

# New NHS Alliance

## Diversity and Inclusion Policy

October 2020

### 1. Policy Statement

This Diversity and Inclusion Policy is supported by our Code of Conduct.

The New NHS Alliance contributes actively to enable more people to create their health and wellbeing in a manner that it is safe, inclusive, and fair. This applies regardless of a person's age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

The New NHS Alliance is also committed to shifting the current balance of power that underpins health inequality. To do this we create a space that allows debate, acknowledges how we work with privilege and how we make effective change.

Supported by this Policy we strive to support programmes, events and individuals to deliver a positive experience for everyone.

### 2. Definitions

We have adopted the following definitions to explain our approach to diversity and inclusion:

**Discrimination** – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation

**Diversity** – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to participate and contribute without the threat of intimidation, victimisation, harassment or abuse.

**Harassment** – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual or for others more generally. The focus is on the perception of the complainant not the intent of the perpetrator. Employees can complain of behaviour they find offensive even if it is not directed at them.

**Inclusion** – ensuring health creation is equally accessible to any member of the community so they can be fully involved in whatever capacity they choose; and that they are supported to achieve their potential in any capacity. We will work to ensure that people have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, that they feel respected and valued and are not singled out, with regard to their age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

**Positive action** – The New NHS Alliance is committed to taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. We will ensure that we institute, support or contribute to appropriate measures or initiatives that enable access.

**Privilege:** we are not all equal. Some of our members enjoy privileges that others may not. Common privileges include not being subject to racism based upon the colour of our skin and not struggling in life due to poverty or discrimination due to social class. Educational background can offer further privileges. We are committed to acknowledging the privilege(s) we may enjoy and to working to reduce the inequities they can create.

### 3. Scope

The New NHS Alliance has direct responsibility for:

- Associates, consultants, and speakers they engage;
- Volunteers, including directors and advisors they recruit;
- Events, publications and programmes they run;

This Policy is in line with national legislation and applicable to our work, specifically to every person and place that we have direct safe and inclusive responsibility for.

### 4. Responsibility for implementation of the Diversity and Inclusion Policy

**Diversity and inclusion is everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option.**

- The New NHS Alliance Directors and Chair have overall accountability for this Policy and Reporting Procedure providing the strategic lead on diversity and inclusion and for ensuring compliance with the relevant legislation
- The Directors are responsible for updating this Policy and Reporting Procedure in line with legislative and organisational developments; and develop a strategic and proactive approach to diversity and inclusion and respond to discrimination concerns.
- The New NHS Alliance is committed to:
  - formally adopting this policy,
  - taking steps to ensure that our committee, members, participants and volunteers behave in accordance with the policy, including where appropriate taking action under our constitution;
  - ensuring that access to membership as well as access to participation is open and inclusive;
  - publishing accurate information about the location and accessibility of our work; and
  - supporting measures and initiatives that we may institute or take part in to advance the aims of this policy

## 5. Breaches of the Diversity and Inclusion Policy and Code of Conduct and Reporting Procedure

Where there are concerns that diversity and inclusion good practice has not been followed, all staff, consultants, volunteers and associates are encouraged to:

1. Complain directly to the person or organisation and seek resolution. In the first instance, this can often resolve many disputes or concerns.

2. If required, you can contact the Chief Executive or any Director of the New NHS Alliance. We will keep a record of your concern, which we will ask you to agree. Within ten working days we will set out to you how we intend to address and/or resolve the issues.

3. Seek further advice from the Equality Advisory Support Service a call on 0808 800 0082. For further information their website is: <http://www.equalityadvisoryservice.com/app/ask>

If someone comes to you with a concern around discrimination, listen to their complaint, reassure them and advise them of the routes listed above (1-3).

The Directors will oversee the response to the issue. Where an appeal is lodged in response to a decision made by the Directors an independent appeal body may be commissioned. Their decision is final.

## 6. Monitoring

The policy and procedures will be widely promoted and are mandatory for everyone involved in the work of the New NHS Alliance.

**Date of last full review: October 2020.**

**We will undertake a light-tough review annually and a full review every 3 years.**