



# Equality, diversity and human rights

## Guidance for staff and members

### Why have this guidance?

CHCs recognise, respect and value diversity in our members, staff, partners and communities.

We acknowledge that in society certain groups or individuals are denied equality on the grounds of race, sex, marital status/civil partnership, pregnancy or maternity, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or other inappropriate grounds and we are committed to overcoming such inequality in the course of our work.

We welcome the statutory requirements laid down in the Equality Act 2010 including the Public Sector Equality Duties for Wales.

CHCs are people-led organisations that must always ensure they meet the needs of their communities

### Commitment

Equality and diversity are central to the work of CHCs.

CHCs will treat all people with dignity and respect, valuing the diversity of all. They will promote equality of opportunity and diversity. They will eliminate all forms of discrimination on

grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, or any other factor irrelevant to the purpose of their activities.

They will work proactively to tackle exclusion, inequality, discrimination and disadvantage in the design and delivery of NHS services.

For this to be successful, it is essential that all staff and members are committed to working in line with this guidance.

CHCs have a key role in ensuring that everyone's views are represented at the heart of new developments and that patients and the public are empowered to have a direct influence on the priorities for a modern NHS.

We know that diversity and inclusion has to be at the centre of everything we do and that our activities must provide everyone with an equal say in their NHS.

## **Objectives**

- Work with others to find better ways to hear from everyone, including those who are in the most vulnerable situations and those whose voice might not otherwise be heard.
- Adapt our approaches and develop our resources and services to ensure that they are widely accessible, available and relevant.
- Develop our plans with our communities and with our partners so that they focus on the things that matter most and have the best chance of making a difference.

- Build on our existing partnerships and forge new ones where working together increases our chances of making a difference.
- Ensure our membership reflects the diversity of the communities they represent and support. We will routinely monitor our membership and develop targeted and more inclusive ways of recruiting new members so that we become more representative.

## **Responsibility**

This guidance covers the behaviour of all people employed or volunteering in CHCs and sets out the way they can expect to be treated in turn by CHCs. The overall responsibility for ensuring adherence to and implementation of this guidance lies with the Chief Officers and Executive Committees.

## **Method of implementation**

CHCs intend to implement this guidance by:

Ensuring that staff and members are aware of, understand, agree with, and are willing to implement this guidance.

All staff and volunteers will be given a copy of this guidance as part of their induction;

Actively encouraging, staff, and members to participate in equality and diversity training, and making time and resources available for such training;

Monitoring the services, activities, publicity and events provided by CHCs, to ensure that they are accessible to all sections of the population and are not discriminatory, and taking active steps to ensure that participation is representative.

## **Monitoring and reviewing**

CHCs have declared their commitment to establishing, developing, implementing and reviewing an annual equality plan and report. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress.