

NHS Blood and Transplant

Equality Objectives 2023-2024

Equality Objective 1 [Anti-Racist and Non-Discriminatory Organisation]

Proposed equality objective

- NHSBT will promote equitable opportunities for its entire workforce to tackle bullying, harassment, and discrimination.
- NHSBT will continue to take action to improve the diversity of its workforce.
- NHSBT will continue to take action to increase diversity within senior leadership roles including Band 8D to Board/VSM and within the broader senior management Band 8A-8C.
- NHSBT will tackle unfair treatment and inappropriate behaviour to reduce the incidences and experiences of racial discrimination, bullying or harassment that its staff, particularly those with protected characteristics, are subjected to

Targets

- Improved representation of under-represented groups across grades and roles, including NHSBT's Board – Exec and Non-Exec bringing ourselves in line with the 2021 Census of 19.4% (with an interim target of 2023-24 of 15%)
- Using both quantitative and qualitative evidence, track the reduction in racial discrimination, bullying and harassment as reported in annual workforce data.

Equality Objective 2 [Internal workforce]

Proposed equality objective

- To improve, by reference to protected characteristics, the recruitment, retention, progression, development, and experience of the people employed by NHSBT to enable the organisation to become a more inclusive employer of choice to both internal colleagues and external candidates.

Targets

- We will use the 2021 census data to determine aspirational % targets for BME, LGBT+ and Disability representation at all levels of our organisation.
- To achieve declaration rates of all under-represented workforce groups to at least 75%.
- To implement and embed the planned changes to our recruitment and career development processes, so we become an employer of choice with a workforce reflecting the communities we serve.
- To revamp NHSBT's D&I campaign approaches, putting our staff networks, staff side unions, directorates, and centres at the heart of creating new opportunities to refresh our targets to ensure they are reflective of our D&I values and local labour markets.

Equality Objective 3 [Capability]

Proposed equality objective

- To improve the capability of NHSBT colleagues to understand and address the Public Sector Equality Duty legal obligations, in order to address the specific health inequalities within our day-to-day work and relationships.

Targets

- To develop and implement an in-house awareness campaign for NHSBT staff which all leaders will be accountable for ensuring their teams complete
- To consolidate and advertise the D&I training and development offer which includes coaching, mentoring as well as a digital toolkit of training.