The Princess Alexandra Hospital NHS Trust

Equality, diversity and inclusion strategy 2023-2030

Making The Princess Alexandra Hospital NHS Trust (PAHT) a truly inclusive employer and health service provider for our diverse people, patients and local community

Introduction

This is a summary of our equality, diversity and inclusion (EDI) strategy, which sets out PAHT's aim, vision, goals and areas of focus for the next three years.

EDI is at the core of our organisation and we fully recognise our responsibility to engage our whole community that includes: our people, partner organisations, community groups, our patients and their carers and families.

We want to build a reputation of being a values-based organisation, focused on delivering care to our patients with a person-centred approach and we are committed to ensuring EDI is at the heart of our business.

Our policy is to respect the diversity of all, treat each person fairly and equally based on their needs, regardless of characteristics[1].

We are also committed to creating an inclusive environment where everyone feels valued and respected because of their differences. This is a place where all of our people can be the whole and best version of themselves and reach their full potential.

Our vision

- To have a naturally inclusive organisation where everyone feels valued and is treated with fairness and respect

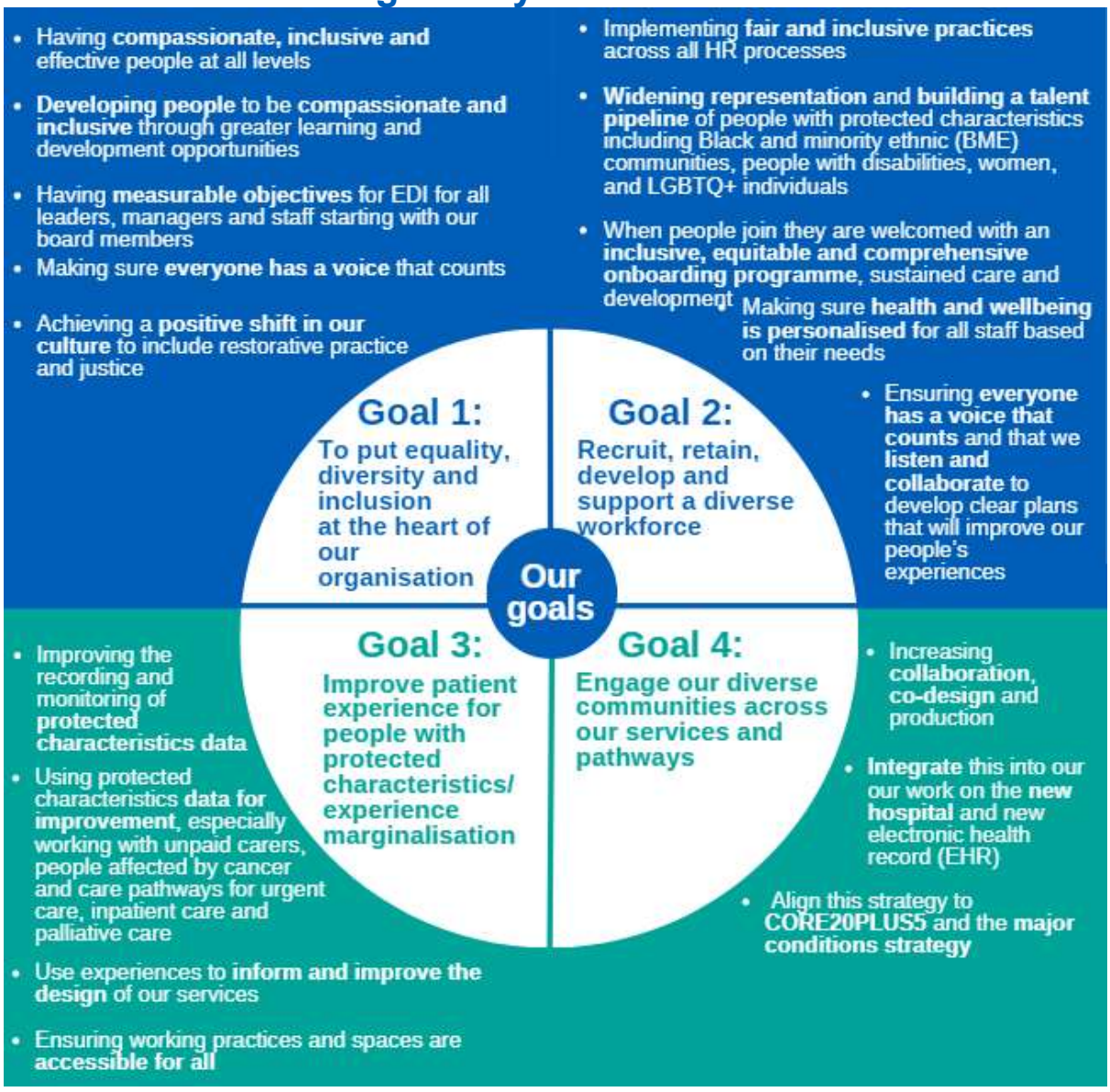
Our aim

- Ensuring the voice of our people, patients and communities we serve are heard
- Promoting equality of opportunity and dignity and respect for all patients, service users, families, carers and our people
- Valuing and harnessing people's differences

[1] whether those defined and protected by UK law in the 2010 Equality Act or other characteristics.

We are working to achieve an inclusive and diverse organisational culture, to be recognised for our forward-thinking approach, ensuring everyone we engage with feels valued and respected and to contribute to EDI best practice on a regional level.

We will achieve our goals by:



Accountability

The delivery of EDI will be overseen by the Equality Diversity and Inclusion Steering Group (EDISG) chaired by the director of people, organisational development and communications.

The EDISG is responsible for setting the strategic direction for our EDI objectives, monitoring their delivery and championing inclusive behaviour across the Trust. The group will also ensure that resources are targeted to support key priority areas.

Progress against our EDI objectives and action plans will be reviewed quarterly.

"We have a range of staff equality networks which provide a safe space for staff to discuss equality, diversity and inclusion."

The learning and organisational development team are responsible for monitoring this strategy and supporting a cultural shift through effective development programmes and learning opportunities.

We ask that all our people adopt and embrace this strategy within their individual roles and workplaces.

For the **Disability and Wellbeing Network** and **LGBTQ+ Staff Network** email: **paht.equalityandinclusion@nhs.net**

For the **Race Equality and Cultural Heritage (REACH) Staff Network** email: **paht.race.equality@nhs.net**