

HUMAN RIGHTS IN HEALTHCARE

THE FIVE PRINCIPLES OF A HUMAN RIGHTS APPROACH

Employment

<p>Principle 1 - Putting Human Rights at the heart of policy and planning</p>	<p>Dignity at Work policy: The right not to be degraded</p> <p>Disciplinary policy: The right to a fair trial. The right to no punishment without the law</p> <p>Equality and Diversity policy: Respect for private life Freedom of thought, conscience and religion Freedom of expression The right not to be discriminated against</p> <p>Staff training and development policy: The right to education</p> <p>Grievance policy: The right to raise a grievance if any rights are not being respected HR Strategy outlining vision and values.</p> <p>Whistleblowing policy: Gives staff a procedure to raise issues of concern.</p>
<p>Principle 2 - Accountability</p>	<p>Grievance policy: The right to raise a grievance if any rights are not being respected</p> <p>Whistleblowing policy: Gives staff a procedure to raise issues of concern.</p> <p>Dignity at Work policy: The right to make a complaint if a member of staff feels they are not being treated appropriately</p> <p>Equality and Diversity policy: Sets out the Trust values and who has responsibility for ensuring they are being respected</p>
<p>Principle 3 - Empowerment</p>	<p>Mandatory equality and diversity training includes human rights Induction for all new staff includes equality and diversity</p>

<p>Principle 4 - Participation and involvement</p>	<p>Recognition and local collective bargaining arrangements policy Partnership working established with recognised Trade Unions. Work together on policy development, job evaluation. Regular meetings [TJNCC].</p> <p>Organisational Change Policy Staff involvement in a change process from the start. Consultation with staff side throughout the process.</p> <p>Staff Surveys. National and local surveys of staff to ascertain views and experience of our staff.</p> <p>Equality and Diversity Group. Membership is open to all members of staff. Aims to assist with developing an ethos of equality and diversity in the Trust.</p>
<p>Principle 5 - Non-discrimination and attention to vulnerable groups</p>	<p>Employee Relations monitoring by ethnicity, disability, age and gender Workforce information published on the Trust Internet and Intranet sites</p> <p>Equality and Diversity policy and Dignity at Work policy: Minority groups specifically stated in these policies</p> <p>Equality Impact assessments undertaken on all new policies to ensure no adverse impact on any particular group. Plans for assessments on all policies, procedures and services</p> <p>Equality and Diversity training mandatory for all staff</p> <p>Flexible working policy ensures that staff with caring responsibilities are not discriminated against</p>