**Appendix 3**

**Minimum job description content for staff on Agenda for change band 7 and above is set to meet level 3 and 4 of the KSF.**

**EQUALITY, DIVERSITY & HUMAN RIGHTS**

* + Recruits, develops and retains a diverse high quality workforce in an equitable manner. Leads and manages an inclusive workplace that maximises the talents of each person to achieve high performance.
  + Equality impact assesses services and policies to identify and remove discrimination and promote equality.
  + Provides an appropriate and responsive service that takes in to account diverse needs.
  + Respects, understands, values and seeks out individual differences to achieve the core values of the Trust.
  + Develops and uses measures to hold self and others accountable for achieving results that embody the principles of diversity. Identifies equality and diversity training and development needs for staff and self.
  + Role models and fosters supportive working practices and ensures that inappropriate behaviours are tackled.
  + Promotes and instils a culture of integrity and ensures that individual differences are valued and everyone is treated with fairness, dignity and respect.
  + Acts as a mentor to staff from diverse groups.