

# Promoting Equality

## The Oxford Radcliffe Hospitals Single Equality Scheme

(Easy Read Version)

Ask someone for help when you don't understand something.



**Promoting** means telling everyone about something.



# The Organisation

**Organisation** means a place where people work.



When we say organisation we mean the Oxford Radcliffe Hospitals NHS Trust.



The organisation is one of the largest in the United Kingdom.



The organisation is three hospitals.

The hospitals are called:

The John Radcliffe Hospital.



The Churchill Hospital.

The Horton General Hospital.



10,283 people work in the organisation.



The **financial turnover** last year was  
614 million pounds.



£614,000,000

**Financial Turnover** means the amount of  
money an organisation uses.

The organisation provides hospital services to  
people in Oxfordshire.



The organisation provides other services to  
people outside Oxfordshire.



The organisation provides some services to  
people across England.



The organisation is part of the NHS.



NHS organisations need to make sure that they:

- Are easy for people to use
- Deliver services fairly.



We have a **plan** to make sure that things get done properly.



The **plan** is called the Trust Single Equality Scheme Programme of Action.

A group called the Equality Steering Group are working on the plan.



# The Law



**Law** means rules.



The NHS has to think about different laws.



One type of law is called **Equality law**.

**Equality law** means rules that make sure people are treated fairly.



The organisation has to say how it will work with an **Act**.

**Act** means a list of rules.



The different acts the organisation has to work with are called:

- Race Relations Amendment Act 2000
- Disability Discrimination Act 2005
- Sex Discrimination Act
- Equality Act 2006
- Human Rights Act



The Trust needs to show how it keeps to the rules.



**Discrimination** must not happen.

**Discrimination** means treating a person differently and unfairly for some reason.



There are different types of discrimination:

- **Racial**

**Racial** means people from different countries.



- **Disability**

**Disability** means something to do with someone's mind or body needing help.



- **Gender.**

**Gender** means male or female.



We need to make sure everyone knows about being fair.



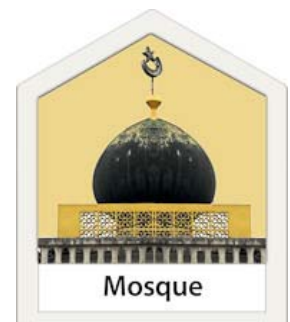
The organisation is also working to make sure other types of discrimination do not happen.

Other types of discrimination are:

- **Age**



- **Religion**



- **Sexual orientation.**

**Sexual Orientation** means whether you find a man or a woman or both attractive.



Getting rid of any type of discrimination is important to the Trust.



The organisation makes sure all decisions are made with the person being most important.



## The Single Equality Scheme

You can see the website for more details at:

<http://oxfordradcliffe.nhs.uk>

We have listened to what Oxfordshire people and patients want.



We also learned about the law.



We made a three year plan.



## The Oxfordshire Profile



**Profile** means basic information about something.

The South East is the healthiest place in England.



Children are healthier in the South East.



14500 children are living in **poverty**.

**Poverty** means not having enough money.



One person in four smoke cigarettes.



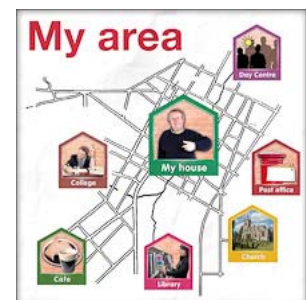
800 people die every year by smoking cigarettes.



In Oxfordshire we know that 2000 people have a learning disability.



More than half a million people live in Oxfordshire.



605,488 people

Some of these people are providing care without being paid.



Many of them care for more than 50 hours per week.



50 Hours per week

## Health Equality

**Equality** means treating each person fairly.



Some people are treated unfairly in Oxfordshire.



We have noticed some people in Oxfordshire struggle to find the health care they need.



When you need help ask us.

PALS SERVICE: 01865 221473



## Our Three Year Plan



We will continue to improve services by listening to the people using the services.



We want patients and staff with disabilities to tell us how we can make things better.



We will train all staff in equality and disability awareness.



We will make sure information is available for people wanting to know more about culture, customs and religion.



We will help staff get the training they need.



We will look at information to help us understand about things we need to make better.



We will get better at understanding the information we collect.



We will make sure we do not discriminate.



We will always provide information in the best way for patients.



We will provide support so you can follow your faith and beliefs.



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