The Role of the Equality, Diversity Champion

Introduction

Following the training provided to local Diversity champions in September 2011 it was agreed that a DRAFT outline detailing the role and expectations of a Diversity Champion would be devised and consulted on to help ensure all our Diversity Champions and service Users where clear of the voluntary commitment and role to this work; alongside the organisation knowing what outcomes they will receive in return for establishing Diversity Champions in the Trust. Our Diversity Champions are strategically aligned with the Royal College of Nursing and NHS PFD initiative. This means the two organisations have offered to provide free professional equality guidance and support to all our Diversity Champions through face to face training. This support is also offered to the Equality and Diversity Advisor who will provide ongoing operational leadership to the group. The Trusts senior Diversity Champion is the Chairman Steve Wragg.

Role Outline

The role of the Equality, Diversity Champion is to actively promote all aspects of equality and diversity within their area of work, clinical or none clinical, ensuring all staff is aware of their responsibilities and that the Equality, Diversity and Human Rights Steering Group are kept updated in such matters through regular update reports.

Specific tasks of the Diversity Champion

- Attend at least two of the four quarterly Diversity Champion meetings in the Trust.
- To act as an information resource, provide guidance and deal with queries as appropriate to your team or directorate on equality matters.
- Attend local team/directorate meetings to feedback information relevant to staff on current equality and diversity legislation and guidance.
- To proactively assist other colleagues to assess the impact of Trust policies and schemes on equality, diversity and human rights.
- To raise concerns through the appropriate channels about any behaviour that may undermine equality, diversity and human rights to the Equality and Diversity lead.
- To attend regular update sessions on equality, diversity and human rights
- Provide timely updates through the Equality and Diversity Steering Group providing a report by exception on any activities in your area. If you have a representative on the Equality and Diversity Steering Group this can be communicated via the member in their report to the Steering Group.

What the Trust will provide

- Training to undertake the role; appropriate training will be given to support the Diversity Champion in their role. This will include specific sessions on any of the protected characteristics and including human rights.
Development and maintenance of an electronic information point (SharePoint) to facilitate updates of information, sharing of best practice etc, quarterly bulletin

Inclusion on Trust external web pages of Diversity Champions section so that all staff and public have access to ongoing or new developments and best practice.

Approved by Equality and Diversity Steering Group    April 2012

Chair of Equality and Diversity Steering Group

Hilary Brearley
Director of HR & OD