equality
diversity
inclusion

NHS
The Robert Jones and Agnes Hunt Orthopaedic Hospital
NHS Foundation Trust

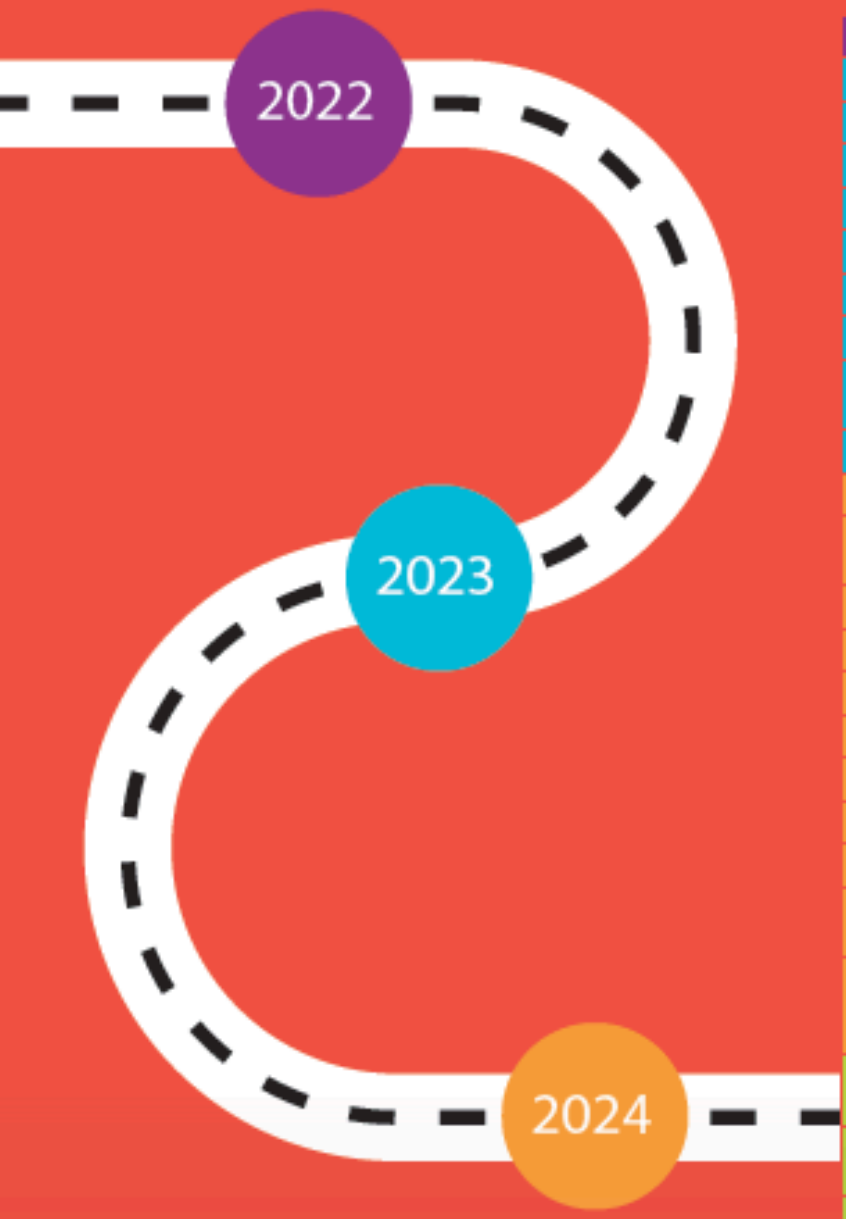
WHAT WE DO AT RJAH

"WE ARE COMMITTED TO PROVIDING A WORKING ENVIRONMENT THAT IS WELCOMING, INCLUSIVE, RESPECTFUL AND IS FREE FROM UNLAWFUL DISCRIMINATION."

We all have a personal responsibility for making our workplaces more inclusive.
Our individual mindsets, attitudes and behaviours directly impact on the lives of others and help to shape our work environment.
We must be proactive and reach out to others, especially those who we do not know or would not normally work with.
We can help to influence and shape our organisation's policies, strategies and goals around equality, diversity and inclusion.



Inclusion roadmap



September	ICS Staff Network Groups established
June	Staff Listening Events held
August	Approval of Inclusion Strategy
September	Set up Staff Networks groups
September	Launch calendar of events
September	Menopause conference
September	Refresh EDI meeting terms of reference
October	Share EDI pledge
October 2023 to Feb 2024	Diversity in Health & Care Partners Programme 2024 – EDI Team attendance
December	Review induction process
January	Launch EDI newsletter
2024	Diversity in Health & Care Partners Programme 2024 – EDI Team attendance.
March	Gender Pay Gap Report
2024	Launch Health passports
2024	Neuro-diversity logo and badge
June	Anti-racism Strategy
2024	Explore Apps to support EDI and staff welfare
October	Quarterly Newsletters
October	WRES & WDES action plan updates
October	Staff Networks; Menopause, Pride, Ethnic Diverse, Disability & Neurofriends
Domain 1,2 & 3 Results – 2023/2024	EDS2 – NHS Equality Delivery System
January	Health Passport – being reviewed and trial use
2025	Staff Networks; Menopause, Pride, Ethnic Diverse, Disability & Neurofriends
2025	Gender Pay Gap Report
March	Ethnicity Pay Gap report
2025	EDS2 – NHS Equality Delivery System
2025	Public Sector Equality Duty (PSED) Equality, Diversity, and Inclusion Annual Report
2025	Anti-racism training

RJAH

Staff Networks

Together, We Celebrate Diversity, Empowerment, and Belonging

Pride staff network



Ethnic Diverse Logo under review

MENOPAUSE staff network



Disability Staff Network Group Logo under review

ARE YOU PASSIONATE ABOUT MAKING RJAH A MORE INCLUSIVE, UNDERSTANDING, AND SUPPORTIVE PLACE FOR EVERYONE?

JOIN OUR STAFF NETWORK GROUPS AND FIND YOUR COMMUNITY!

Bi-Monthly meetings.

Key Stakeholders.

Safe Space conversations.

Our Staff Network Groups:

Disability Network – Champion accessibility, understanding, and allyship for colleagues with disabilities. Your voice matters in shaping a more supportive workplace.

Pride Network – Celebrate LGBTQ+ identities and foster a culture of respect and acceptance. Whether you identify as LGBTQ+ or as an ally, you are welcome here!

Menopause Network – Break the silence, share experiences, and support one another through every stage of menopause. Let's normalise the conversation together.

Ethnic Diverse Network – Embrace and promote the richness of our cultural backgrounds. Stand with colleagues from all ethnicities, celebrate our differences, and drive positive change.

Why Join?

Connect with colleagues who share your experiences and passions.

Contribute to initiatives that make RJAH more welcoming for all.

Access resources, events, and safe spaces for discussion and support.

Be a part of shaping policy, awareness, and real change.

Allies Welcome!

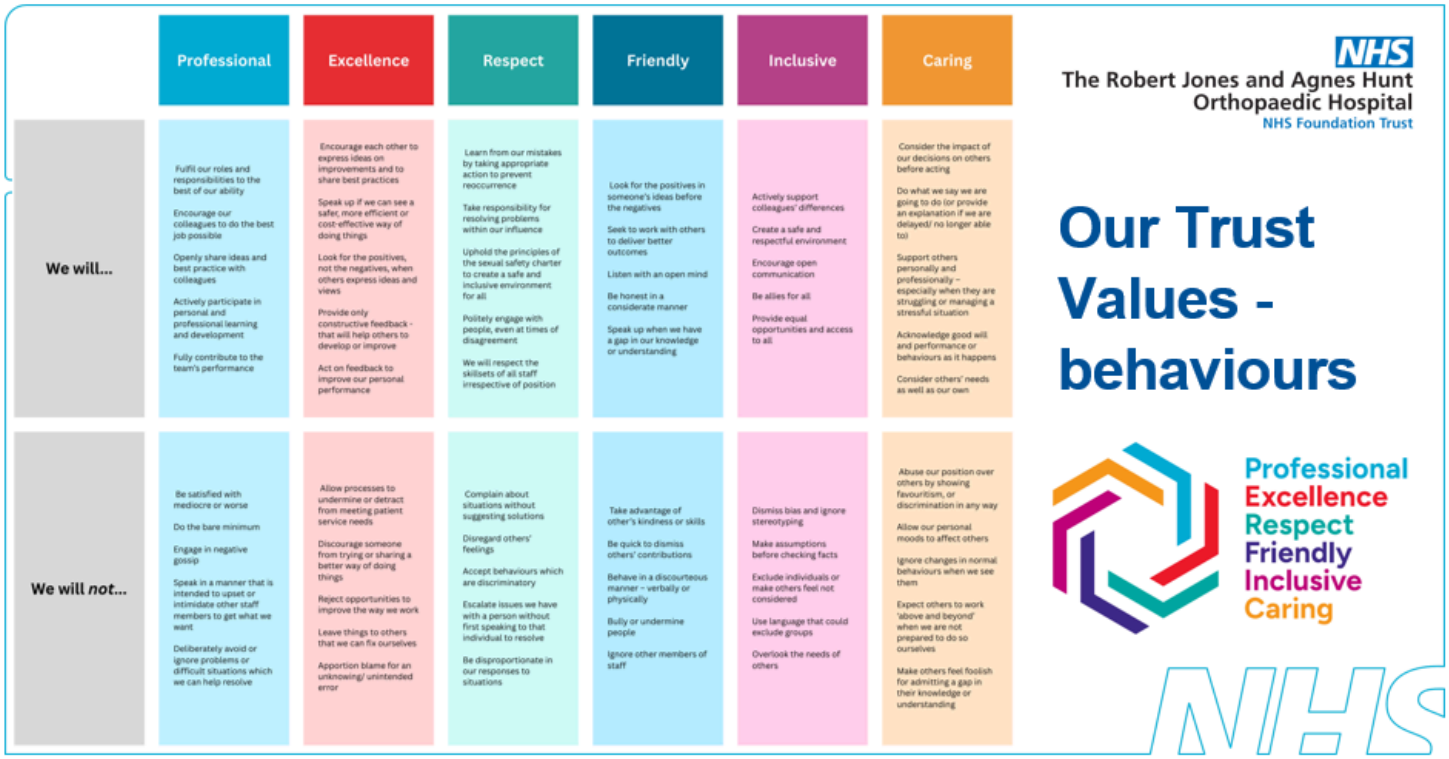
You don't need to identify with a particular group to get involved—everyone at RJAH is invited to join, learn, and support.

Together, let's foster inclusion, celebrate diversity, and uplift every voice.

OUR TRUST VALUES

“VALUES MATTER. WE ALL HAVE OUR OWN PERSONAL VALUES THAT HELP SHAPE WHO WE ARE AS PEOPLE. WE ALSO HAVE ORGANISATIONAL VALUES – VALUES THAT SERVE AS THE FOUNDATION OF OUR HOSPITAL’S IDENTITY AND A GUIDE FOR THE DECISIONS WE TAKE AND THE CULTURE WE PROMOTE.”

STACEY KEEGAN, CEO.



RJAH Pledges

Compassion & Inclusivity

EMBRACE
A CULTURE OF INCLUSION

VETERAN AWARE

MENOPAUSE WORKPLACE PLEDGE
WELLBEING OF WOMEN
HELLO!

NHS