



Response

South East Coast Ambulance NHS Foundation Trust (SECAMB) delivers Equality, Diversity and Human Rights training as part of our statutory and mandatory training requirements. This training is aligned to the UK Core Skills Training Framework (CSTF), which sets out the national standards for statutory and mandatory training in healthcare.

CSTF Requirements

The CSTF (V1.1) specifies the following for Equality, Diversity and Human Rights:

- Target audience: All staff, including unpaid and voluntary staff.
- **Key learning outcomes:**
 1. Understand the terms of Equality and Diversity and Human Rights and how they are applied within the context of the health sector.
 2. Understand how a proactive inclusive approach to equality and diversity and human rights can be promoted.
 3. Understand the purpose and benefits of monitoring equalities and health inequalities.
 4. Understand the benefits that an effective approach to equality and diversity and human rights can have on society, organisations and individuals.
 5. Understand how legislation, organisational policies and processes can empower individuals to act appropriately and understand people's rights.
 6. Know how to treat everyone with dignity, courtesy and respect and value people as individuals.
 7. Know what to do if there are concerns about equality and diversity practices, including how to use any local whistle blowing policy procedures and other related policies, such as Bullying at Work and Dignity at Work
- Refresher frequency: Every three years, or sooner if there are role changes or updates in legislation. Required by all new starters.
- Assessment: Staff must demonstrate competence via assessment or refresher training if pre-assessment shows knowledge gaps.

SECAMB Training Delivery

At SECAMB, this training is delivered through our Discover e-learning platform. The course, 'Equality, Diversity and Human Rights', is the SECAMB equivalent of the national CSTF requirement.

- Course versions: v1.2 (2025 release, updated support links)



- Completion requirement: Statutory and mandatory for all operational staff during 2025/26.
- Renewal: Every 3 years, in line with CSTF.
- Assessment: Staff are required to achieve a 90% pass mark.
- Completion recording: Immediately visible on Discover, updated to ESR within 7 days.

Supporting Resources

The training also directs staff to supporting resources, including SECAMB internal policies and external references:

- NHS People Promise – NHS England
- NHS People Plan – NHS England
- Equality and Human Rights Commission – equalityhumanrights.com
- NHS Employers Equality and Diversity – nhsemployers.org
- SECAMB Equality, Diversity and Inclusion Policy
- SECAMB Dignity at Work Policy
- SECAMB Freedom to Speak Up Policy

Access to eLearning Content

The training content is locally prescribed and delivered via licensed e-learning systems.

From April 2026 the content can be accessed via the e-Learning for Healthcare (e-LfH) platform, which hosts the national Equality, Diversity and Human Rights training. This move is in line with the NHSE Statmand Programme requirements

(e-LfH CSTF Equality, Diversity and Human Rights Training Catalogue - https://portal.elfh.org.uk/Catalogue/Index?HierarchyId=0_37759_41243&programmeld=37759)

Summary

SECAMB complies with the CSTF Equality, Diversity and Human Rights competency requirements by ensuring all staff complete this training via Discover, renewing every 3 years. Compliance is recorded and monitored via Discover and ESR. While the licensed eLearning materials cannot be shared, this response provides the course outline, objectives, and key references.