

## **Recruitment Equality Statement**

We are committed to equal opportunities and want to ensure our workforce is representative of the population we serve. We welcome applications from all sections of the community and diverse groups. It is essential we understand our demographics, in order that we can monitor our performance as an equal opportunity employer, as well as continuing to embed a culture of inclusivity across the organisation, which supports the active participation and contribution of our diverse staff groups in the Trust's decision making processes. On application the shortlisting manager will not see this criterion and therefore it cannot be part of their decision making. Please ensure you complete your equal opportunities questions for us and help us to make sure everyone is welcome.

The Trust is committed to employing and supporting people with disabilities. It is the Trust's policy to interview all candidates with a disability who meet the minimum 'essential' criteria as identified on the person specification. To ensure we know you have a disability, please inform us under the appropriate section on the application form. We welcome applications from the LGBTQ+ community and openly encourage people with different sexual orientation, gender identity and expression to apply to join our team. We promise to respect and encourage the use of all pronouns and will not purposefully mis-gender anyone.

We are governed by the public sector equality duties and by our values of Care, Respect and Responsibility to ensure we eliminate discrimination, harassment, victimisation and any other behaviour that is unlawful, undermines our core values and/or falls short of our Behaviour Framework. We want all of our staff to 'call out' any behaviour from colleagues, patients or visitors that constitutes the above and appropriate action be taken.

We will, at every opportunity, advance equality and inclusivity for all staff, at all levels within the organisation, by removing or minimising disadvantage, encouraging participation and taking all relevant steps to meet the needs of anyone who shares a protected characteristic. We will also foster good relations between persons who share a protected characteristic by tackling prejudice and promoting understanding at every opportunity.

We have staff Networks in place to help support staff experience of diverse staff groups and inform us on the actions, interventions and support what we need to put in place to improve the working lives and daily experiences of all colleagues and all teams. Anyone can join the networks and we take pride in having Allies as part of every network within the organisation.