



Southport
& Formby
Health

Equality Diversity and Inclusion Policy July 2025



Equality

This means everyone having access to the same opportunities and chances in life



Diversity

This means people aren't all the same. For example, people come from different backgrounds, make different choices or are good at different things.



Inclusion

This means Everyone can take part, and everyone has a fair chance.

Our Vision and Values

Southport and Formby Health CARES. We are:



Community Focused

We keep care close to home, working with other local services to help people.



Accessible

We are friendly and flexible and make it easy to get care.



Responsive

We listen to what people need and try to make changes that help.



Empowering

We help people look after their own health. We help staff to learn and grow.



Supportive

We always put people first, our care is kind, safe and high quality.

What we want to do



Help to promote a healthy community



Make sure all Southport and Formby Health staff have the skills they need to support people with different needs



Make sure all decisions and plans include thinking about the equality and diversity of the community



We want Southport and Formby Health to be a good employer for everyone



We want people to have good experiences of the services we provide

Why we want this to happen



We want our services to reach the whole of the community



We want to be an employer of choice

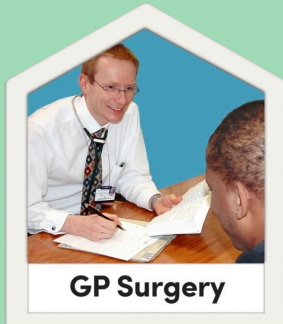
How we will make this happen



We will follow the rules for public organisations



We will always look to improve and ask for feedback



We will closely work with GP Practices, other healthcare organisations and the community



We will train our staff to help them to understand how important equality and diversity is and how to implement it.



We will follow fair recruitment procedures and make sure our staff feel included.



Merseyside & Cheshire LGBTIQA Chartermark

We have achieved the Navajo Chartermark

Protected characteristics



Age



**Gender
reassignment**



Race



**Sexual
orientation**

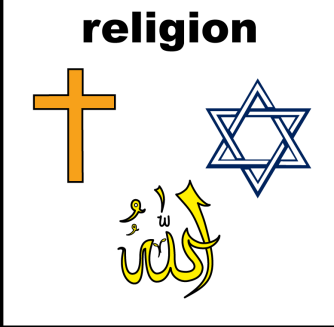


Disability



**Pregnancy and
maternity**

religion



**Religion and
belief**



Sex



**Marriage or civil
partnership**