Inclusivity at Derbyshire Healthcare NHS Foundation Trust

Our commitment to support and engage
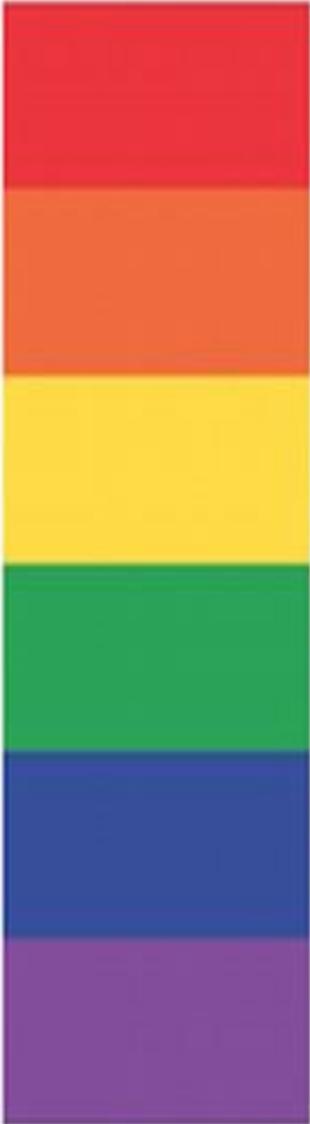
DIVERSE
INCLUSIVE
ACCEPTING
WELCOMING
SAFE SPACE
FOR EVERYONE

Positively Inclusive

We work with 'Due REGARDS' and respect because everyone matters.

- Our Equality, Diversity and Inclusion (ED&I) mission is to be **'positively inclusive'.**

- We are committed to ensuring ED&I and human rights are central to the way we deliver healthcare services to our service users and how we support our staff.

This means we all play our part in:

- A caring and progressive organisation that promotes equality values and celebrates diversity. This has created an inclusive and compassionate environment for receiving care and place to work.

- Ensuring our staff provide inclusive services that are equally good to all service users, which meet their needs and are delivered with kindness, dignity and respect.

- Ensuring that all our team members are engaged, valued and treated equally with kindness, dignity and respect.

Making a
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Staff Networks

Derbyshire Healthcare has a number of Staff Networks to offer colleagues a safe space where they can receive support, advice and encouragement about work-related issues and provide an open forum to exchange views, experiences and raise concerns.

The Networks aim to improve working lives and promote diversity within the Trust.

All colleagues at Derbyshire Healthcare are welcome to join the Networks, and both members and allies get protected time to attend Network meetings.

Each Network also has an Executive Sponsor: a member of the Executive team, who actively champions the protected characteristic, attends Network meetings, and supports the Networks with their respective work programmes.

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DHCFT Staff Networks

Armed Forces Community

BME (Black and Minority Ethnic)

D.A.W.N (Disability and Wellness

Multi-Faith Forum (MMF)

Christian Network (Sub-Group of MFF)

LGBT+

Women's Network

BME Network

The BME network offers Black, Asian & Minority Ethnic staff a safe place to receive support, advice and encouragement about work-related issues.

The network also provides an open forum to exchange views, experiences and raise concerns.

The group have a mission to achieve open and fair ac-cess to opportunities, development and progression to ensure equality in career outcomes.

Contact: Dhcft.bmeinfo@nhs.net

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LGBT+ Network

The LGBT+ staff support network offers support, guidance and a networking opportunity for LGBTQ (Lesbian, Gay, Bisexual, Trans +) employees within Derbyshire Healthcare, with members being drawn from all staff groups.

Contact: Dhcft.lgbtinfo@nhs.net

LGBT+
EQUALITY, INCLUSION, BELONGING - WE STAND TOGETHER
@DHCFT_LGBT

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Derbyshire Healthcare
NHS Foundation Trust

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DisAbility and Wellness Staff Network

Wellness affects our thoughts, behaviour and our greater health and well-being. We all need help and support at some point in our life, and wellness is key to everyone and everything we do.

The network is a 'Safe Place' to seek help or support no matter if your disability is visible or none visible or just want to talk. We are here for 'You'.

Our aim is to raise awareness for those with disabilities and support the wellness of the staff within our organisation.

Our group is staff led and open to everyone to join within DHCFT. We aim to challenge and change the way staff are supported who have a long-term condition or disability. We have much work to do with our policies, processes and mindset to focus on what staff can do rather than what they cannot do within the workplace.

We are gathering stories and information about positive experiences and when things have not been positive. These stories will help us improve our approach. As an NHS employer we want to be positively engaging and supporting all staff to stay physically and psychologically safe and well whilst at work.

Long-term conditions can be physical as well as psychological and the list is not exhaustive - anxiety, depression, diabetes, heart problems, HRT, fibromyalgia, HIV etc.

For more information please email dhcft.dwinfo@nhs.net

Video message from the Disability and Wellness Network, 2 December

D.A.W.N Launched a video message on the International Day of Persons with Disabilities. To watch the video, **click here**

Contact: Dhcft.dwinfo@nhs.net

Making a **positive** difference

ARMED FORCES COMMUNITY

The Armed Forces Community Staff Network was launched in the summer of 2019 and has two main aims:

➤ For the Trust to be a great place to work if you are ex-Forces or a reservist, with pro-active recruitment and support for people leaving the Armed Forces;

➤ If you are ex-Forces you will receive great care from us, adapted to your needs and in line with the NHS commitment to prioritise care for ex-Forces patients.

Contact: Dhcft.armedforcesinfo@nhs.net

PROUDLY SUPPORTING THOSE WHO SERVE.

ARMED FORCES COVENANT

VETERAN AWARE

Making a positive difference

Women's Network

DHCFT Women's Network was formally launched on International Women's Day in March 2022

The network offers women who work for the DHCFT;

➢ a space to receive support, advice and encouragement about work-related issues recognising it is not always possible to compart-mentalise our home life from work.

➢ provides an open forum to exchange views, experiences and raise concerns.

➢ aims to build on shared experiences through the lens of intersectionality to achieve change for individual women and the female workforce.

Here's to Strong Women
May we know them
May we be them
May we raise them
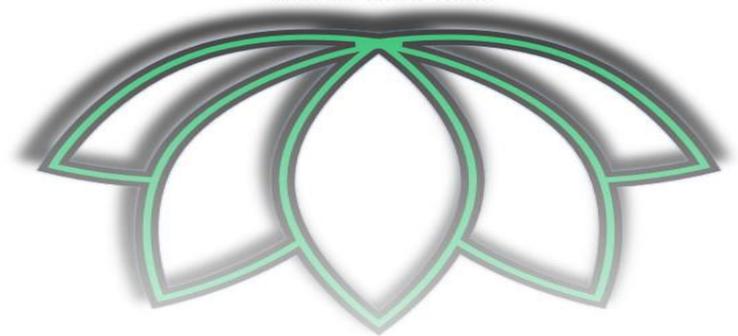
Contact: dhcft.womensnetwork@nhs.net

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Multi-Faith Forum

A relatively newly formed Forum that is slowly developing and meets quarterly. The forum aims at:

➢ Acting as an overarching body and governance for various groups such as Christian Network.
➢ Supporting the network, wellbeing, and retention of staff of all faiths and beliefs.
➢ Protecting equality and rights of staff in line with professional codes of practice and trust values and policies.
➢ Promoting good practice in accordance with the Equality Act 2010.
➢ Ensuring high safeguarding standards are adhered to at all times.

Contact: dhcft.multifaithforum@nhs.net

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Christian Network
(Sub-Group of the MFF)

The Christian Network is a very supportive group that continues to pro-mote the message of Staying Strong, through**:**

- ➢ Encouragement
- ➢ Compassion
- ➢ Working with sincerity
- ➢ Prayer
- ➢ Prayer for leaders
- ➢ Thankfulness

Contact: dhcft.christiannetwork@nhs.net

Groups, Support Roles and Teams

FREEDOM TO SPEAK UP GUARDIAN
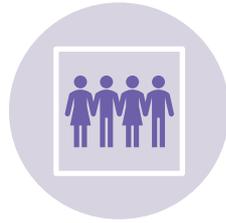
RECRUITMENT INCLUSION GUARDIANS

EQUALITY, DIVERSITY AND INCLUSION TEAM

STAFF FORUM

EMPLOYEE RELATIONS TEAM

TRADE UNIONS

Making a positive difference

DHCFT "It is not OK" Campaign

The 'It's not okay' campaign outlines our commitment to reducing all incidents of discriminatory behaviour towards staff and to support our colleagues in actively addressing these issues.

The campaign is aimed at staff, carers, public, patients and visitors to the Trust premises. It aims to achieve the following:

➢ To confirm that colleagues will be supported in addressing and reporting any examples of discriminatory behaviour, whoever they come from **(this includes patients, carers or colleagues)**

➢ To increase the reporting of such incidents in the patient record

➢ To take appropriate steps to tackle any discriminatory behaviour

➢ To revisit any examples of discriminatory behaviour at a later stage (if it is not possible to do so at the time due to the delusional or compromised behaviour of someone in our care)

➢ To be clear that any discriminatory behaviour is not okay and will not be accepted.

NHS
Derbyshire Healthcare
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It's not okay

To abuse or discriminate against any of our staff, for any reason.

Any form of abuse, harassment or violence against staff, visitors, carers and those who use our services whether verbal, threatening or physical will not be tolerated.

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