**Appendix 2**

**Minimum job description content for all staff on equality and diversity is set at level 2 of core dimension 6 of the KSF.**

# EQUALITY, DIVERSITY AND HUMAN RIGHTS

It is the responsibility of every member of staff to understand our equality, diversity and human rights commitments and statutory obligations under current equality legislation and to:

* Act in ways that support equality, diversity and human rights recognising the importance of people’s rights in accordance with legislation, policies, procedures and good practice.
* Valuing people as individuals and treating everyone with dignity and respect, consideration and without prejudice, respecting diversity and recognising peoples expressed beliefs, preferences and choices in working with others and delivering appropriate services
* Recognise and report behaviour that undermines equality under Trust policy.
* Be consciously aware of own behaviour and encourage the same levels of behaviour in colleagues.
* Acknowledge others’ different perspectives and recognise the diverse needs and experiences of everyone they come into contact with.
* With the support of managers develop an equality, diversity and human rights objective through the personal development review process.