

Inclusion



About this session

This session has been designed to provide:

- an introduction to the subject of equality and diversity
- guidance on ways we can expect our human rights to be respected, and
- how we should respect the rights of others while at work

Our inclusion vision

Our vision is to create a culture within ROH where we live our values on a daily basis and challenge unfair treatment wherever it happens, whenever we see it

To achieve our vision, all staff working in the NHS today need an awareness of inclusion issues and who is afforded protection

Diversity is a reality...

...inclusion is a choice.

We all have blind spots

Inclusion is the process of valuing all individuals and leveraging their diverse talents not in spite of their differences, but because of them.

What makes us diverse in ROH?



Equality

“Equality is recognising the right of all individuals and groups to be treated equally, (which does not mean the same), regardless of their characteristics”

For the ROH, its about providing equal and fair opportunities and about preventing unfair discrimination while on Trust premises.

Human rights

Human rights are based on five key values (FREDA):

- Fairness
- Respect
- Equality
- Dignity
- Autonomy

Report it

Any member of staff who feels they are being discriminated against needs to know how to complain, and feel reassured that they won't be victimised if they do.

The implication of human rights

Your rights are protected through the equality act 2010. The trust has a duty to protect you against any form of discrimination.

What is discrimination?

The definition of discrimination:

When someone is treated less favourably than someone else in the same situation

Six types of discrimination

1. Direct
2. Indirect
3. Associative
4. Perceptive
5. Victimisation
6. Harassment



Harassment

The definition

Any conduct related to (you) which is unwanted, unreasonable or offensive to the recipient. Harassment may also be defined as such conduct which creates an intimidating, hostile or humiliating work environment for the recipient. It can be either intentional or unintentional.

Bullying

The definition

*Bullying is a variation on harassment – it's a **misuse of power or position** that undermines a person's ability, or leaves them feeling **hurt, frightened, angry or powerless**.*

Equality act 2010

There used to be a lot of legislation covering equality and diversity and it was confusing keeping track. In October 2010 the Equality Act came into being and this combined all of the previous acts and regulations relating to discrimination and diversity into one Act of Parliament.

Protected characteristics

- Age
- Disability
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including national identity and ethnicity
- Religion or belief
- Gender
- Sexual orientation

