

## Equality Objectives

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### 1.0 Background.

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The Equality Act 2010 outlaws direct and indirect discrimination, harassment and victimisation of people with relevant protected characteristics in relevant circumstances. The nine protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It requires that reasonable adjustments be made for disabled people. The Act applies to providers of services and employers, including NHS bodies and other health providers.

A public sector Equality Duty, section 149(1) of the Act, applies to most public authorities (and bodies exercising public functions) requiring them in the exercise of their functions to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

For the purpose of the public sector Equality Duty, the protected characteristics are those listed above with the exception of “marriage and civil partnership”.

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### 2.0 Public Sector duty

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The general public sector Equality Duty requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to understand how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people’s opportunities, public bodies can be more efficient and effective.

The specific duties help public bodies perform the Equality Duty better. They do this by requiring public bodies to be transparent about how they are responding to the Equality Duty – requiring them to publish relevant, proportionate information showing compliance with the Equality Duty, and to set equality objectives.

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### 3.0 Equality Delivery System

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The Equality Delivery System is designed by the NHS Equality and Diversity Council as a tool to be used to help all staff and NHS organisations understand how equality can drive improvements and strengthen the accountability of services to patients and the public. It can be used to support commissioners identify local needs and priorities, particularly unmet needs of seldom-heard populations, and allow them to shape services around people’s specific circumstances, and so help to deliver better outcomes.

It is made available to the NHS, as an optional tool, that both current and emerging NHS organisations - in partnership with patients, the public, staff and staff-side organisations - can use to review their equality performance and to identify future priorities and actions. It offers local and national reporting and accountability mechanisms. At the heart of the EDS is a set of 18 outcomes grouped into four goals. These outcomes focus on the issues of most concern to patients, carers, communities, NHS staff and Boards. It is against these outcomes that performance is analysed, graded and action determined.

The Equality Delivery System applies to Primary Care Trusts until they are abolished, and to Clinical Commissioning Groups once established to take over the commissioning work of PCTs and provider organisations

The four Equality Delivery System Goals are

<b>1. Better health outcomes for all</b>
<b>2. Improved patient access and experience</b>
<b>3. Empowered, engaged and included staff</b>
<b>4. Inclusive leadership at all levels</b>

The process is that the organisations will declare their grades against these goals. The grades are

Generally protected groups are referred to as

“All”

“Most”

“Some”

“None/few”

1. Excelling – **Purple means all nine protected Groups**
2. Achieving – **Green means six to eight protected Groups**
3. Developing – **Amber mean three to five protected Groups**
4. Undeveloped – **Red means two or less protected Groups**



The grades should be agreed in combination with local interests

Northern Devon Healthcare Trust is in the process of holding public/staff equality grading events. Over the next month in consultation with all our stakeholders all evidence will be gathered and scrutinised. A public and staff event will be held to clarify our self-assessment. We will be declaring against the Equality Delivery System and publishing further Equality Objectives. Our grading and objectives will be changed or remain the same accordingly.

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#### **4.0 Equality Objectives**

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The purpose of setting specific, measurable equality objectives is for the organisation and employees to better perform the general equality duty. Equality objectives should help focus attention on the priority equality issues within the organisation, to deliver improvements in policy-making, service delivery and employment, including resource allocation.

We will be able to publish new objectives at any point in the following four years.

The objectives must be specific and measurable.

#### **OBJECTIVES**

**1. Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond**

- Reviewed equality objectives will be written in business plans 2013/2014
- Equality impact assessments will be undertaken on service redesign

**12 month target**

**2. The organisation uses the “Competency Framework for Equality and Diversity Leadership” to recruit, develop and support strategic leaders to advance equality outcomes**

- New Job descriptions will utilise the competency Framework and old descriptions will be amended as time goes by to reflect the competencies needed for a diverse leadership.

**18 month target**

**3. Work with the information department to ensure that all protected characteristic status is collected in the PAS system.**

- All Data systems are able to collect data on all protected characteristics and these are used to work with commissioners to deliver services to reduce inequalities of service provision

#### **9 month target**

#### **4. To ensure that all members of the population, access services equally and that we offer choice in access to services and treatment equitably**

- Work with patients and stakeholders to understand their experience of using our services and identify areas of improvement.

#### **12 month target**