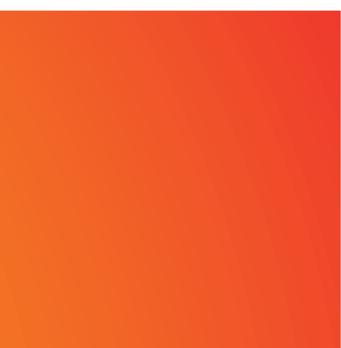
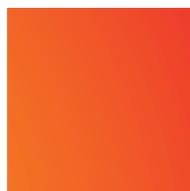


NHSBT Equality Objectives:

Meeting the specific equality duties



Update on our Progress with our Equality Objectives 2013-14





Introduction

NHS Blood and Transplant (NHSBT) is committed to promoting equality, valuing diversity and combating unfair treatment in employment and in the provision of services to the public.

As a result of this commitment, NHSBT has taken a number of proactive steps to promote diversity and equality of opportunity within the working environment through the development of the Single Equality Scheme 2011-15.

Through its Single Equality Scheme 2011-15 since April 2012, NHSBT has carried out the following initiatives in order to demonstrate commitment to Equality Diversity and Inclusion and to demonstrate compliance with the Equality Act 2010:

- British Bone Marrow Registry (BBMR) recruitment targets have been met (14%) which has resulted in an increase in the number of stem cell collections in order to improve the supply of stem cells to members of the Black Asian and Minority Ethnic (BAME) community.
- We increased the number of cord blood units by 40% for BAME mothers in order to increase the supply of cord blood to BAME communities.
- A project was developed to investigate ways to ensure that sufficient number of red cell donors have been typed in order to provide better access to red cells for BAME communities.
- We have worked hard to increase the number of blood donations from the BAME community and as a result blood donations from the South Asian community has increased by 1,500 new donors.
- We carried out a review of the Organ Donation and Transplantation (ODT) allocation scheme making amendments where necessary to ensure compliance with equality legislation.
- We developed a large font Donor Health Check (DHC) form for our disabled customers. This form is due to be piloted shortly on Blood Donation sessions.
- The Disability and Donation page launched in 2012 has been live now for over twelve months and has had over 2,000 hits to the webpage.
- We participated in a national faith leaders summit to engage with faith leaders on the issues regarding barriers to donation from BAME

communities. This event was very successful and an action plan has now been developed to take forward the recommendations from this event.

- We hosted 28 events in London and Greater London to target BAME communities with regard to Organ Donation which resulted in an increase in the number of BAME communities signing up to the Organ Donor Register (ODR).
- We developed a Corporate Staff Suggestion Scheme for all staff to submit their ideas on how NHSBT can improve in relation to efficiency and effectiveness. The scheme was formally launched in October 2013.
- Our REACH positive action programme for Agenda for Change (AfC) bands 5-7 has resulted in a number of positive outcomes for our minority staff which includes two internal promotions and four external promotions.
- We have just recently launched two targeted strategic development programme for senior leaders within NHSBT and the Arms Length Body family (Calibre Disability Leadership Programme and REACH Higher programme for BAME staff).

The public sector equality duty requires NHSBT in the exercise of its functions to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

The specific duties under the Equality Act 2010 requires NHSBT to:

- Prepare and publish one or more objectives that it should achieve to do any of the things mentioned in the aims of the general duty by the 6 April 2012 and at least four years thereafter.
- Ensure that these objectives are specific and measurable.
- Publish these objectives in such a manner that they are accessible to the public.

Each of the three equality objectives are aligned to the three main aims of the general duty which is to eliminate discrimination, harassment and victimisation, advance equality of opportunity between people who share a relevant characteristic and people who do not share it.

Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Progress with our equality duties

Equality Objective One

1. To appoint at least two members of staff from a minority group to Assistant Director level within the next four years.

- We have recently launched a new development programme specifically targeted at BAME staff. REACH Higher is a strategic development programme **developed specifically for BAME Leaders in the Public Sector, aspiring to senior management positions in their organisations.** The programme is delivered by the **Diversity Practice Ltd** who have a credible track record of supporting leaders to extend their leadership impact and influence, in addition to working with organisations to increase the diversity of their leadership pipeline. REACH Higher will support our BAME leaders to develop their leadership competence and readiness for the next stage in their career. The programme will support NHSBT in the achievement of its strategic targets for BAME staff progression.

- We have advertised and made spaces available for disabled staff to attend the Calibre Disability Leadership Programme. Calibre is a disability leadership programme hosted by the Imperial College in London and is facilitated by an external consultant.
- We have developed a new integrated talent strategy which will support the next generation of aspiring BAME and disabled leaders. The strategy includes targeted development for under represented groups in order to develop and ensure a diverse talent pipeline for the future.

2. To appoint at least 20 apprentices per year over the next four years.

- Since developing our equality objectives we have reviewed this objective as it no longer meets the requirements of NHSBT. We have revised this objective to focus on the development of a graduate management scheme instead. The aim of the graduate management scheme is to develop a pool of high potential younger pool of staff with the aim of accelerating talented individuals into senior positions in the future. If the graduate management scheme is approved by the Executive team then the scheme will be launched in the Autumn of 2016.

3. To increase the proportion of the BAME population signing up to the ODR by 5% each year in areas/regions where there is a high concentration of the BAME population.

- We have made good progress with BAME communities and organ donation and have had some successes through the targeted outreach activities. We hosted 28 events in London and Greater London to target BAME communities with regard to Organ Donation which resulted in an increase in the number of BAME communities signing up to the ODR in 2013.

We are proud of our progress to date with our Equality Objectives and will provide regular updates on our progress going forward for publication on our website.

Equality Objectives April 2012

Key organisational issue to be addressed following consultation with staff and external stakeholders	Equality Objective	Timescales
<p>1. The lack of Black Asian and Minority Ethnic (BAME) and disabled managers at a senior level (ie Band 8a within NHSBT)</p> <p>Currently the number of senior managers within NHSBT from a BAME background is just over 1%</p> <p>The number of managers at a senior level that have declared a disability is less than 0.1%</p>	<p>To appoint at least two members of staff from a minority group to Assistant Director level within the next four years</p>	<p>By 2016</p>
<p>2. To address the issue of the ageing composition of NHSBT's workforce and address the under representation of younger people employed within NHSBT</p>	<p>To develop and implement a management graduate scheme in NHSBT by 2016</p>	<p>2016</p>
<p>3. The lack of representation of members of the BAME community on the Organ Donation Register</p>	<p>To increase the proportion of the BAME population signing up to the Organ Donation Register by 5% each year in areas/regions where there is a high concentration of the BAME population</p>	<p>2016</p>

