

Equality & Diversity Statement



We are a respected, caring, and motivated team championing a shared vision of professional excellence in providing safe, timely and appropriate care for patients. Our priority is safe patient care achieved through a committed team working effectively with partnership and external organisations. Every member of our team feels empowered to improve and to make a positive difference to the patient experience.

We recognise that managing Equality and Diversity is an ongoing process and understand that, as an Organisation it is essential that we are able to evidence and document our work and achievements against our statutory duties.

Equality is not about treating everyone the same, it is about ensuring that access to opportunities is 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, marital status, commitments outside of work, part-time or shift work, language, perspectives, opinions, and personal values.

We want our patients and staff to feel that they matter – that their values, beliefs, and personal relationships will be respected. This applies to all our patients and employees, regardless of their age, gender, ethnicity, social or cultural backgrounds, or their psychological or physical requirements. We want to actively promote equality, embracing diversity and ensuring full inclusion for people who use and work for our Organisation.

We will have in place policies, processes, procedures, practices, and behaviours which challenge all forms of discrimination and promote equality of

opportunity at all levels. Our aim is to have an Organisation that harnesses the different perspectives and skills of all staff and provides a working environment free from discrimination, harassment, or victimisation.



Everyone that works within BMSG or uses its services should expect to be treated with respect and dignity, and have their personal, cultural, and spiritual needs considered. To support this, we have designated staff who are our Dignity Champions and are committed to act as a role model to reinforce the attitudes and behaviours expected from all of our staff.

We are committed to complying with all national and local requirements set out by both the Care Quality Commission and the Clinical Commissioning Groups.

Further information can be found within our Annual Equality Report which includes information on the Organisation, including our staff and the services we provide to patients with examples of how we are meeting our statutory duties under the Equality Act 2010.