



*innovative solutions for education,
health, care and prison services*

EQUALITY AND DIVERSITY - POLICY UPDATE APRIL 2019

To treat people equally means to treat everyone with equal amounts of sensitivity, respect and dignity, in a way which respects difference and meets their individual needs.

An equal and diverse workplace will see the following benefits:

A fair, moral and inclusive society

Better recruitment and retention of staff

Fewer complaints

High staff morale directly linked to better patient care and service delivery, which means patient satisfaction is higher and mortality rates are lower

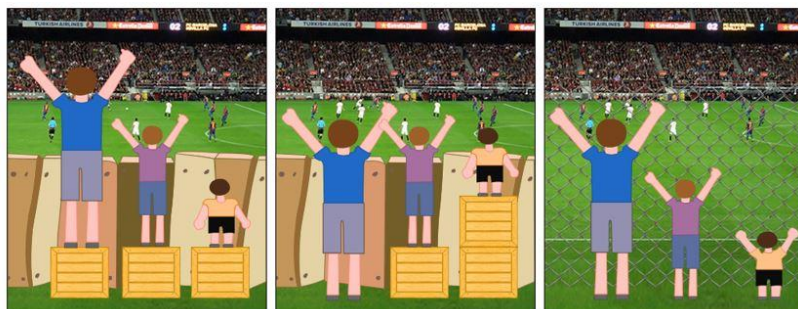
Reduced bullying and harassment cases and associated sickness rates which result in improved productivity

A better reputation as an organisation

Organisations are more successful in meeting their legal obligations

Better access to services for everyone and better experiences when using the services. This is directly linked to the long-term sustainability of health and social care organisations

While equity and equality are related, there are important distinctions between them. For health and social care providers, equity involves trying to understand and give people what they need to enjoy full, healthy lives, personalising the level of care to the individual. By contrast, equality delivers the same quality of care in order for people to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same care.



An effective approach to equality, diversity and human rights WILL benefit EHCAP employees by offering opportunities for development fairly to staff based on their role; by giving staff pay, annual leave and other benefits equitably; and by treating staff fairly at recruitment, selection and throughout their employment.

A dignity at work policy helps to support staff in the workplace by:

- Preventing intrusive and persistent questioning about personal life
- Preventing unwanted conduct which affects our dignity
- Preventing intimidating, hostile or offensive environment and
- Preventing abuse or misuse of power

Dr Sarah Temple
Director EHCAP Ltd April 2019