

STH Race Equality Charter

Inclusive Culture

A workplace that values diversity

We will:

- ✓ Build trust and confidence of Black, Asian and Ethnic Minority staff
- ✓ Develop mechanisms for two way feedback and participation in decision making
- ✓ Ensure Black, Asian and Ethnic Minority staff are able and protected to speak up and raise concerns
- ✓ Create a diverse workforce that is able to meet the needs of our diverse population

Respect Others

Act with dignity and respect

We will:

- ✓ Use appropriate language in conversation with others
- ✓ Listen and value the views and opinions of Black, Asian and Ethnic Minority staff and service users
- ✓ Treat Black, Asian and Ethnic Minority staff with dignity and respect
- ✓ Value the diverse experience, perspectives and cultures that Black, Asian and Ethnic Minority staff bring to the workplace

Promote Equality and Diversity

Demonstrate positive attitudes and behaviours

We will:

- ✓ Treat everyone fairly and equitably
- ✓ Be friendly towards one another and offer support
- ✓ Create an organisational culture that benefits everyone
- ✓ Communicate that all types of bullying, harassment and discrimination is unacceptable

Ownership and Accountability

Be a role model and ally

We will:

- ✓ Challenge racism and discrimination
- ✓ Challenge negative attitudes and behaviours
- ✓ Empower Black, Asian and Ethnic Minority staff to apply for senior roles
- ✓ Provide positive action mentoring and leadership programmes

