

POSITIVE ACTION STATEMENT



UHDB are committed to Equality, Diversity and Inclusion, for both our people within the Trust and the service that we deliver to our communities.

‘Positive Action’ is one way to support and achieve, reflecting the communities we deliver our services to.

Positive action is often confused with positive discrimination:

- Positive Action is lawful
- Positive Discrimination is unlawful
- Positive action provisions, as outlined in the Equality Act 2010, are activities, which helps employers identify and remove barriers and issues relating to the employment, retention and progression of people from ‘under-represented’ groups, whilst still employing people on merit.

Positive discrimination refers to employing someone because they come from an under-represented group in spite of whether they have the relevant skills and qualifications. All applicants will be treated fairly and in accordance with legislation currently in place.

We will use Positive Action and NOT Positive Discrimination.

Positive action is not about giving some people more favourable treatment; it is about “having a level playing field”. Some people may think they do not ‘fit into an organisation because of their lifestyle or background, or that the role/s are not available to them because of their gender, gender reassignment, ethnicity, disability, religion or belief sexual orientation, marriage or civil partnership and age.

Positive action aims to get rid of such myths and shows potential employees how organisations have changed. As a Trust we encourage and welcome applications from people from under-represented groups. Positive action initiatives help employers to target people from groups who are under-represented within the workplace to apply for jobs and promotion. However, the decision to appoint must be based on merit.

Other ways in which we can counteract the effects of discrimination and help eliminate stereotyping, is training for interviewers on how to avoid bias.

Equality data will be collected and monitored regularly to ensure the Trust is able to identify under-represented groups and also evaluate positive action initiatives.

To support the Trust to enable positive action initiatives to be undertaken, equalities data collected via the Workforce Race Equality Standard, Disability Equality Standard and the Annual Equality Report will be used to promote awareness days.

Positive Action Initiatives will also be monitored, evaluated and reported to the Inclusion Group and Workforce Review Group.