

Equality Statement

BMI The Highfield Hospital is committed to creating a positive culture of respect for all individuals, including job applicants, employees, patients, their families and carers as well as community partners.

BMI's Highfield is committed to ensuring compliance with the Equality Act 2010 and meeting the needs of our staff, patients and service users

BMI's Highfield 's aim in relation to the Equality, Diversity and Human Rights agenda is to:

Create an organisation that actively promotes equality of opportunity for all, and a culture that is free from discrimination, harassment or victimisation.

Ensure that no-one receives less favourable treatment on the grounds of their age, disability, gender, gender identity, marital or civil partnership status, maternity or pregnancy status, race (including nationality or culture), religion or belief, sexual orientation, caring responsibilities, political affiliation or trade union membership, or HIV status and guard against making assumptions about the 'protected characteristics' of individuals or any other irrelevant criteria.

Ensure that staff, patients and service users (including their partners), carers and visitors are treated with dignity and respect, and do not suffer any level of discrimination, harassment or victimisation.

Ensure that all people, as far as possible, can access the services we provide by:

- making reasonable adjustments to cater for the needs of disabled staff, patients and service users according to the requirements of the Disability Discrimination Act (DDA) 1995;
- providing information in different formats and languages e.g. in large print and Braille or different languages as required;
- providing advocacy support where this is needed;
- meeting religious/belief needs

Equality Objectives

- Ensure that complaints and incident data is collected, monitored and evaluated using protected characteristics where available.
- Include equality and diversity training as a mandatory requirement for all staff.
- Designate Equality Champions at Executive and operational level to provide advice and support.
- Equip managers to promote the cultural and behavioural changes, to ensure equality and diversity is fully embedded within mainstream business of the hospital.

- Provide an environment for our staff which is free from unlawful discrimination and ensure members of the public have the right to expect the care and treatment they receive from us is provided in a similar environment.