

# Equality Objectives

**2024 - 2026**



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The Public Sector Equality Duty, (Section 149 Equality Act 2010) places a specific duty for public sector organisations to publish at least every four years measurable and meaning objectives for equality.

14 equality objectives for workforce are set out in the Equality Diversity, and Inclusion (EDI) Action Plan 2024 – 2026, mapped against organisational requirements and commitments. These objectives are:

1. Improve self-reporting of equality data in ESR.
2. Undertake a gap analysis of data against requirements set out in the NHS EDI Improvement Plan.
3. Develop and implement an inclusive communications and engagement plan for staff.
4. Develop and implement an accessible and inclusive spaces plan for staff.
5. Develop a range of EDI training offers, including masterclasses targeted at senior leaders, and bitesize sessions for all staff.
6. Embed EDI requirements in planned refresh of corporate and local induction.
7. Undertake a review and refresh of equality compliance policy, templates and processes through equality analysis.
8. Undertake engagement for the development and maturity of staff networks.
9. Improve staff survey results for bullying, harassment and discrimination through a civility and respect project.
10. Embed further EDI requirements in recruitment.
11. Develop equality in people processes offer.
12. Establish a working group to develop and deliver action plans to enhance neurodiversity and disability awareness, support, and pathways.
13. Develop a coaching offer for staff network members.
14. Review and agree options for future reciprocal mentoring for inclusion programme.

In relation to patients and services there are five equality objectives:

1. Implement the NHS Digital Reasonable Adjustments Flag, using the principles of the NHS Accessible Information Standard.
2. Support improvements in ethnicity coding in services.
3. In partnership with Warrington Deaf Club deliver activities to improve Deaf access to services.

4. Through continued management of the language interpretation contracts develop and deliver action plans to support staff access to these services, and to wider resources to support communication with patients.
5. Develop and publish a transgender/gender variant policy and toolkit for patients.

There are an additional four objectives in relation to equality in 2024 – 2025:

1. Undertake one year review of Veteran Aware accreditation.
2. Submit application to Defence Employer Recognition Scheme Silver award.
3. Undertake re-assessment of Navajo LGBT+ Charter.
4. Undertake re-assessment of Disability Confident Leader.