

## Equality, Diversity and Inclusion Statement

North Bristol NHS Trust (NBT) is committed to ensuring it delivers inclusive health services for all. Respect, dignity, civility, compassion, and care are at the core of how we treat each other and all our partners at NBT as patient safety, experience and outcomes are all improved when staff are valued, empowered, and supported.

As an organisation, we are committed to eliminating individual and institutional discrimination, harassment and victimisation relating to the protected characteristics\* set out in the Equality Act 2010. We are also committed to achieving all legal responsibilities under the Public Sector Equality Duty. We expect everyone who interacts with the Trust to observe this statement.

All individuals have a number of characteristics such as their age, gender, and race\*. NBT acknowledges that there are other vulnerable, marginalised, or excluded groups not covered by the Equality Act 2010 and aspires to be inclusive of their requirements within services, policies, and practices and our interactions with all our stakeholders.

NBT values all people as individuals and strives to meet their requirements. This includes the population we serve, including patients, their families, carers, and friends, staff (including apprentices and staff side representatives), students, volunteers, contractors, anyone who comes on site and our key partners across Bristol, North Somerset, and South Gloucestershire.

In our role to advance equality of opportunity we aim to be an anti-discriminatory organisation both in employment and in delivering services. We also recognise our role to foster good relations between different people when carrying out our activities.

We reaffirm that discriminatory behaviour is unacceptable and, in relation to the protected characteristics, may be unlawful.

The protected characteristics\* set out in the Equality Act 2010 are in historical order: Race; Sex; Disability\*\*; Sexual Orientation; Religion and Belief; Gender Reassignment; Age; Marriage and Civil Partnership; and Pregnancy and Maternity.

\*\*Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.



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