

BrisDoc

Patient care by people who care

Equality, Diversity, & Inclusion Strategy



BrisDoc

Patient care by people who care



BrisDoc Equality, Diversity, & Inclusion Strategy

BrisDoc recognises the importance of promoting equality and diversity and is committed to ensuring that all co-owners, patients, and stakeholders are treated with fairness, dignity, and respect. We continue to develop and build on a culture of inclusivity, where everyone can thrive and reach their full potential.

We ensure that no one is treated unfairly based on any protected characteristic. We promote equality of opportunity by adhering to the equality provisions in employment legislation and accompanying codes of practice.

We encourage and value the diversity of co-owners by promoting a non-discriminatory, respectful, and inclusive environment. We involve them in decisions that affect them, celebrating and valuing their contribution, and providing them with feedback and opportunities to challenge.

We are inclusive in our People policies, and organisational meetings at senior and board level. We encourage increased co-owner feedback through the Co-owner Council and ensure that the council represents BrisDoc's diverse workforce and the community we serve.

Strategic Priorities



Leadership and Governance

BrisDoc recognises that promoting equality and diversity starts with leadership and we are committed to ensuring that our leadership and governance structures reflect the diversity of the communities we serve. We will continue to foster an environment that encourages diversity in leadership by identifying and nurturing talent from diverse backgrounds and providing better career pathways and earlier succession plans.

We:

- Promote diversity at all levels of the organisation, including the board, management, and staff.
- Monitor and report on progress towards achieving diversity targets.
- Ensure that equality and diversity are integrated into the organisation's overall strategy and decision-making processes.

Workforce

BrisDoc recognises that its workforce is its greatest asset and is committed to creating a diverse and inclusive workplace that attracts, retains, and develops the best talent.

We:

- Ensure that all recruitment, promotion, and development opportunities are open to everyone, regardless of their background or characteristics.
- Provide training and development opportunities to support staff to develop their skills and fulfil their potential.
- Monitor and report on the diversity of the workforce and take action to address any imbalances or underrepresentation.





We:

- Work in partnership with other organisations to promote equality and diversity and share good practice.
- Engage with communities and stakeholders to understand their needs and expectations and involve them in the development of services.
- Monitor and report on the diversity of its partnerships and engagement activities.

Training and Development

BrisDoc recognises that training and development are essential to promoting equality and diversity.

We:

- Provide regular training and development opportunities to staff to promote awareness and understanding of equality and diversity issues.
- Ensure that all staff receive training on equality and diversity as part of their induction and ongoing development.
- Monitor and report on the effectiveness of its training and development programs and use this information to inform its future training and development activities.

Patients and Service Users

BrisDoc recognises that patients and service users come from diverse backgrounds and may have different needs and expectations. The organisation is committed to providing high-quality services that are accessible, responsive, and inclusive.

We:

- Ensure that all patients and service users are treated with dignity and respect, and receive care that is appropriate to their needs.
- Work with communities to develop services that are culturally sensitive and responsive to their needs.
- Monitor and report on patient feedback to ensure that services are meeting the needs of all patients and service users.

Partnerships and Engagement

BrisDoc recognises that working in partnership with stakeholders and engaging with communities is essential to promoting equality and diversity. The organisation is committed to building strong relationships with stakeholders and communities and engaging them in its work.



Monitoring and Reporting

We recognise that monitoring and reporting on progress is essential to promoting equality and diversity. We adopt benchmarks such as ESD2 and review Our Voice surveys and training data to evaluate our effectiveness in creating a diverse and inclusive workplace and workforce. We also benchmark our data and progress alongside BNSSG census data and identify specific areas where it is not aligned.

We:

- Monitor and report on progress towards achieving equality and diversity targets.
- Use data and evidence to identify areas for improvement and take action to address any disparities or underrepresentation.
- Publish regular reports on its equality and diversity performance and use this information to inform its decision-making processes.

Summary

BrisDoc is committed to promoting equality and diversity and will continue to work towards creating a culture of inclusivity where everyone can thrive and reach their full potential.

The organisation will monitor and report on its progress and take action to address any disparities or underrepresentation.

By doing so, BrisDoc aims to provide high-quality services that are accessible, responsive, and inclusive to all patients and service users.



2024 Objectives

- Complete BrisDoc Census April 2024 ensuring that data around the 9 protected characteristics is captured. Develop a clear plan of action to address under-representation.
- Establish a set of metrics and KPI's that effectively monitors and drives improvements in workforce representation and inclusion. Use WDES, WRES, EDS2 to inform this. Achieve this by February 2024.
- Review BrisDoc's commitment to ESD2 standards June 2024, benchmark against the standards, and identify areas for improvement in patient equality, workforce health and wellbeing, and leadership accountability. Obtain evidence of personal commitment from leaders.
- Ensure sustainable recruitment processes that are inclusive and diverse by implementing measures such as diverse recruitment panels, gender neutral adverts and role profiles, and training of recruitment managers in Inclusive Recruitment within the next 12 months.
- Engage with under-represented patient groups by incorporating the Patient Representative Group (PRG) into the Equality, Diversity, and Inclusion (ED&I) group, and proactively reaching out to these groups. We aim to achieve this objective within the next 24 months.
- Increase BrisDoc's active and visible support for the LGBTQ+ community through BrisDoc's involvement in Bristol Pride, and promoting local and national LGBTQ+ forums, charities, and support groups to our workforce. We aim to achieve this objective within the next 12 months.
- Create and promote a suite of ED&I training for all co-owners including Active Bystander Training, Cultural Awareness training, and Learning Disabilities and Autism Training. We aim to achieve this objective within the next 12 months.
- Over the next 12 months we will promote a culture of inclusivity that encourages staff to speak out against discrimination or inequality by launching and promoting a revised 'Freedom to Speak Up' policy, and establishing co-owner E&D networks.

We will continue to deliver against the following commitments:

- Armed Forces Covenant
- Disability Confident
- Bristol Equality Charter
- Good Employment Charter

