Professional Standards:** All healthcare professionals are expected to adhere to professional standards and codes of conduct which often includes effective communication with patients, their family members or carers and other healthcare professionals. This helps to maintain professionalism, respect and cultural sensitivity in the clinical environment.
- **Safety:** Clear communication is vital in providing quality healthcare services. Speaking a common language at work ensures that all staff can understand and respond appropriately to critical information, instructions and needs.
- **Documentation and Record Keeping:** English is used for official documentation, records and policies within the NHS. Consistency in language ensures accuracy, accessibility and ease of understanding for all staff and where appropriate service users (translation services are available for service users where required).
- **Inclusive Environment:** The Trust aims to create an inclusive environment where all staff can effectively interact and participate in conversations regardless of their language backgrounds.

In summary, our approach is that in clinical areas or where the care of a patient is being discussed, a common language should be used but in non-clinical settings, staff are free to choose the language they converse in whilst being mindful not to exclude anyone from conversations.

Our approach supports our goal in ensuring the appropriate balance between promoting effective communication and safety and respecting the diverse backgrounds of staff within the Trust.

### Celebrating Diversity

Celebrating diversity and recognising the multiple languages spoken, especially within a team, can advance inclusion, promote cultural awareness and our Trust CARE Values.

Below are some suggestions to achieve this:

- **Promote:** Use visible boards within your work area to list the languages spoken by the team each day. This may be helpful for patients who speak multiple languages and may find it easier to speak in their own language and this could be supported by a member of the team.
- **Share:** Teams could learn one another's language (key greetings or simple sentences are a good place to start).
- Staff from the local area are encouraged to help colleagues new to Nottinghamshire by sharing aspects of the local dialect such as the use of "duck" and other common expressions to support their welcome and aid understanding. **Learn:** Attend the Allyship in Sherwood and Active Bystander Awareness training to support your understanding and have the ability to support greater inclusion within teams. More information can be obtained by emailing: [sfh-tr.edisupport@nhs.net](mailto:sfh-tr.edisupport@nhs.net)
- **Network:** The Trust has a number of Staff Networks with safe spaces to ensure staff have a voice and network members support EDI events that support inclusion. Becoming a member enables staff to connect with other individuals across the Trust to share experiences. Allies are also welcome to join our networks to

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support network activities. More information can be found on the Trust's Intranet site here: [Staff Networks](#)

- **Feedback:** Installing a feedback/suggestion box within the department allows staff to suggest ways to celebrate diversity and voice any concerns in a confidential way.
- **Participate:** The EDI team and Chaplaincy teams promote a number of religious and cultural events throughout the year; keep up to date on what's happening through the Trust Bulletin and consider how you can incorporate celebrations and awareness within your team.

Implementing these suggestions can not only celebrate the diverse languages and cultures within teams but can also enhance patient care. Remember, our goal is to create an environment where everyone feels valued and included.

### Raising Concerns

The aim of this guidance is to help consider the needs of everyone and work together to create an inclusive environment. There may be occasions where we don't get this right or where you have concerns about colleagues speaking in their own language. In these circumstances it's essential that you feel safe to raise this and assured your concerns will be handled with sensitivity, respect and in line with the Trust CARE Values.

If you have concerns, please raise this at the time either directly with the person/people involved where you can, or with your line manager (or equivalent).

Where colleagues have a concern raised to them, please follow the following points to enable exploration of the concern and appropriate resolution.

**Listen actively:** Listen to the staff member's concerns without interruption to understand the basis of their discomfort.

**Seek clarity:** Ask questions to ensure clear understanding of the specific situation that led to a concern being raised, for example:

- Have you spoken to the colleagues involved?
- When and where does this typically occur?
- Why has this caused you to raise a concern?
- What specifically makes you feel uncomfortable?
- How has this impacted upon patient safety?

### Address the issue:

- If the concern arose through personal discomfort or prejudice on the part of the person raising the concern, respectfully and kindly remind the individual about the importance of diversity and the benefits of inclusion. This might involve reference the Trust CARE Values and providing a copy of this guidance for reference.
- If it is clear that colleagues speaking in their own language is impeding patient care, Trust CARE Values and/or the principles within this guidance it will likely be appropriate to respectfully and kindly remind those colleagues of the importance of using a common language in specific settings.

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If a concern is raised to you and you are unsure how to address it, please liaise with your superior as appropriate or contact the EDI Team: [sfh-tr.edisupport@nhs.net](mailto:sfh-tr.edisupport@nhs.net) or People Services Team: [sfh-tr.peopleserviceteam@nhs.net](mailto:sfh-tr.peopleserviceteam@nhs.net)

*This guidance has been produced with reference to the UNISON Guidance on Use of Language (Migrant workers agree landmark NHS guidance on use of different languages at work - UNISON South West)*

**Appendix 5 – Equality Impact Assessment**

<b>Name EIA Assessor:</b> Alison Pearson		<b>Date of EIA completion:</b> 1 <sup>st</sup> April 2026
<b>Department:</b> People Operations		<b>Division:</b> Corporate
<b>Name of service/policy/procedure being reviewed or created:</b> People Equality, Diversity and Inclusion Policy		
<b>Name of person responsible for service/policy/procedure:</b> Jacqueline Read		
<b>Brief summary of policy, procedure or service being assessed:</b> The People Equality, Diversity and Inclusion Policy outlines the Trusts commitment to EDI and sets out the legal requirements that apply. It defines the expected standards of behaviour for all staff in relation to EDI and summarises what we expect from our service users. As a public body, the Trust has a statutory duty to eliminate discrimination, advance equality and foster good relations.		
<b>Please state who this policy will affect:</b> Patients or Service Users, Carers or families, Staff,		
<b>Protected Characteristic</b>	<b>Considering data and supporting information, could protected characteristic groups' face negative impact, barriers, or discrimination? For example, are there any known health inequality or access issues to consider? (Yes or No)</b>	<b>Please describe what is contained within the policy or its implementation to address any inequalities or barriers to access including under representation at clinics, screening. Please also provide a brief summary of what data or supporting information was considered to measure/decipher any impact.</b>
<b>Race and Ethnicity</b>	No	The Policy defines the behavioural standards expected of all staff and clearly details the legal obligations on which these requirements are based. The inclusion of specific expectations for each of the nine protected characteristics offers staff clear guidance on how to uphold the Trust's commitment to equality, diversity and inclusion and ensure compliance with statutory duties in the course of their work.  The Policy also notes the expectation we have of service users when interacting with our staff or other service users.  We recognise that some individuals' beliefs may not align with other protected characteristics. The Policy provides clear guidance on how discrimination can be prevented when people hold differing or opposing
<b>Sex</b>	Yes	
<b>Age</b>	No	
<b>Religion and Belief</b>	Yes	
<b>Disability</b>	No	
<b>Sexual Orientation</b>	No	

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<b>Pregnancy and Maternity</b>	No	views; our approach is that all individuals are to be treated with respect and kindness regardless of any protected characteristics.
<b>Gender Reassignment</b>	Yes	
<b>Marriage and Civil Partnership</b>	No	
<b>Socio-Economic Factors (i.e. living in a poorer neighbourhood / social deprivation)</b>	No	

<p><b>What consultation with protected characteristic groups including patient groups have you carried out?</b> We consult with our Staff Networks members in the development and review of EDI policies.</p>
<p><b>As far as you are aware are there any Human Rights issues be taken into account such as arising from surveys, questionnaires, comments, concerns, complaints or compliments? No</b></p>

<b>On the basis of the information/evidence/consideration so far, do you believe that the policy / practice / service / other will have a positive or negative adverse impact on equality? (delete as appropriate)</b>						
<b>Positive</b>			<b>Negative</b>			
		<b>High</b>		<b>Low</b>		

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**If you identified positive impact, please outline the details here:**

This policy is intended to advance equality, eliminate discrimination and provide a true sense of belonging for everyone regardless of protected characteristics in relation to all aspects of employment.

**Signature:** A Pearson [signed electronically]

\*I can confirm I have read the Trust's Guidance document on Equality Impact Assessments prior to completing this form\*

**Date:** 1<sup>st</sup> April 2026