

## **Terms and Conditions**

### 1 Introduction & Purpose

The 'Dare 2' programmes are a one-day course for 16-18 year olds, to gain an insight into the NHS specified profession(s). This includes Healthcare Support Workers (also known as Healthcare Assistants), Nursing, Midwifery and nine of the fourteen Allied Health Professions we employ at Great Western Hospital. This includes speakers, practical learning, and a tour across various wards/ departments in the Great Western Hospital. There will also be support provided to cover how to apply to university, the requirements and applying for a role within the Great Western Hospital and how to structure the application. Upon completion, the student will receive a certificate to acknowledge and evidence the course has been fulfilled.

### 2 Terms of Registration

Entrants must be between 16 and 18 years of with an interest in healthcare. Applicants must live within a nineteen-mile travel distance of the Great Western Hospital. Each person that would like to participate must register individually and for only one Dare 2 Programme. Details, including parental details must be for the applicant that will be attending. In the event that all of the spaces are fulfilled, a waiting list will operate. If any applicants withdraw, the space will be offered to the first person on the waiting list. In the event you are unable to attend, **please cancel your registration by emailing either [gwh.work.experience@nhs.net](mailto:gwh.work.experience@nhs.net) or [Ashlea.dutton@nhs.net](mailto:Ashlea.dutton@nhs.net)** . This will allow us to offer the opportunity to another individual. Attendants must complete the full day of the course and register on the day. We reserve the right to withdraw applicants that we feel do not meet the criteria set or conform with GWH Trust policy.

### 3 Clothing

Participants will need to arrive in: smart casual clothes, shoes must be comfortable and cover the feet. Please note that Jewellery and accessories (such as watches) must not be worn in clinical areas and any exposed piercings must be covered. Hair must be tied up if it falls below the shoulders in clinical settings. Religious headwear can be worn. You may bring a notepad if you wish to take notes. (Confidential information must not be written down).

### 4 Confidentiality, Information Sharing and Safeguarding

The safety of students is essential. All confidential information will be stored safely and appropriately, with only those that are appropriate being able to access the information. Information may be shared if appropriate, such as to the departments where individuals visit. There will be a register in the morning containing the names of the students. A Risk Assessment will be completed for each cohort attending. In the event of a safeguarding concern or information that an individual is at risk of harm, data will be shared to the relevant department(s) and the individual will be made aware of this, and where the information will be shared to. Advice can also be obtained from the Trust Caldicott Guardian, or the Information Governance Officer. The confidentiality section within each Professional Code of Conduct should be adhered to at all times. If there are reasons to believe that anyone under the age of 18 is at risk, their protection must take precedence over confidentiality and the legal guardian made fully aware of this and Safeguarding Children Procedures followed. There is a specific guidance on ensuring information is shared in relation to safeguarding children: Information Sharing Advice for Safeguarding Practitioners. Sharing information must never be a barrier to protecting children. The confidentiality of an individual's information is not absolute, a fact that

is recognised by the Courts and by Professional Regulators. It is not ethically justified if we hold information that we know could prevent serious harm to others and yet knowingly decide not to share it.

## 5 Duties and Responsibilities of Staff

Students will be supervised at all times during the course learning. Thirty minutes will be provided for lunch time each day; a register will be taken at the start of the day. Students will need to bring their own lunch. A safe space will be provided for students to use during the allocated break time. Outside of break times, students will be supervised at all times by a member of staff within the Great Western Hospital. During the tour, students will be observing only. A wellbeing discussion will follow each supervised experience. If a student feels uncomfortable during any part of the day, they may request to leave and one of the 'Dare 2...' facilitators will ensure the student is safe. We strive to provide a beneficial opportunity for those with an interest in a healthcare career and to deliver a safe learning experience.

## 6 Equality, Equity, Diversity and Inclusion

The Trust will ensure that no job applicant, employee, or user of its services (including students) shall receive less favourable treatment than any other, on the grounds of the Protected Characteristics. The Protected Characteristics are detailed in the Equality Act 2010 (Ref 1) and are as follows; 1. Age; 2. Disability; 3. Gender reassignment; 4. Marriage and civil partnership; 5. Pregnancy and maternity; 6. Race; 7. Religion or belief; 8. Sex; 9. Sexual orientation Diversity embodies the principle of fair treatment for all whilst understanding and respecting differences. The management of diversity also applies to social groups with evolved cultures, including gender, professions, and organisations. The Trust seeks to employ and offer opportunities that reflects and draws on the talents of a diverse community. Employees and job applicants/prospective employees will not be disadvantaged by any condition or requirement relating to employment that is not justifiable, nor suffer any detriment for exercising this right. Services provided by the Trust are intended to be available and accessible to all members of the community and the Trust will continually seek and take account of individual needs and encourage suggestions for improvement through the Trusts Patient Advice and Liaison Service (PALS). The Trust has a statutory duty under the Equality Act 2010 (Ref 1) to meet the general specific equality duties which include a due regard to the need 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. The Trust is committed to ensuring that equality and diversity is a fundamental principle in all policies and procedures within the Trust. The Trust is committed to ensuring that all policies and procedures are effectively promoted and used equitably across the organisation. Data analysis, identifying areas of over, under, or over representation of particular groups will be communicated to managers. This will be collated via an Equal Opportunities Form. **Should a participant have any adjustments they wish to request, please contact via email either [gwh.work.experience@nhs.net](mailto:gwh.work.experience@nhs.net) or [Ashlea.dutton@nhs.net](mailto:Ashlea.dutton@nhs.net)** and include details of the adjustment(s) required.

## 7 Contact Details

For any enquiries relating to our 'Dare to...' programmes, **please contact:**  
[gwh.work.experience@nhs.net](mailto:gwh.work.experience@nhs.net)