



Southport  
& Formby  
Health

# Equality Diversity and Inclusion Policy June 2023



## Equality

This means everyone having access to the same opportunities and chances in life



## Diversity

This means people aren't all the same. For example, people come from different backgrounds, make different choices or are good at different things.



## Inclusion

This means Everyone can take part, and everyone has a fair chance.

# Our Vision and Values

Southport and Formby Health are:



## Trusted

We will work hard to make sure our service users trust us.



## Community based

We will make sure our services are accessible in the heart of our community.



## Supportive

We will make sure we are there for our community and service users when they need us.



## Convenient

We will make sure our services run in the evenings and during the weekends so more people can use them.



## Innovative

We will always learn, develop, and do things a better way.

# What we want to do



Help to promote a healthy community



Make sure all Southport and Formby Health staff have the skills they need to support people with different needs



Make sure all decisions and plans include thinking about the equality and diversity of the community



We want Southport and Formby Health to be a good employer for everyone



We want people to have good experiences of the services we provide

## Why we want this to happen



We want our services to reach the whole of the community



We want to be an employer of choice

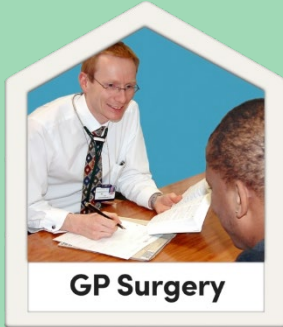
## How we will make this happen



We will follow the rules for public organisations



We will always look to improve and ask for feedback



We will closely work with GP Practices, other healthcare organisations and the community



We will train our staff to help them to understand how important equality and diversity is and how to implement it.



We will follow fair recruitment procedures and make sure our staff feel included.



Merseyside & Cheshire LGBTQIA Chartermark

We have achieved the Navajo Chartermark

# Protected characteristics

