

The Equality Act 2010

Under Section 149 of the Act NUH must have due regard to the need to:

- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This means that as an NUH employee, you will need to be pro-active about delivering an equitable service to both service users and colleagues to ensure everyone is treated with dignity and respect.

Equality and diversity is also at the heart of the Values and Behaviours work programme known as 'Here for you' and 'Better for you'.



For an online library of equality and diversity information & resources, please visit the following links:

http://nuhnet/human_resources/equality_diversity/Pages/

Find us on Facebook here – show your support by 'Liking' our page

<https://www.facebook.com/nuhequalitydiversityinclusion/>



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Equality and Diversity

Information for staff



For more information please contact

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Diversity is about people. People are our most valuable asset. We can only deliver the best healthcare experience to a diverse population because of the diverse skills, knowledge and competencies that our staff possess.

We value all our staff, irrespective of background, ethnicity, gender, age, physical characteristics, disability, sexual orientation, having or not having a religion or belief or where they live. We also recognise that people can be proud of their diversity and who they are. If you work for us, we want you to feel valued.

We will support all staff to fulfil their own individual potential and will provide an equal opportunity in accessing learning and development.

Help us to help you

If you want to discuss any equality and diversity matter that may be affecting you in your work, or how we can make things better, please speak to your line manager, human resources manager or staff side union or professional body or contact:

Head of Equality and Diversity

Giles Matsell

Tel: 0115 9691169 ext. 76135

Email: giles.matsell@nuh.nhs.uk

Staff support networks

NUH operates a zero tolerance approach to all forms of discrimination. Sometimes though, people can be made to feel isolated and vulnerable. Staff groups are support mechanisms where staff can discuss their feelings.

Helping everyone

Staff networks are also an important consultation mechanism for colleagues who need to consider the impact of their service on the diverse groups of people we serve. The networks and their contacts are:

BMESN

Black and Minority Ethnic Staff Network (all ethnicities). A network promoting race equality. For further details contact: giles.matsell@nuh.nhs.uk

Lesbian, Gay, Bisexual, Trans, Questioning and Allies (LGBTQ and Allies) Staff Network

A network to promote equality in sexual orientation and is open to all staff who identify as lesbian, gay, bisexual, heterosexual, trans, questioning. For further details contact: giles.matsell@nuh.nhs.uk

Staffability

A network to promote disability equality and challenge stigma. For staff members who identify as having a physical or mental impairment that has a substantial and long-term effect on their ability to do normal daily activities. For further details contact: giles.matsell@nuh.nhs.uk

Carers

A carer is anybody who looks after a family member, partner or friend who needs help because of their illness, frailty or disability. All the care they give is unpaid. Many carers don't see themselves as carers as they juggle their caring responsibilities with work. It's likely that every one of us will have caring responsibilities at some time in our lives with the challenges faced by carers taking many forms.

The NUH staff carers network is a virtual group who meet as required to discuss their experiences, talk to people in similar situations and find out about support.

Just ask to be added to the distribution list and you'll be able to receive information on future meetings by email. Please contact giles.matsell@nuh.nhs.uk

Discrimination, harassment and bullying

Where we find discrimination, harassment and bullying, we will take action following NUH policies.

It can be hard to speak up against discrimination, harassment and bullying if you are the lone voice but we strongly encourage you to raise it with your line manager or a senior manager should you unfortunately encounter it.

The Policy on Dignity at Work will give you further guidance on this.