



Our commitment to equality, diversity and inclusion

South East Coast Ambulance Service NHS Foundation Trust (SECAMB) believes in fairness and equity, and values diversity in its role as both a provider of services and as an employer.

What this means

Equality is not about treating everyone the same, it is about ensuring that access to opportunities are available to all by taking account of differing needs and capabilities of individuals. **Diversity** is about recognising and valuing difference. **Inclusion** means involving and engaging with people interested in, or affected by our services, to help improve access and eliminate discrimination, to better meet the needs of patients, and to fulfill our statutory obligations.

SECAMB aims to provide accessible services that respect the needs of each individual and exclude no-one. We are committed to eliminating discrimination on the basis of the Equality Act 2010, which identifies the following nine protected characteristics:

Age	Religion and belief	Sex
Disability	Gender Reassignment	Marriage and Civil Partnership
Race	Sexual Orientation	Pregnancy and Maternity

We recognise that discrimination can be direct or indirect and takes place within organisations and at a personal level. Such discrimination is unacceptable and unlawful: we have a zero tolerance approach towards behaviour that amounts to harassment or the exclusion of any individual.

We expect all SECAMB employees to fulfil their responsibilities and to challenge behaviour or practice that excludes or is offensive to service users, suppliers or colleagues. SECAMB will develop a healthcare workforce that is diverse, non-discriminatory and appropriately skilled to deliver modern healthcare services to all.

What we are doing

SECAMB has established robust systems and processes to embed our commitment to equality, diversity and inclusion. The Trust has five equality and diversity objectives, an Inclusion Strategy, and all relevant policies and strategies undergo Equality Impact Analysis prior to implementation. Our Inclusion Working Group of senior managers, supported by a full time Inclusion Manager, monitors our progress and gathers evidence of good practice.

Making progress

To help us get inclusion right, we have set up an Inclusion Hub Advisory Group of people with different interests and protected characteristics. This group works with us in a number of ways to monitor progress, recommend change and improvements, and provides valuable insight to the Trust.

For more about our equality objectives, Inclusion Strategy and how you can help SECAMB make this commitment real to you and your work, visit

http://www.secamb.nhs.uk/about_us/equality_and_human_rights.aspx