



HEALTHBRIDGE OCCUPATIONAL HEALTH EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

1. OUR COMMITMENT

HealthBridge actively champions equity, belonging, and anti-discrimination across:

- Service delivery:** Accessible OH assessments, inclusive communications
- Workplace culture:** Bias-free recruitment, psychological safety
- Stakeholder partnerships:** Supplier diversity targets

Guided by:

- Equality Act 2010
- WHO Healthy Workplace Framework
- NHS Workforce Race Equality Standard
- ISO 30415** (Global HR diversity standards – *see definition below*)

What is ISO 30415?

ISO 30415 is the international standard for **Diversity & Inclusion in HR**. It requires:

- Measurable D&I objectives (e.g., pay gap reductions)
- Inclusive leadership training
- Regular impact assessments

2. PROTECTED CHARACTERISTICS & BEYOND



Legal (Equality Act 2010)	Expanded Protections
Age, Disability	Neurodiversity, Lived Experience
Gender Reassignment	Mental Health Conditions
Marriage/Civil Partnership	Caregiver Status
Pregnancy/Maternity	Body Size, Appearance
Race, Religion/Belief	Socioeconomic Background
Sex, Sexual Orientation	Non-binary Gender Identities

3. ACCOUNTABILITY FRAMEWORK

3.1 LEADERSHIP

-**EDI Lead:** Board-level role with quarterly diversity reporting

-**Annual Audit:** Workforce/service user metrics (anonymized) against:

~ISO 30415 targets

~NHS Workforce Race Equality Standard

3.2 STAFF RESPONSIBILITIES

-**Mandatory Training:**

~Unconscious bias (1 hour/year)



~Cultural competency (1 hour/year)

-**Call-Out Culture:** Anonymous reporting tool for microaggressions

4. INCLUSIVE SERVICE DELIVERY

4.1 ACCESSIBILITY

OH Assessments:

- Remote-only delivery via secure video platform (e.g., encrypted Microsoft Teams)
- Translation services (BSL/other languages) booked within **48 hours**:

~We use **UK-accredited, GDPR-compliant providers** (e.g., NRPSI-registered interpreters or NRCPD-certified BSL services). Providers are selected based on Confidentiality agreements (NDAs aligned with UK GDPR).

~If our primary provider is unavailable, we will source alternatives meeting the same standards.

Documents available in:

- Standard/Braille: Posted within **5 working days** of request
- Easy Read/Audio: Emailed as encrypted PDF within **48 hours (24 hours if priority booking)**

4.2 CULTURAL COMPETENCE

Clinician Pledge: "I adapt communication to your needs, including:

- Language preferences (via translator if needed)



-Neurodiversity accommodations (e.g., written summaries post-consult)"

Feedback Loop: Post-consultation survey with: Accessibility rating (target: ≥90% satisfaction)

5. ZERO-TOLERANCE ENFORCEMENT

5.1 REPORTING DISCRIMINATION

Channel	Response Time	Process
Email Only	24h acknowledgment	EDI Lead investigates within 10 days

5.2 CONSEQUENCES

Staff: Disciplinary action up to termination (logged in HR files)

Clients/Partners: Service suspension after **2 verified breaches**

6. DATA-DRIVEN IMPROVEMENT

Metric	Target	Tool
Workforce Diversity	Match regional demographics ±5%	HR dashboard
Pay Gap (Gender/Race)	Annual 2% reduction	Pay audit software
Client Satisfaction (EDI)	≥90% positive	Post-consult survey



ISO 30415 Alignment: Annual D&I report published internally and on website.

7. POLICY GOVERNANCE

Annual Review: Staff/patient focus groups + ISO 30415 compliance check

Transparency: Redacted investigation summaries shared quarterly

Contact for EDI Concerns: [contact@healthbridge.org.uk]

8. VERSION CONTROL

Version	Date	Changes Made	Approved By
1.0	30/07/2025	Initial policy draft.	Dr. James Stanley
1.1	[DD/MM/YYYY]		

Approved by: Dr. James Stanley

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