

## **Equality, Diversity and Inclusion (EDI) policy**

### **1. General Policy Statement**

- 1.1 Healthwatch Kingston Upon Hull (HWH) is the local consumer champion promoting choice and influencing the provision of high quality health, social care and wellbeing services for all who live in and receive care in, the East Riding of Yorkshire.
- 1.2 HWH recognises that while the area is diverse as with many other counties across the country, there are a number of individuals who represent different minority groups within the community, and we want to ensure that these people's voices are heard just as loudly as everybody else. We recognise, respect and value the importance of maintaining a clear representation for all.
- 1.3 HWH is aware of individual, institutional and cultural discrimination which can be both direct and indirect through lack of awareness, understanding, prejudice, stereotyping, marginalisation, exclusion or oppression, and of the impact that such discrimination has on individuals.
- 1.4 HWH is committed to ensuring that inclusion is at the heart of all operations, and that active work is done to remove artificial barriers, break down stereotypes and create a safe, comfortable and equal service for all.

### **2. Purpose**

- 2.1 This policy applies to all staff and volunteers representing HWH, enabling them to act positively in relation to equality, diversity and inclusion for all and to confidently challenge all forms of discrimination.
- 2.2 This policy is underpinned by The Equality Act 2010, where it lists nine 'protected characteristics' as follows:
  - Race

- Religion
- Age
- Disability
- Sex
- Pregnancy and Maternity
- Sexual Orientation
- Marriage and Civil Partnership status
- Gender Reassignment

### **3. Definitions**

#### *3.1 Equality*

Equality is the state of being equal, allowing all individuals to receive the same treatment regardless of any differences they may have.

#### *3.2 Diversity*

Diversity is recognising that everyone is different, and should be treated as individuals because a standard 'one size fits all' approach does not achieve equality for all.

#### *3.3 Inclusion*

Inclusion is the act of including everybody, where each individual feels a sense of belonging and that they feel respected and valued for their contribution.

#### *3.4 Direct discrimination*

Direct discrimination occurs when someone is treated less favorably due to one or more protected characteristics that they hold.

#### *3.5 Indirect discrimination*

Indirect discrimination occurs when an unjustifiable rule, requirement or condition is stipulated for all parties, but this actually has a disproportionate effect on one particular group or individual based on their protected characteristics.

## **4. Roles and Responsibilities**

### *4.1 Healthwatch Kingston Upon Hull as a Service Provider*

HWH recognises that its operations impact on people's lives and their communities. HWH will ensure that the services it delivers will be relevant to local needs of local people, and that all services provided are accessible and appropriate for all.

### *4.2 Responsibilities of staff and volunteers*

Staff and volunteers should make a conscious effort to treat all colleagues and service users with equal respect and without discrimination or prejudice. Staff and volunteers should actively challenge any discriminatory behaviour shown by their peers and escalate any concerns with management.

## **5. Equality Impact Assessment**

5.1 The Public Sector Equality Duty Act 2010 requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

5.2 HWH will carry out an equality impact assessment on all policies and procedures that has the potential for differential impact between groups as a result of their protected characteristic.

## **6. Induction and Training**

6.1 All staff and volunteers will be undergo equality, diversity and inclusion training as part of their induction, and will have the opportunity to undergo further training as appropriate.

## **7. Audit and Review**

- 7.1 This policy will be reviewed annually, unless legal, contractual, specific business requirements, operational changes or events necessitate an earlier review.
- 7.2 This policy is underpinned by The Equality Act 2010 and will be subject to Equality Impact Assessment under the Public Equality Duty Act 2010.

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