

Equality, Diversity and Inclusion Statement

Focus

EMED Group are committed to providing services for our patients, service users, clients, and community and is supported by employees with an increasing variety of backgrounds. To do this effectively it is essential that we promote equality and embrace diversity and inclusion and treat all of our employees, patients, service users and clients with dignity and respect.

EMED Group is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination, with our aim being to be truly representative of all sections of society and our clients, and for each employee to feel respected, valued and able to give their best.

Equality is not about treating everyone the same, it's about ensuring that access to opportunities are made available to all by taking account of people's differing needs and capabilities.

Diversity is about recognising and valuing differences through inclusion, regardless of age, disability, gender, racial origin, religion, belief, sexual orientation, commitments outside of work, part-time or shift work, language, perspectives, opinions and values.

Inclusion is ensuring we as a Company take steps to ensure everyone is included and feels Welcome, coupled with being given autonomy to speak up if and when they feel necessary to help us support the culture of ED&I to deliver our commitment.

To celebrate and embed a diverse and inclusive culture across all areas of our business, we are committed to promote being an employer of choice and market leader in championing equal opportunities for to all those we serve both internally and externally.

Our vision

A thriving team committed to pro-actively improving the wellbeing of our communities by enabling access to vital health and care services.

Our values

Collaborative - We work as one team with a shared purpose to meet the needs of our colleagues, service users, customers, communities, and planet.

Agile – We listen, learn, and adapt to improve the business, each other and ourselves.

Reliable – We do what we say we will do, we take responsibility and we behave with integrity

Empowered – We are confident and committed to taking responsibility to deliver the highest quality service.

Our commitment

We will:

- Ensure no job applicant or employee receives less favourable treatment on the grounds of sex, race, age, ethnic origin, marital status, pregnancy and maternity, civil partnership status, any gender re-assignment, religion or belief, sexual orientation, disability or part-time/fixed-term work.
- Employees will be protected from discrimination throughout their journey of employment. .
- Inclusion, equality and diversity will be promoted within the workplace and supported through regular training and education.
- We will contribute to generating similar attitudes through demonstration, in terms of inclusion behaviours in the wider community. We will also look for similar principles of inclusion when we select and manage relationships with our clients and suppliers.
- Fair and equitable treatment will be the hallmark of every aspect of working life at EMED Group, from our written procedures through to every decision we make.
- We will promote a culture where employees recognise the value that an inclusive workforce, evidenced through a diverse make-up, brings to the organisation; and where colleagues and external associates are treated with dignity and respect.
- We will create an environment where anyone believing they have been subjected to discrimination, victimisation, bullying or harassment in the workplace, is entitled and feels safe to raise such concerns. We are committed to ensuring that the process for dealing with these concerns is straightforward and will be addressed in a compassionate, efficient and timely manner.
- We will ensure our colleagues receive mandatory online ED&I which includes raising awareness of the Equality Act 2010 and associated legislation including a test with a minimum pass mark. This training must be completed within 12 weeks of joining through our Journey to Performance programme and is refreshed annually or when there is a change in legislation/best practice. Compliance is monitored, supported by feedback, surveys and compliance data. All training is developed in line with the NHS ELFH on-line training good practice guide and covers all relevant legislation. We also include face to face ED&I classroom session at our induction workshops for all new starters.
- We commit to having nominated Mental health first aiders who undertake specialist training and support our colleagues as required.

Finally, we will make a concerted effort to ensure that EDI is embedded across all of the work that we undertake. We understand that our Group's integrity and success depend on its ability to embrace EDI principles, and draw on the diverse skills, understanding and experience of those that we work with and for.

Justine Vaughan
Group Chief People Officer
EMED Group