



Recruitment Equality, Diversity and Inclusion Statement

We are passionate about improving mental health wellbeing by making a positive difference to people's lives and believe that equality, diversity and inclusion is at the heart of achieving our vision

We are committed to building on the work we have already been doing by focussing on inclusion every day; this means that we wish to make it real to everyone by embedding inclusion into everything we do. We are striving to be the very best we can and are taking the opportunity to be a pioneer in this field

BSMHFT takes its obligations under Equality Legislation seriously and aims to provide fair and equitable treatment to, and value diversity in, its staff, service users and communities. In doing so we aim to ensure that our actions and working practices comply with both the spirit and intention of the [Human Rights Act \(1998\)](#) and the [Equality Act \(2010\)](#)

The Equality Act received Royal Assent on 8 April 2010. It harmonises and consolidates existing equality legislation to ensure that there is no discrimination against groups of people with protected characteristics. These groups are as follows:

- 1) Age
- 2) Disability
- 3) Gender Reassignment (The Trust aims to go beyond the law and protect individuals on the grounds of gender identity and gender expression)
- 4) Marriage and Civil Partnership
- 5) Pregnancy and Maternity
- 6) Race
- 7) Religion or Belief (including lack of belief)
- 8) Sex (i.e. gender)
- 9) Sexual Orientation

BSMHFT is committed to building a workforce which is valued and whose diversity reflects the communities it serves. The Trust does not tolerate any form of bullying or harassment, intimidation, victimisation, humiliation or abuse against any of the protected characteristics including Xenophobia, homophobic, biphobic and transphobic and will ensure that patients, staff, visitors and the public are treated fairly with dignity, respect and compassion. Our aim is to break down all barriers of discrimination, prejudice, fear or misunderstanding which can damage working relationships and service effectiveness for service users and carers.

Monitoring Data Information:

To enable us to effectively monitor our progress on our policies and the delivery of the [Public Sector Equality Duties \(PSED\)](#) this information allows us to monitor the effectiveness of our [Equality, Diversity and Inclusion \(EDI\) Framework](#) and measure our decision making processes.

Chair: Sue Davis, CBE

Chief Executive: John Short

PALS Patient Advice and Liaison Service Customer Care Mon – Fri, 8am – 8pm

Tel: 0800 953 0045 Text: 07985 883 509 Email: pals@bsmhft.nhs.uk Website: www.bsmhft.nhs.uk

We need your help to gather this information

Please complete the **equality monitoring form** and provide us with the following information:

- Your age
- Your ethnicity
- Whether you declare to having a disability (Applications are positively welcomed and any person meeting the essential requirements of the job will be guaranteed an interview)
- Your gender, or gender re-assignment (trans) including gender identity and gender expression
- Your marital status
- Your religion, belief or lack of belief
- Your sexual orientation

This information will be removed from your application and used for statistical purposes only. It will not be made available to anyone directly involved in considering your application.

Why do we need this information?

We're an equal opportunities employer and the above information is for monitoring purposes only and will not form part of the selection criteria. To help monitor the effectiveness of our recruitment practices and assess the success of different recruitment mediums when attracting applications the information you provide will enable the Trust to monitor:

- Whether we receive applications from a wide and diverse pool of people
- If successful appointments represent a cross section of those who originally applied and were shortlisted
- In employment that opportunities for training, promotion and development are available to all
- To monitor progress in creating a workforce which is representative of the population we serve

The data you provide will be kept secure and stored electronically, if appointed it will also be retained on your personal file. Personal data will be treated in confidence and in accordance to the Data Protection Act and not divulged to any third parties.