

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?

We have improved the equality monitoring this year by including age and disability of volunteers. A significant number of volunteers tend to be 61 and over and this is likely to be associated with retirement and our demographics. However, despite this, it is positive to see good representation from the full range of age groups. We continue to monitor the protected characteristic groups and this helps us to identify any under representation 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.

The Trust recognises the value that diversity brings to our organisation. 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 and for those who are seeking to re build confidence to return to the workplace eg following time out to have a family.

Any other comments / actions

We are working towards ensuring that volunteers are fully representative of the communities the Trust serves. The Trust has 599 volunteers currently registered, providing a valuable contribution across its hospital and community services. Generally there are roles that suit a wide range of abilities including those with a physical or learning disability. 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.

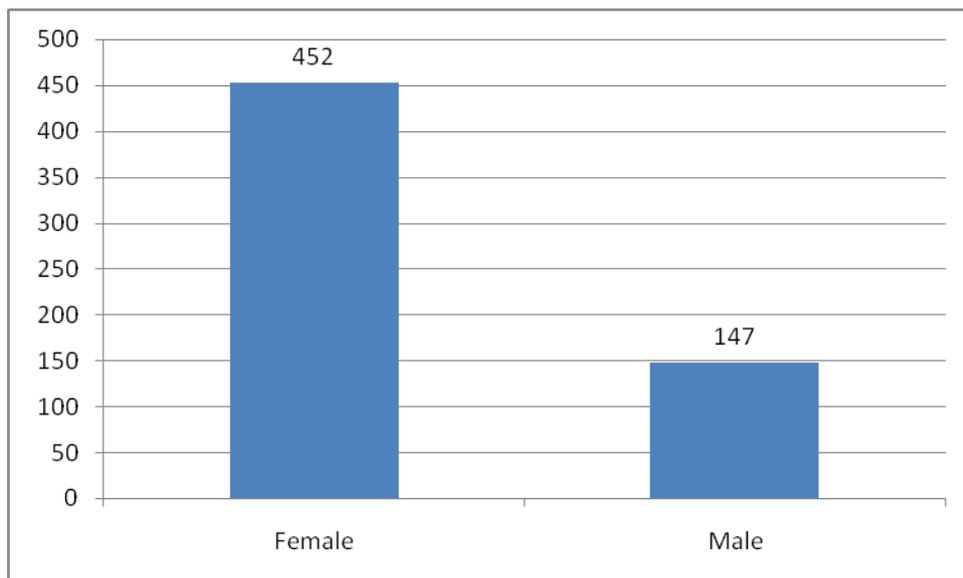
Volunteers

We are working towards ensuring that volunteers are fully representative of the communities the Trust serves. The Trust has 599 volunteers registered providing a valuable contribution across its hospital and community services. Many of these volunteers provide support in patient-facing roles such as 'befrienders' on wards or 'meeters and greeters' on receptions. Other volunteers outside these roles perform administrative tasks to enable clinical staff to spend more time with patients, or help with work to improve the patients' environment e.g. assist with patient activities etc

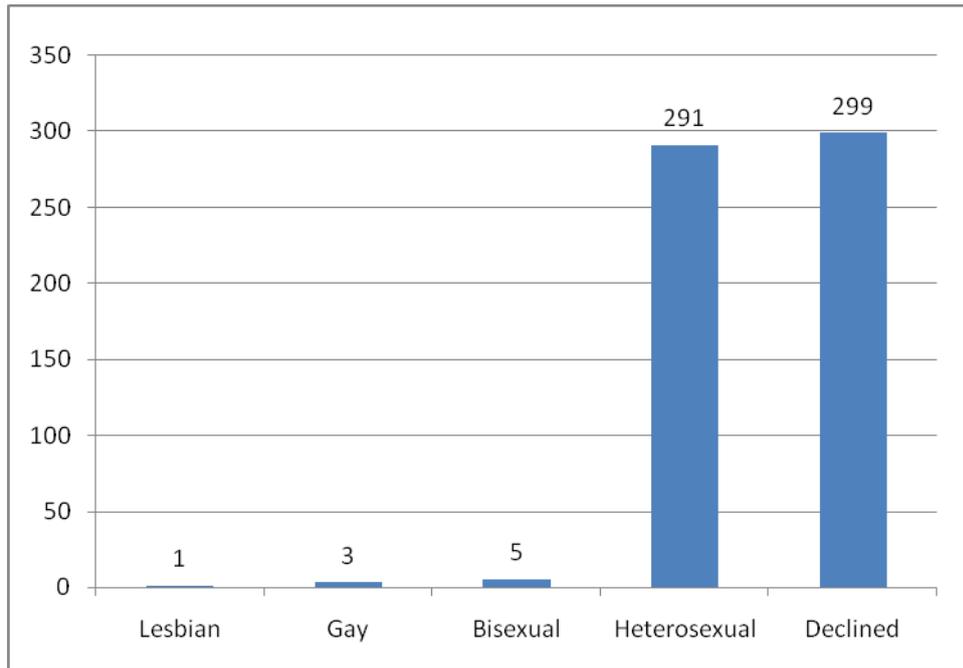
There is a broad range of roles across the Trust that are of interest to volunteers. Generally, roles suit a wide range of abilities and this includes roles that suit those with a physical or learning disability. Some volunteers have conditions which may preclude them from working in paid employment and there are those who are looking for voluntary work following retirement. This accounts for the larger proportion of our volunteers and reflects the demographic. Others are seeking to build confidence back in the workplace post having a family.

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

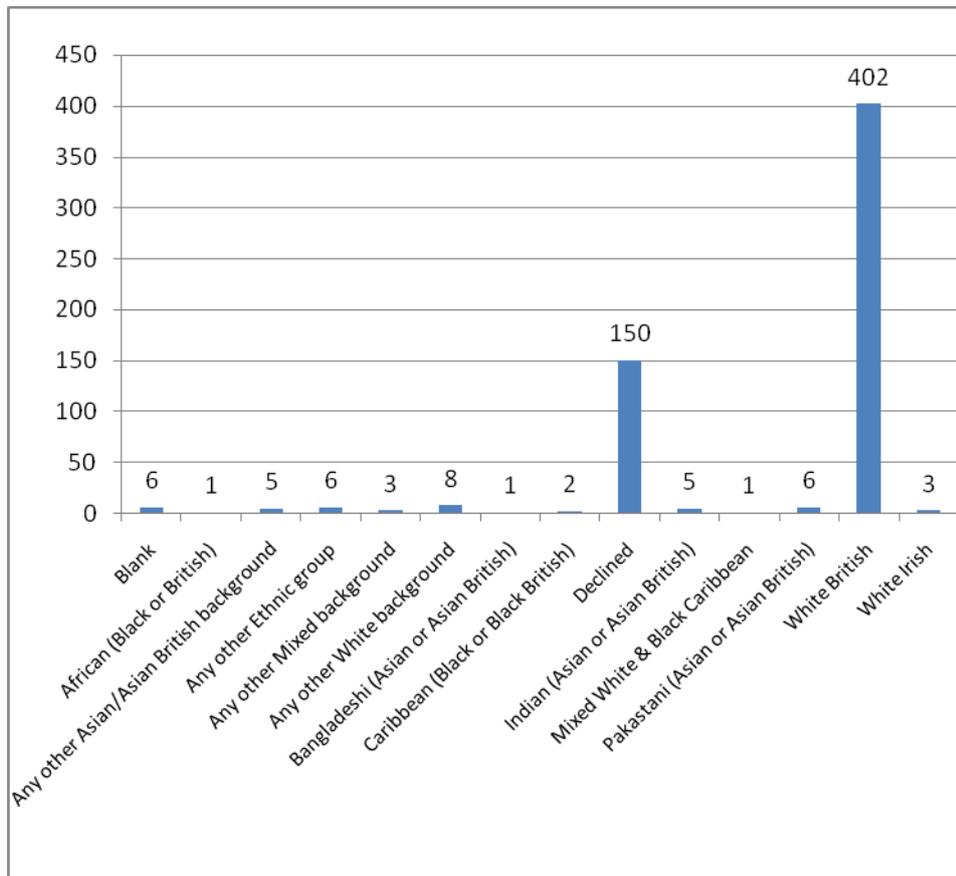
Active & Occasional Volunteers by Gender as at 21.12.12



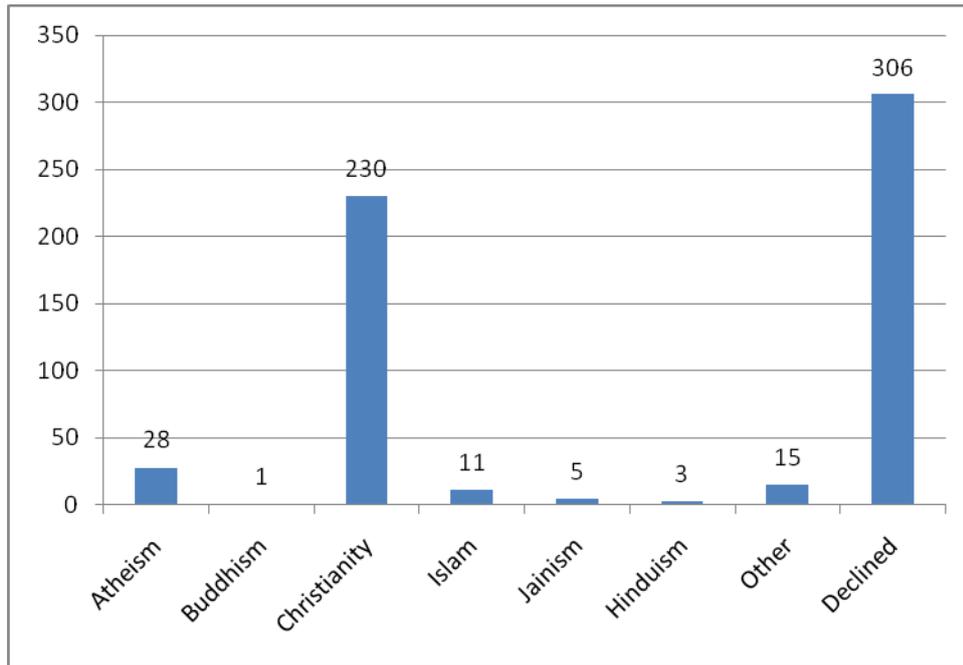
Active and Occasional Volunteers by Sexual Orientation as at 21.12.12



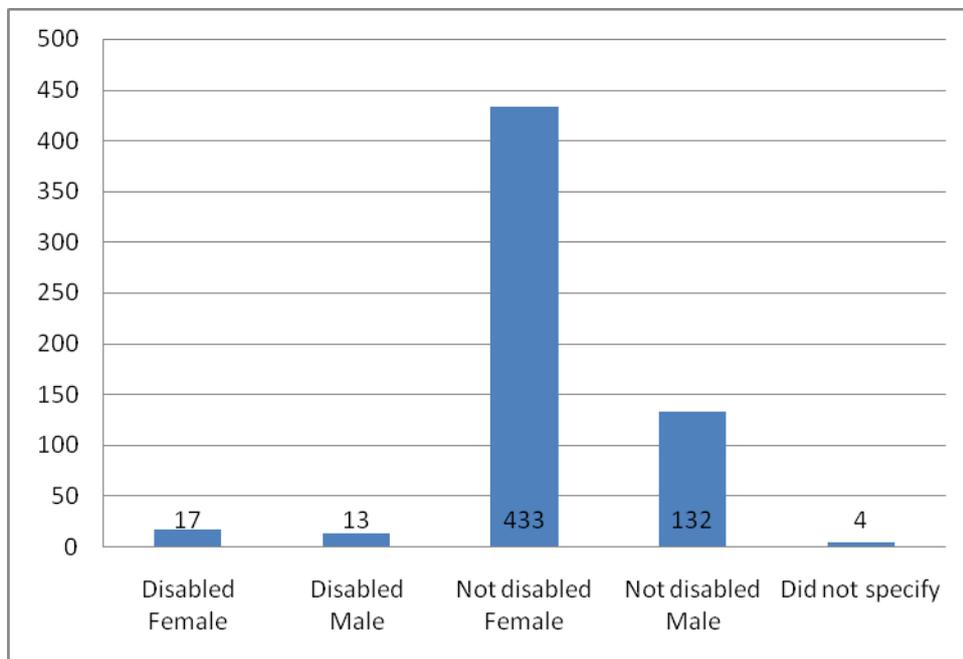
Active & Occasional Volunteers by Ethnicity as at 21.12.12



Active & Occasional Volunteers by Religion and Belief as at 21.12.12



Volunteers with a Disability as at 21.12.12



Age Profile of Volunteers as at 21.12.12

