

Equality, diversity and inclusion statement

“The NHS provides a comprehensive service, available to all irrespective of gender, race, disability, age, sexual orientation, religion, belief, gender reassignment, pregnancy and maternity or marital or civil partnership status. The service is designed to improve, prevent, diagnose and treat both physical and mental health problems with equal regard. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population.”

Principle 1 of the NHS Constitution for England (2015)

The Princess Alexandra Hospital NHS Trust is committed to ensuring the NHS Constitution is alive in our organisation. By adhering to its principles and our own organisational values, we will work proactively to ensure that our people and patients receive equal care, equal opportunities, and an outstanding experience during their time with us.

Our commitment

We understand that equality means the equal treatment of everyone, regardless of race, religion, gender, age, disability, ethnicity or sexual orientation. Diversity is key to successful and healthy communities and we will always promote the values of equality, diversity and inclusion in all aspects of the organisation, in line with the Equality Act 2010.

To achieve this, we recognise that we must use our resources and act in a way which enables the inclusion of people from different backgrounds, with an emphasis on co-operative working and mutual respect across the organisation, for our people, patients, visitors and volunteers.

Our people are empowered to challenge inappropriate behaviour and will be treated with dignity and respect, while being expected to provide the same treatment to others. This charter is our commitment which will support us to deliver our outstanding care to our community and provide an inclusive working environment.

Our aims

- Provide a supportive and nurturing environment within the organisation, where it is safe to explore negative behaviours and enable the positive development of all of our people.



- Ensure our services will be accessible to more people, with consistent quality that meets the needs of all of our people, patients, visitors and volunteers.
- Ensure that all our people, patients, visitors and volunteers will have access to the information they need to make the most of the services we provide.
- Improve the accessibility of our infrastructure to enable everyone to access PAHT (physically, emotionally, developmentally, and virtually).
- Ensure that our services promote and improve the health and wellbeing of our people, patients, visitors and volunteers.
- Achieve a workforce which is reflective and representative of the diversity of our community.
- Ensure all future and current staff and volunteers are supported to make the most of their skills and talents.
- Create a more inclusive culture where all of our people, patients, visitors and volunteers feel engaged.
- Encourage our partner organisations and suppliers to acknowledge and support our commitment to diversity as a core value.
- Engage with more of our diverse communities to effectively inform, develop and deliver our strategies, services and initiatives.
- Engage with our senior leaders to ensure that equality and inclusion is a central trait of the organisation.
- Champion the concept of zero tolerance to the fear of violence, abuse, harassment and intolerance.
- Champion and enable all of our people, patients, visitors and volunteers to have the freedom to speak up.

If you have any questions, comments or would like to raise any concerns related to equality, diversity and inclusion, please contact
paht.equalityandinclusion@nhs.net.

