

# NHSBT Equality Objectives

April 2012:

Meeting the specific equality duties



# Introduction

**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 its single equality scheme 2008-11 and the subsequent Single Equality Scheme 2011-15.**

Through its Single Equality Scheme 2011-15 since May 2011, NHSBT has carried out the following initiatives in order to ensure compliance with the Equality Act 2010 such as:

- The development of a disability awareness training tracker course.
- Carried out an extensive consultation process with staff and external stakeholders to develop the content of NHSBT's Single Equality Scheme 2011-15.
- Developed a welcoming disabled visitors guide.
- Developed annual diversity monitoring reports.
- Launched a series of religious perspectives on organ donation leaflets in collaboration with faith leaders at the ODT congress.
- Ensured that information on organ donation was made available to the public in a range of accessible formats and translations.
- Proactively promoted and recruited apprentices to address the issue of the ageing composition of the workforce.
- Increased the number of cord blood units in order to increase the supply of cord blood to Black and Minority Ethnic (BME) communities.
- Developed a positive action programme to address the issue of the lack of representation of BME staff and disabled employees at senior levels in the organisation.
- Streamlined the Equality Impact Assessment process and associated guidance.
- Widely publicised *Diversity in Diction: a guide to appropriate language in the workplace related to each of the protected characteristics*.
- Developed a transgender awareness guidance.





- Carried out a number of alterations to NHSBT buildings to ensure that our public buildings are fully accessible in order to meet the needs of our disabled customers.
- Made large font welcome folders and large font courtesy Donor Health Check forms available on sessions in response to our commitment to disability equality.
- Developed an Equality Act training tracker package and publicised this to the workforce.

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.

NHSBT's equality objectives that have been included within the Single Equality Scheme 2011-15 were developed as a direct result of extensive consultation with staff groups and external stakeholders. Details of the consultation process can be located on pages 36 to 43 of the Single Equality Scheme 2011-15.

In response to the specific duties, NHSBT has committed to publishing three equality objectives in line with key objectives set out in its Single Equality Scheme 2011-15. The rationale for doing so is to ensure that our objectives are current and aligned to the key organisational equality issues that NHSBT is faced with as identified by our staff and external stakeholders.

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.



# 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 and Minority Ethnic (BME) and disabled managers at a senior level (ie Band 8a within NHSBT)</p> <p>Currently the number of senior managers within NHSBT from a BME 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 appoint at least 20 apprentices per year over the next four years</p>	<p>2016</p>
<p>3. The lack of representation of members of the BME community on the Organ Donation Register</p>	<p>To increase the proportion of the BME population signing up to the Organ Donation Register by 5% each year in areas/regions where there is a high concentration of the BME population</p>	<p>2016</p>

