

# OUR INCLUSION STRATEGY

## 2018-2022 Summary

**Our Inclusion aim is to integrate equality and diversity into everything we do – a natural part of everyday practice, owned by everyone. We:**

believe that everyone should be treated fairly with honesty, respect and dignity

will not tolerate unfair treatment or discrimination

will aim to have a workforce that reflects the diverse community we serve

will empower people to take ownership of their healthcare and be involved in their care

will involve those who use our services in the design and delivery of those services through co-production and engagement

are committed to reducing the health inequalities that affect our communities so everyone has access to the healthcare they need

value and celebrate difference which creates a fairer society where everyone can participate and fulfil their potential

Our Workforce are dedicated to the values and ideals of delivering the highest standard of healthcare possible for better patient experience and outcomes.

To view the full strategy please visit the Trust website: [www.hacw.nhs.uk](http://www.hacw.nhs.uk)

## Our Equality Objectives:



**Empower patients, carers, service users** to experience accessible and inclusive healthcare and reduce inequalities.



**Seek community involvement** for any new service, service re-design or change through the Equality Advisory Group.



**Reduce health inequalities**  
Each service delivery unit will identify an inclusion, diversity, equality goal that is specific to their service and embed inclusion into the decision making process of the service.



**Improve communication and information access** for those who have a disability, impairment, sensory loss, who do not speak English, or who have difficulty in reading and/or writing.

## To do this we will:

- Attract and retain a diverse and talented workforce** where people are valued, hence the Trust being recognised as an employer of choice for our inclusive values.
- Maintain our **Level 2 Disability Confident status**, to continue to recruit and retain people with a disability and those with health conditions in roles across the Trust.
- Develop **web-based disability access** guides and information for Trust sites.
- Implement the Workforce Disability Equality Standard (WDES) to **improve the workplace experience of staff** who have a disability
- Act on recommendations** identified through the annual Workforce Race Equality Standard.
- Provide **Spiritual and Pastoral care** in line with the demographic needs of the community we serve, including those who have no religion or belief. The Trust seeks to have multi-faith rooms or quiet rooms in all community hospitals by 2022.
- Take opportunities to **make communication and information accessible** to the needs of the person in the delivery of their healthcare.
- Create and embed a **Staff Equality Reference Group** to work in partnership on Trust inclusion issues.
- Improve the collection of workforce profile data**, in particular, disability data, to reduce 'non-disclosure' and 'prefer not to say'.