

MFT Equality, Diversity & Inclusion Policy Statement

Manchester University NHS Foundation Trust is strongly committed to ensuring our services and employment practices are fair, accessible, and inclusive for the diverse communities we serve and the workforce we employ. This is reflected and reinforced in our 'vision and values'.

Why is Equality, Diversity & Inclusion important?

- We want to celebrate and harness our unique, rich and diverse communities and workforce
- We want to provide services to all our communities in a fair and appropriate way
- We want everyone who comes into contact with MFT to feel valued and respected
- We want to remove any barriers for people when they are accessing our services

Our Commitment

Patients/Visitors/Carers

Everyone has the right to be treated fairly and with dignity and respect. You will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Staff

Have the right to be treated fairly in the recruitment process and in the workplace. The Trust recognises that everyone is different and values the unique contribution that individual experience, knowledge and skills can make. You can expect to work in an environment where equality diversity and inclusion is valued and equality of opportunity is promoted. You will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. The Trust will not tolerate any form of discrimination, including direct and indirect, victimisation, harassment or bullying.

You have a responsibility to ensure that you treat our patients and your colleagues with dignity and respect.

MFT NHS Foundation Trust is Disability Confident

The Trust is a Disability Confident Committed employer and we are committed to ensuring our recruitment processes and workplace environment is inclusive and supportive for disabled staff.

The trust has a number of Equality Diversity & Inclusion policies that help ensure staff and patients are treated fairly.

For further information please contact the EDI team on:-

Equality Diversity & Inclusion Team
0161 276 5650