

DIVERSITY AND HUMAN RIGHTS SCHEME

(Single Equality Scheme including the statutory Race, Disability & Gender Equality Schemes)

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If you would like a copy of this scheme in an alternative accessible format please contact Workforce & Corporate Development Directorate on 0191 5876022, on behalf of the Chief Executive. Alternatively you can or e-mail irene.steer-richards@cdpct.nhs.uk

1. Introduction from the Chief Executive of Darlington PCT

The PCTs overall vision is “to improve the health and well-being of everyone who lives and works within Darlington”, where a person’s human rights are not violated and courtesy, fairness and respect are paramount.

We are committed to continuing our organisational values to include the commitment to partnership working, honesty and openness, accountability, creativity, courtesy and respect and high standards. It follows that the organisational management and culture are committed to equality and fairness in everything that we do.

The Trust acknowledges that to improve services for everyone within the community, it must review all policies, procedures, operating guidelines including access to and delivery of services to ensure that our services are accessible to everyone. Darlington PCT links these principles with good practice, however this is also backed by equality legislation where we have a statutory duty to promote equality and fairness.

This Single Equality Scheme shows how Darlington PCT will promote equality and have due regard for diversity; this includes meeting the general and specific Duties for Race, Disability & Gender Equality. In addition, we are committed to fully embed and deliver the duties in our mainstream work.

The Scheme has been produced in partnership with people from communities of identity in the region, who have been central to its development. In particular, we will continue to involve disabled people and people from our other communities of identity who face exclusion and inequality in healthcare and employment, to ensure we are an equal and diverse Trust.

This Single Equality scheme, which incorporates our statutory obligation for Race, Disability & Gender Schemes, is intended to provide a mechanism to assist us in the continuous improvement & review process, which will in turn, improve service provision where required. This is our commitment to working towards eliminating any discrimination in the services we provide and within the workplace.

More importantly however we want to promote diversity as a positive force in the lives of everyone who live and work in Darlington. That includes the diversity of the population as a whole. We can only do this by working in partnership with other agencies, our community, patients and employees.

This scheme has been revised and redrafted into as single equality scheme to demonstrate our continued commitment for everyone, regardless of difference and will therefore continue to progress equality & diversity principles in everything it does. This is an evolving document with progressive, positive strategies and action plans being developed over time. With your help this commitment will be put into practice to ensure that the organisation delivers inclusive services to everyone within the community and that Darlington is the best place to live and work.

The responsibility for equality will be led at the highest level by the Chairman Ken Greenfield and myself as Chief Executive. The Chairman will oversee the monitoring of the organisation's scheme, which includes its Race, Disability & Gender equality action plans, to ensure we are making progress and that the steps we are taking are working to promote equality for all community groups regardless of their race, disability or gender.

We welcome your comments about the Scheme.

Colin Morris
Chief Executive
Darlington PCT