

The Christie NHS Foundation Trust Equality Objectives 2020 2024

1. Background

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 by 30 March 2018.
 - Any published Equality Objectives should be updated at least once every four years.
 - Published Equality Objectives should be specific and measurable
- 1.4 The Trust adopted its first Equality, Diversity and Inclusion Plan in 2019, covering the period for 2019 – 2023. The EDI Plan sets and frames the EDI work of the Trust until 2023. The EDI Plan has five workstreams for the advancement of EDI in the Trust. The workstreams cover:
- Workforce equality
 - Service equality
 - The physical environment
 - Governance, policy and decision making
 - Mainstreaming equality, diversity and inclusion

The EDI plan and the Equality Objectives are aligned therefore each workstream of the EDI plan will form an Equality Objective.

Appendix 1 Equality Objectives 2020 – 2024

No.	Workstream	Objective	Areas of Focus
1	Workforce Equality	Develop and retain a fully diverse Christie workforce at all levels and within all occupations	(1) To increase the diversity of the Christie workforce, particularly at senior and leadership levels through the establishment of equality targets (2) To ensure that the Christie is a safe place for all staff to work and that everyone feels valued and is treated with respect (3) To reduce the size of any pay gap related to gender or ethnicity
2	Service Equality	The diverse needs of all Christie patients are met equally. All patients and other service users feel positive about using the Trust's services	(1) Review our major services to ensure that they are designed and delivered in a way that all our patients: • Find our services easy to use • Have an equally good experience of using them • An equitable outcome is achieved for all patients (2) To develop the workforce so that staff are sufficiently skilled and knowledgeable to be able to deliver services to all our diverse patients and service users (3) To increase the Trust's understanding of the needs of its patient and service users, who they are (in terms of diversity) and how they use our services
3	The Physical Environment	All Christie buildings and estate are fully accessible and inclusive to a wide range of people	(1) Put in place a robust equality, diversity, inclusion and human rights governance framework at corporate and divisional levels (2) Ensure policies and other strategic documents,

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	The Physical Environment		major decisions and business cases all make a contribution to the advancement of equality, diversity inclusion and the protection of human rights (3) To identify and improve the Christies EDI performance through a robust performance and assurance framework
4	Governance, Policy and Decision Making	Governance, policy and decision making supports the advancement of equality, diversity and the protection of human rights	(1) Put in place a robust equality, diversity, inclusion and human rights governance framework at corporate and divisional levels (2) Ensure policies and other strategic documents, major decisions and business cases all make a contribution to the advancement of equality, diversity inclusion and the protection of human rights (3) To identify and improve the Christies EDI performance through a robust performance and assurance framework
5	Mainstreaming Equality, Diversity and Inclusion	Equality, diversity and inclusion are fully integrated into all Trust activities and everyone who works at the Christie actively promotes equality, diversity and inclusion through their day to day work	(1) To develop leadership and ownership of the EDI agenda at all levels within the Trust and staff are fully engaged in the Trust's work to advance EDI (2) Ensure EDI responsibility and accountability are clearly defined in job roles, directorate, departmental and in committee responsibilities (3) Ensure the Trust manages its EDI agenda in planned and systematic way including monitoring and evaluation of progress and achievements