

Meeting the general equality duty

Title: volunteers

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not.

How does this information help us to show we are paying due regard to advancing equality?

By analysing which protected characteristic groups our volunteers are from, we will be able to detect which are under represented and take some form of positive action. We want our volunteers to represent the patients that we serve so we can work towards fostering good relations between those from protected characteristics groups and those who do not.

Any other comments / actions

Our voluntary services have a pro active approach offering individuals a wide range of opportunities to contribute. Our volunteers are seen as a valuable resource which staff and patients greatly appreciate. The Trust sees volunteering as a possible gateway to employment for those interested, for those who share a protected characteristic this can be of benefit to future participation in public life.

Volunteers

We are working towards ensuring that volunteers are fully representative of the communities the Trust serves.

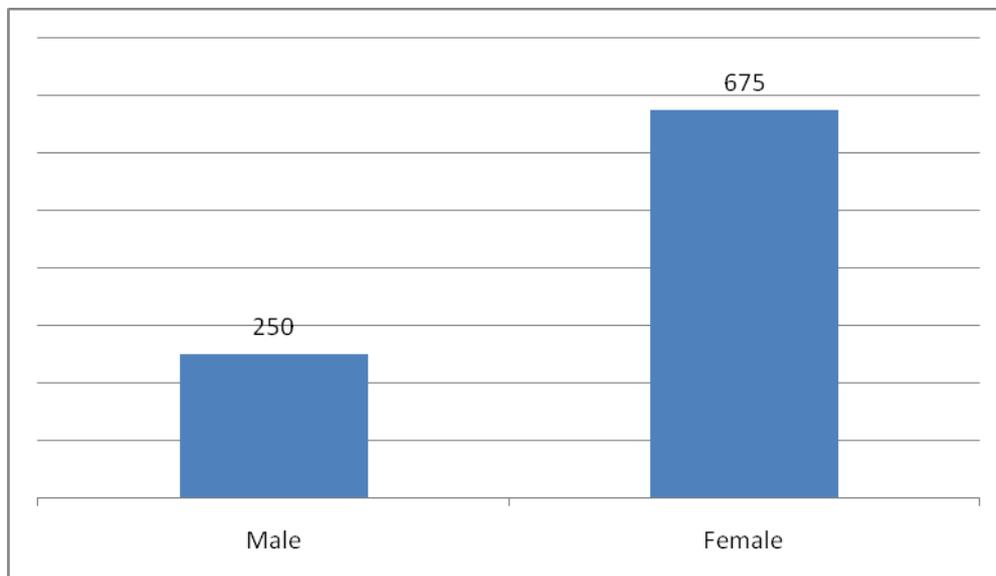
The Trust has 925 volunteers registered providing a valuable contribution across its hospital and community services.

Many of these volunteers work in patient-facing roles such as 'befrienders' on wards or 'meeters and greeters' on receptions. Other volunteers outside these roles perform administrative tasks to free staff up to spend more time with patients, or undertake other tasks such as site tidying or helping with work that helps to improve the patients' environment.

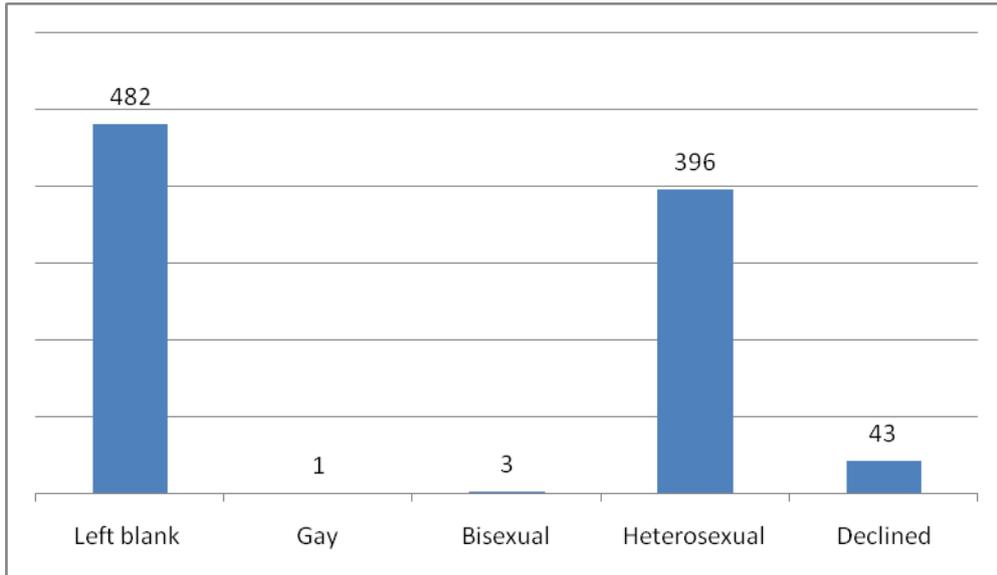
There is a broad range of roles across the Trust and of interest to volunteers. Generally there are roles that suit a wide range of abilities and some suit those with a physical or learning disability. Others have conditions which may preclude them from working in paid employment or who some volunteers have just retired and wish to keep actively involved and others are seeking to build confidence back in the workplace post having a family.

The information collected below is part of our system and process to register and induct all our volunteers and helps us monitor fair representation and access.

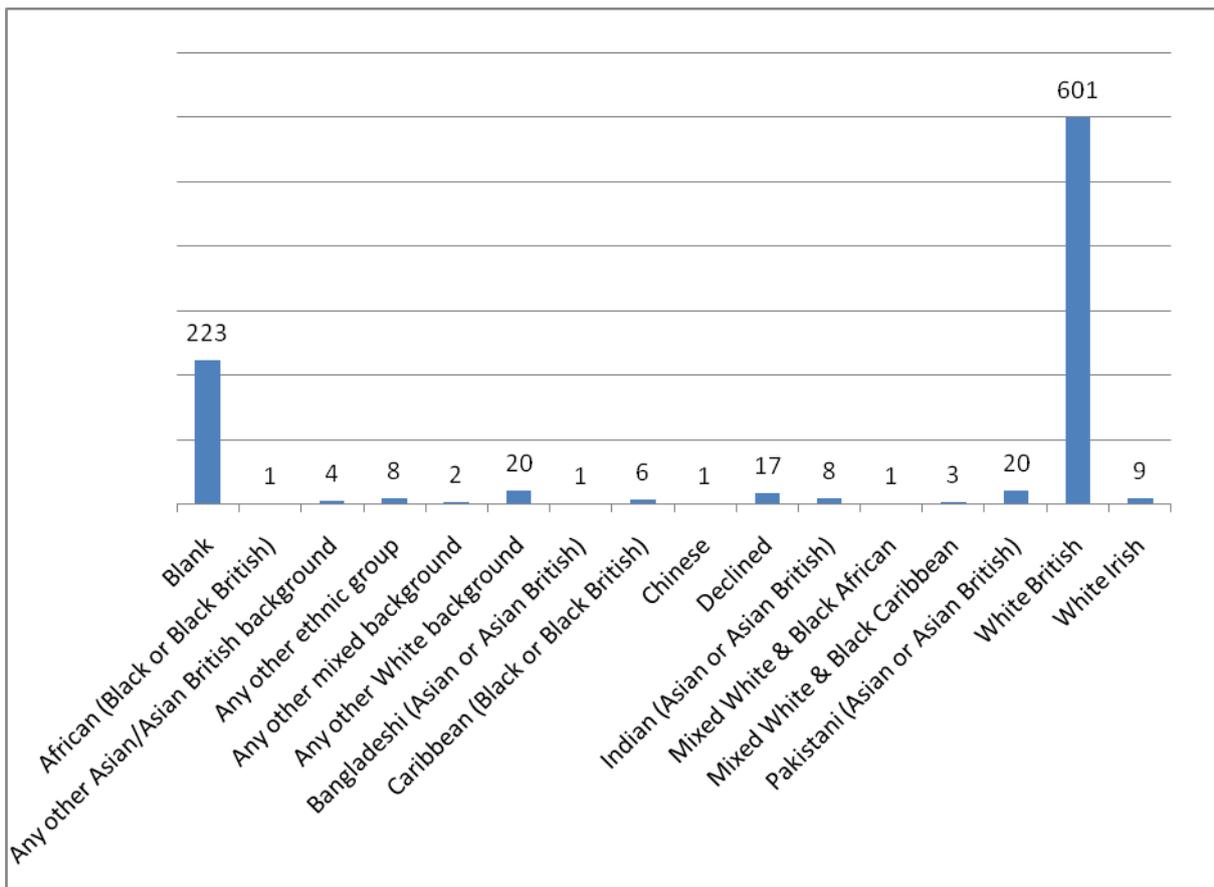
Active & Occasional Volunteers by Gender as at 21.12.11



Active & Occasional Volunteers by Sexual Orientation as at 21.12.11



Active & Occasional Volunteers by Ethnicity as at 21.12.11



Active & Occasional Volunteers by Religion and Belief as at 21.12.11

