

## Equality, Diversity and Inclusion (EDI) statement and competency to be tested

Bands	Job Specification suggestions
Band 6	<p>Expected to demonstrate a basic understanding of the principles of equality, diversity and inclusion in relation to the post, Including responsibility for line manager where applicable</p> <p>Demonstrable understanding of equality, diversity and inclusion with evidence of personal impact in these areas.</p>
Band 7	<p>Evidence of complying with legislation and organisational policies. Ability colleagues about to advise on equality, diversity and inclusion policy and procedures and ensure they are followed.</p> <p>Evidence of contribution in making a positive impact on the promotion of equality diversity and inclusion, and good working relations.</p>
Band 8a	<p>Demonstrates understanding of issues affecting equality, diversity and inclusion, including how individual actions make a difference to the equality, diversity and inclusion agenda. Evidence of delivery of equality, diversity and inclusion improvements through accounting for the particular needs of groups at risk of, or already experiencing, inequalities</p>
Band 8b	<p>Demonstrable understanding of equality, diversity and inclusion with evidence of personal impact in these areas. Evidence of considering and implementing the most effective way to promote equality, diversity and inclusion and good working relationships. Demonstrate the ability to take actions which support and promote this agenda.</p>
Band 8c	<p>Demonstrable understanding of equality, diversity and inclusion with evidence of personal impact in these areas. Evidence of considering and implementing the most effective way to promote equality, diversity and inclusion and good working relationships. Demonstrate the ability to take actions which support and promote this agenda.</p>

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Bands	Main duties and responsibilities
Band 6	<p>Develop a culture that promotes equality and inclusion and values diversity.</p> <p>Be aware of and committed to the Equality, Diversity and Inclusion policies and comply with all the requirements of these policies and also actively promote Equality, Diversity and inclusion issues relevant to the post.</p>
Band 7	<p>Awareness of equality and inclusion and valuing diversity principles</p> <p>Understand their responsibility for respecting and promoting issues of equality, diversity, inclusion and rights in accordance with good practice and legislation.</p> <p>Ability to respect the cultural, social and religious diversity within society.</p>
Band 8a	<p>Ensure that within their service area fair employment practice and equality, diversity and inclusion are delivered.</p> <p>Must adhere to the Equality, Diversity and Inclusion Policy. Failure to adhere to this policy is a disciplinary matter which could result in dismissal.</p>
Band 8b	<p>Ensure that within their service area fair employment practice and equality, diversity and inclusion are delivered.</p> <p>Must adhere to the Equality, Diversity and Inclusion Policy. Failure to adhere to this policy is a disciplinary matter which could result in dismissal.</p>

## Equality statement

“This is a positive action opportunity open to [insert applicants/staff] that identify as [insert protected characteristic(s)]. Positive action is lawful under the Equality Act 2010 and employers and education providers can offer additional support for underrepresented and disadvantaged groups based on past discrimination”.

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BNSSG ICB is committed to equality, diversity and inclusion for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal and inclusion and value diversity. The Trust will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs. Our Equality, Diversity and Inclusion Policy and mandatory Equality and Diversity training courses seek to secure our commitment. For management posts, to ensure that within their service area fair employment practice, and equality diversity and inclusion are delivered.