



## Commitment to Equity, Diversity, and Inclusion (EDI) is integral to our organisational culture.

We value and respect all individuals' diverse backgrounds, perspectives, and experiences. As an employer, we foster an inclusive environment where everyone feels valued, supported, and empowered to contribute their best. We seek candidates who share our commitment to EDI and will actively contribute to advancing these principles within our workplace and the broader community.

We want to ensure that our workforce is representative of the population we serve. We welcome applications from all sections of the community and diverse groups.

*People Promise*

This is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.

We are  
**compassionate**  
and **inclusive**

## Encouraging applications from underrepresented groups

We work hard to understand our demographics and monitor our performance as an equal-opportunity employer. To support this process, please take the time to complete the equal opportunity questions. The shortlisting manager will not see this criterion; therefore, it cannot be part of their decision-making.

We are a disability-confident leader and will interview all candidates with disabilities who meet the minimum 'essential' criteria as identified in the person specification.

We welcome applications from the LGBTQ+ community and openly encourage people with different sexual orientations, gender identities and expressions to apply to join our team.

Our commitment to diversity extends to all levels of our organisation, and we encourage applications for all senior positions from ethnically diverse candidates.



*People Promise*

This is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.

We are  
**compassionate**  
and **inclusive**

## Encouraging applications from underrepresented groups

The Trust is committed to employing and supporting people with disabilities. The Trust's policy is to interview all candidates with a disability who meet the minimum 'essential' criteria as identified on the person specification. To ensure we know you have a disability, please inform us under the appropriate section on the application form.

We welcome applications from the LGBTQ+ community and openly encourage people with different sexual orientations, gender identities and expressions to apply to join our team. We promise to respect and encourage using all pronouns and will not purposefully misgender anyone. We encourage applications for all senior positions from ethnically diverse candidates.



*People Promise*

This is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.

We are  
**compassionate**  
and **inclusive**



## Our Staff Networks

We have staff networks in place to help support the staff experience of diverse staff groups and inform us of the actions, interventions, and support that we need to put in place to improve the working lives and daily experiences of all colleagues and all teams. Anyone can join the networks, and we take pride in having allies as part of every network within the organisation.

For more information on our strategic goals, anti-discrimination publications and our staff networks, please visit our website:

[Equality, Diversity, and Inclusion - The Dudley Group NHS Foundation Trust \(dgft.nhs.uk\)](https://www.dgft.nhs.uk)

*People Promise*

This is a promise we must all make to each other – to work together to improve the experience of working in the NHS for everyone.

We are  
**compassionate**  
and **inclusive**