TERMS OF REFERENCE

Equality & Fairness Steering Group

1. Mission:

To ensure Medway NHS Foundation Trust is an exemplar provider of patient services and an organisation where all patients, visitors and staff feel valued. The Trust will aim to ensure that all patients receive the highest quality, personalised care irrespective of race, sexual orientation, disability, gender, religion/belief or age. The Trust respects the dignity and human rights of all patients.

2. Aims:

2.1. To ensure Equality, Diversity & Human Rights is fully integrated into the delivery of patient services.
2.2. To support and promote the Trust's Equality, Diversity & Human Rights activity (Patient Services and Employment) to achieve and move beyond legal compliance.
2.3. To act as Equality, Diversity & Human Rights 'Champions' within the Trust.
2.4. To support, facilitate and endorse the development of staff Equality Networks within the Trust.
2.5. To ensure that Equality, Diversity & Human Rights is integrated as part of the core business of the Trust.

3. Steering Group Membership:

3.1. Members will be invited from a range of disciplines across the Trust.
3.2. The Group may co-opt additional members as agreed, and as the work progresses.
3.3. Members will be from the following internal posts:

- Chair – nominated by the Trust Chair.
- Director of Human Resources or Nominated deputy
- Non-executive Director
- Staff Side Rep
- Director of Operations or Nominated Deputy
- Human Rights, Equality & Diversity Manager
- Member Governor
- Director of Nursing or Nominated Deputy

3.4 External organisations may also be asked to contribute to the work of the Steering Group from such organisations as:

- Kent Police
- Medway Human Rights & Equality Council
- Representatives from relevant community organisations as decided by the Steering Group, in line with the equality strands.

4. Procedures:

4.1. Scheduled meetings will be held on a quarterly basis with ad hoc meetings organised as necessary.
4.2. Specific working groups may be set up to complement the work of the steering group and focus on specific areas of activity.
4.3. All meetings will be Minuted and copies of Minutes circulated to each group member.
4.4. The Steering Group will report directly to the Trust Executive team via the Executive members on the group.