

Equality Objectives 2020 - 2024

1. The Legal Framework

1.1 The Equality Act 2010 places a number of requirements on public authorities (of which all NHS organisations are) to advance equality through their actions. This duty is referred to as the Public Sector Equality Duty (PSED). It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, in delivering services, and in relation to their own employees.

1.2 The PSED is divided into two parts, the General Duty and Specific Duty. The General Duty is set out in section 149 of the Equality Act. The PSED has three aims. It requires public authorities to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

1.3 The Specific Duty is set out in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. It requires named public authorities (which include all NHS bodies), amongst other things to:

- Prepare and publish one or more objective to achieve compliance with the General Equality Duty.
- Any published Equality Objectives should be updated at least once every four years.

1.4 The Trust is adopting its first Equality Objectives, covering the period for 2020 – 2024. These will be reviewed as the new organisation evolves.

2. Equality Objectives 2020 – 2024

- **Removing barriers to people using our services**
 - Embedding the Accessible Information Standard (AIS) in all patient / service user contact
 - Providing an excellent Interpreting and Translation service for community languages and other communication needs
 - Carry out Equality Analysis on all service changes to identify opportunities to reduce health inequalities
 - Using every opportunity to promote inclusion, whether that is in the physical environment (estate), the way services are delivered, or the way services are promoted

- Engage with our communities to ensure we hear the voices of those who are seldom heard
- Monitoring whether our service users / patients reflect the diversity of the communities we serve
- **Delivering person centred care and support**
 - Recognising and understanding the whole person (individual) to provide person centred care
 - Embracing new technologies and systems to support people to be fully involved in decisions about their care and treatment
 - Ensuring that all staff have an understanding of equality, diversity and inclusion
 - Upholding people's human rights
 - Involving service users, carers and their wider support network in service development, using co-design principles
- **Making Dudley Integrated Health & Care the best place to work**
 - Putting equality, diversity and inclusion at the heart of everything we do
 - Supporting a voice for staff with protected characteristics (staff networks)
 - Promoting understanding between staff with diverse cultures, religions, sexual orientation and lived experience
 - Providing learning and development opportunities linked to equality and human rights
 - Ensuring that Reasonable Adjustments are provided so that job applicants and staff with disabilities and lived experience are able to fulfil their potential
 - Supporting career development for staff who have traditionally experienced barriers, in particular BAME staff, disabled staff, LGBT+ staff and staff with lived experience
- **Improving our culture**
 - Dignity and fairness for all (equality through formal processes, positive use of language)
 - Visible role models who have protected characteristics
 - All staff lead by example, modelling behaviours that are respectful and promote inclusion
 - Enabling Dudley Integrated Health & Care to be a place where staff can bring their whole self to work
 - Living our values so that service users have the best possible experience
- **Responding to new equality and human rights legislation and mandatory standards**
 - Proactively horizon scan for emerging changes
 - Be an active partner in STP equality, diversity and inclusion networks