



Diversity & Inclusion Policy

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Document Control Information

Version	Date	Author	Status (A/D)	Description of Change
3.1	Jan 19	Diversity and Inclusion Advisor	D	Diversity & Inclusion Policy Statement renamed from Equal Opportunities Policy and reviewed accordingly
4.0	Feb 19	Diversity and Inclusion Advisor	A	Policy approved at TMG Feb 19
4.1	Jan 21	Diversity and Inclusion Advisor	D	Minor amends to wording, mainly document references
4.2	Jan 21	Diversity and Inclusion Advisor	D	Agreed at PDG 14/1/2021
5.0	Feb 2021	Risk Team	A	Approved at TMG
5.1	March 22	Risk Team	A	TMG approved extension until October 2022
5.2	March 22	Diversity and Inclusion Advisor	D	Agreed at PDG Changes that were made and agreed Page 1 Dignity and Respect at Work (currently being developed) changed to Dignity at Work Policy Flexible Retirement changed to Flexible Working Policy Added Reasonable Adjustment Guidance and Health Passport with link to guidance and passport Page 3 Added a Values Statement 1.3 included fully inclusive of all LGBTQ+ communities including those with non-binary identities 3.3 included fully inclusive of all LGBTQ+ communities including those with non-binary identities 3.8 included on an annual basis in accordance with our statutory responsibilities Section 6 Disability now Section 4 4.3 added disability

				Section 4 Responsibilities now Section 5 5.6 changed to the Trust's statutory and internal equality objectives. Section 5 Training and Development now Section 6 Section 6 Workforce Monitoring now Section 7 Section 7 Implementation Plan now Section 8 Section 8 Compliance and Governance now Section 9 Section 9 Bullet point 3 changed to Diversity and Inclusion Unit will provide an annual report on our Workforce Equality Profile. Bullet point 4 deleted – Confirmation and findings of the review will be reported annually to the Diversity and Inclusion Steering Group and JSG for information Bullet point 5 – changed to Where it is highlighted that there are actions required to address detrimental impact on protected groups, whether this be through discussion or action plans, these will be noted in the minutes of the Diversity and Inclusion Steering Group and will be reviewed at subsequent meetings
5.3	March 22	Diversity and Inclusion Advisor	D	Agreed at JSG
6.0	May 2022	Risk Team	A	Approved at TMG
7.0	April 2025	Diversity and Inclusion Advisor	D	Stakeholder Consultation
7.1	April 2025	Diversity and Inclusion Advisor	D	Changes that were made an agreed with Stakeholders; Approval group changed from Trust Management Group to People & Culture Group Associated policies/documents included – Supporting Trans Staff Procedure and Guidance, Inclusive Language Toolkit, Sexual Safety Charter, New Parent Policy, Workplace Adjustment Policy, Menopause Policy, Freedom to Speak Up Policy Dignity at Work Policy changed to Dignity, Civility and Respect at Work Policy Associated policies/documents deleted – Hybrid Working Policy, Social Media Policy and Data Protection Policy. Section 4 'Disability' removed, and sections thereafter moved up one. Values Statement updated with intersectionality addition. Following clauses rephrased – 1.1, 1.2, 1.3, 1.4, 1.5, 2.1, 3.1, 3.2, 3.3, 3.4, 3.6, 3.7, 3.8, 3.9, 4.1, 4.2, 4.3, 5.1, 6., 6.1, 6.2, 6.3,

				8.1,addition of 8.2 to include EIAs in governance Clause 5.5 removed 3.6 addition of intersectionality Appendix included. People Strategy changed to YAS Strategy. Diversity & Inclusion Policy renamed from Diversity & Inclusion Policy Statement
A = Approved D = Draft				
Document Author = Diversity & Inclusion Team				
Associated Documentation: Insert names of associated Policies or Procedures here Equality in the workplace cannot be achieved through a Diversity and Inclusion Policy alone. This policy works in alignment with the following associated policies and documents: • YAS Strategy • Behavioural Framework • Supporting Trans Staff Procedure and Guidance • Inclusive Language Toolkit • Sexual Safety Charter • New Parent Policy • Workplace Adjustment Policy • Special Leave Policy • Menopause Policy • Disciplinary Policy • Grievance Policy • Dignity, Civility and Respect at Work Policy • Code of Conduct • Flexible Working Policy • Attendance at Work Policy • Health and Wellbeing Guidance • Freedom to Speak Up Policy • YAS Public Sector Equality Duties • Reasonable Adjustment Guidance and Health Passport - link to guidance here				

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Our Values Statement

At Yorkshire Ambulance Service NHS Trust, our mission, vision, and strategic goals are underpinned by our core values: Kindness, Respect, Teamwork, and Improvement. These values define who we are, how we work, and how we care for our patients, colleagues, and communities.

We bring these values to life every day through our leadership, decision-making, and service delivery. They are embedded in our culture, policies, behaviours, and the way we measure our performance and impact.

We are committed to building a workplace and service environment that is inclusive, compassionate, and equitable. We recognise that people's experiences are shaped by a combination of identities, such as race, gender, disability, age, sexuality, and socio-economic background. These intersecting factors can compound disadvantage, and we strive to address them through an approach rooted in fairness and understanding.

By living our values, we create a high-performing organisation where everyone feels valued, respected, and supported to and supported to feel safe, empowered, and able to contribute meaningfully, whether they are patients, staff, or members of the communities we serve.

Yorkshire Ambulance Service's Anti-Discrimination Statement

"At Yorkshire Ambulance Service (YAS), we are committed to eliminating discrimination and promoting equality and diversity in our policies, practices, and procedures. We strive to treat everyone with fairness, attention, courtesy, compassion, and respect, whether they are colleagues, patients, members of the public, or partners.

Discrimination is not tolerated at YAS. We are committed to ongoing efforts to identify, challenge, and eliminate all forms of discrimination. Everyone has the right to work and receive care in an environment free from abuse, bullying, and harassment, and to be treated with dignity and respect.

Discrimination based on individual characteristics or circumstances is unlawful and unjust. It holds back individuals, organisations, and society. At YAS, we stand united against it, in all its forms."

1. Introduction

Yorkshire Ambulance Service NHS Trust is committed to ensuring our services and employment practices are accessible, inclusive, and fair for the diverse communities we serve and the workforce we employ. This commitment is embedded in the Trust's vision and values.

- 1.1 The Trust is committed to identifying and removing barriers to equity across all areas of service and employment.
- 1.2 The Trust adopts a zero-tolerance approach to discrimination in any form and at any time on the grounds of age, disability, sex, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, sexual orientation, religion or belief, which, are all covered by the Equality Act 2010 and section 5 of the NHS Terms and Conditions. Where breaches occur, these will be addressed through the Trust's formal Disciplinary Policy.

- 1.3 The Trust's Strategy sets out the Trust's commitment to promote and advance equality of opportunity, and to promote diversity and inclusion throughout our organisation. Our approach to diversity and inclusion goes beyond legal compliance, it is central to the Trust's core business and values.
- 1.4 The Trust recognises that people's experiences of inequality and discrimination can be shaped by the intersection of multiple aspects of their identity, such as race, gender, disability, sexuality, age, and socio-economic status. Our approach to diversity and inclusion acknowledges these overlapping identities and aims to understand and respond to their combined impact on both patients and staff.

2. Scope of the Policy

- 2.1 This policy applies to all employees, students, bank staff, volunteers, and contractors within the Trust.

3. Principles and our Commitments

Yorkshire Ambulance Service is committed to:

- 3.1 Promoting equity, diversity and inclusion in the workplace which in turn improves patient experience, outcomes and employee wellbeing.
- 3.2 Ensuring equity, fairness and respect for all in our workforce, whether temporary, part-time or full-time.
- 3.3 Ensuring that our services and functions do not discriminate against people based on their protected characteristics within the Equality Act 2010.
- 3.4 Creating a working environment free of bullying, harassment, victimisation and discrimination. Such acts will be dealt with as misconduct under the Trust's Dignity, Civility and Respect at Work Policy and/or disciplinary procedures, and any appropriate action will be taken.
- 3.5 Promoting a culture of dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
- 3.6 We commit to applying an intersectional lens when reviewing our policies, data, and decision-making, to ensure that no group is disadvantaged by a one-size-fits-all approach to equity and inclusion. This includes, but is not limited to, pay and benefits, terms and conditions of employment, managing grievances and disciplinary, dismissal, redundancy, leave for parents, requests for flexible working, and recruitment, promotion, training or other developmental opportunities.
- 3.7 Facilitating a culture of advancing equity and inclusion at every opportunity.
- 3.8 The Trust will report and publish as required against the Workforce Race Equality Standards (WRES), Workforce Disability Equality Standards (WDES), Equality Delivery System 2022 (EDS2), Gender Pay Gap (GPG), Ethnicity Pay Gap (EPG), and the Disability Pay Gap (DPG) on an annual basis in accordance with our statutory responsibilities.

- 3.9 Training managers and raising awareness amongst the workforce about their rights and responsibilities under this policy.

4. Responsibilities

- 4.1 All staff have a duty to conduct themselves in a manner which is consistent with the Trust's Values and Behavioural Framework. This will assist the Trust to provide equity and inclusion in employment, and prevent bullying, harassment, and victimisation.
- 4.2 The Trust and its workforce can be liable for bullying, harassment, victimisation, and discrimination against colleagues, patients, contractors, and the public.
- 4.3 The Trust Board and Trust Executive Group have overall accountability for legal compliance.
- 4.4 All Trust managers, team leaders and supervisors are responsible for implementing and adhering to the policy.
- 4.5 The Trust's Diversity and Inclusion Steering Group has overall responsibility for monitoring progress against the Trust's statutory and internal equality objectives.

5. Training and Development

- 5.1 Yorkshire Ambulance Service NHS Trust aims to make training, development, and progression opportunities available to all staff. Relevant personal development will be encouraged to help staff reach their full potential and enhance organisational efficiency.

6. Workforce Monitoring

- 6.1 Yorkshire Ambulance Service will monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity. In analysing workforce data, we will consider intersectional patterns and trends where possible to gain a more comprehensive understanding of inequality and inform targeted interventions. This will include publishing and reporting a range of our workforce data in line with our legal and contractual obligations.
- 6.2 Monitoring will also include assessing how the Trust's Strategy, and any supporting action plans e.g. EDI Action Plan are working in practice, reviewing them annually, and taking action to address any issues and gaps.
- 6.3 Yorkshire Ambulance Service will review employment practices and procedures when necessary to ensure equity and update policies to take account of changes in the law.

7. Implementation Plan

- 7.1 The policy will be communicated widely across the Trust, including policy approval via the Trust's governance process.

8. Compliance and Governance

- 8.1 The Diversity and Inclusion Policy is fully supported by the Trust's People & Culture Group/People Committee, Trust's Executive Group and the Trust Board; and has been

developed and agreed with the following Trade Unions: Unison, Unite, GMB and RCN within the Policy Development Group.

- 8.2 The completion and review of Equality Impact Assessments (EIAs) will form part of the Trust's governance processes to ensure that equality, diversity and inclusion are considered in all major decisions and policy developments.
- Details of the Trust's grievance and disciplinary policies and procedures can be found on Pulse (Intranet).
 - Details of the Trust's complaints procedure will be widely publicised on the Trust's website and on patient leaflets.
 - Guidance and templates for completing Equality Impact Assessments are available on Pulse (Intranet).
 - Diversity and Inclusion Team will provide an annual report on our Diversity Workforce Profile Report.
 - Where it is highlighted that there are actions required to address detrimental impact on protected groups, whether this be through, EIAs discussion or action plans, these will be noted in the minutes of the Diversity and Inclusion Steering Group and will be reviewed at subsequent meetings.

Appendices

The **Equality Act 2010** is a UK law designed to protect people from discrimination, harassment, and unfair treatment by combining multiple previous anti-discrimination laws into one. It safeguards individuals based on **nine protected characteristics** listed below. The Act covers various forms of discrimination, including **direct discrimination** (treating someone unfairly because of a protected characteristic), **indirect discrimination** (policies that disadvantage certain groups), **harassment** (unwanted behaviour creating an offensive environment), and **victimisation** (unfair treatment for making or supporting a discrimination complaint). It applies in workplaces, public services (such as healthcare and education), businesses, transport, housing, and organisations. Additionally, the **Public Sector Equality Duty** ensures that public organisations, like the NHS, consider how their decisions impact people with protected characteristics and actively work to reduce inequality.

This section provides clear guidance on where to find support and resources for each protected characteristic, ensuring all individuals have access to relevant information, services, and assistance tailored to their specific needs.

Age

The Trust is committed to ensuring fair and equal treatment for people of all ages, and to preventing discrimination based on age in both employment and service delivery.

The legal protection against age discrimination is intended to prohibit treatment that results in unfair disadvantage due to age. However, it does not prevent justifiable or beneficial differences in treatment, such as age-specific services or age-based eligibility criteria, where these are appropriate and supported by evidence.

- Absence Policy

Disability

Requires reasonable adjustments and prohibits discrimination against individuals with physical or mental impairments. This also includes impairments that have a substantial and long-term adverse effect on ability to carry out normal day-to-day activities such as long-term illness and neurodiversity.

- Workplace Adjustments Policy
- Absence Policy
- Health & Wellbeing Passport
- Supporting Staff with Disabilities Webinar ([watch the recording here](#) and [view the PowerPoint slides](#))
- Disability Support Network – yas.disabilitysupportnetwork@nhs.net

Gender Re-assignment

Protects individuals undergoing or who have undergone a gender transition from discrimination. A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

- Supporting Trans Staff Procedure and Guidance
- Pride@YAS – yas.pride@nhs.net
- Supporting LGBT+ Staff Webinar ([watch the recording here](#) and [view the PowerPoint slides](#))

Marriage & Civil Partnership

Prevents discrimination based on marital or civil partnership status, particularly in employment.

- Special Leave Policy

- Relationship Policy

Pregnancy & Parental Leave

Ensures protection from unfair treatment due to pregnancy, maternity leave, or breast/chest feeding.

- Special leave
- New Parent Policy
- Hybrid Working Policy
- Flexible Working Policy
- Women & Allies' Network – yas.womenandalliesnetwork@nhs.net

Race

Prohibits discrimination based on race, skin colour, ethnicity, nationality, or national origin. This references both individuals and racial groups.

- Supporting Race Equality Webinar ([watch the recording here](#) and [view the PowerPoint slides](#))
- Anti-Racism Charter
- Race Equality Network – yas.raceequalitynetwork@nhs.net

Religion or belief

Protects individuals from discrimination due to their religion, belief, or lack of religion or belief.

- Prayer Guidance

Sex

Ensures equal treatment regardless of gender, addressing workplace inequality and gender-based bias.

- Menopause Policy
- Women & Allies' Network – yas.womenandalliesnetwork@nhs.net

Sexual Orientation

Prevents discrimination based on a person's sexual orientation, ensuring fair treatment for all. A person's sexual orientation means their sexual orientation towards a person of the same sex, a person of the opposite sex, or a person of either sex.

- Trans Guidance
- Pride@YAS – yas.pride@nhs.net
- Supporting LGBT+ Staff Webinar ([watch the recording here](#) and [view the PowerPoint slides](#))

Further Support:

Freedom to Speak Up Guardians
Trade Union Representatives
Diversity and Inclusion Team
HR Services
Health and Wellbeing Team