

# JAMES PAGET UNIVERSITY HOSPITALS NHS FOUNDATION TRUST EQUALITY AND DIVERSITY POLICY

## Equality, Diversity and Inclusion (EDI)

This documents sets out an overview of the EDI legislative requirements and the Trust's EDI objects and plans.

### The Equality Act 2010

The Equality Act prohibits unfair treatment and helps achieve equal opportunities in the workplace, in the provision of services and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

### The Public Sector Equality Duty

The public sector equality duty came into force on 5<sup>th</sup> April 2011 and was created under the Act. The public sector equality duty is made up of a general equality duty supported by specific duties. The general equality duty requires us, within the exercise of our function and service provision, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

### The Protected Characteristics

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called 'protected characteristics'.

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You're protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

Individuals with a protected characteristic are legally protected from discrimination by the Equality Act 2010.

### The James Paget University Hospitals NHS FT (Trust) Equality, Diversity and Inclusion Objectives

The Trust is committed to taking equality, diversity, inclusion and human rights into account in everything it does, whether this is providing healthcare services to the local population, employing people, developing policies and services or communicating and involving people in the work it undertakes. It is recognised that this is a long term commitment and as such our vision and objectives will be regularly refreshed to ensure it continues to reflect not only the requirements of legislation but the diversity of those who are work for us and our service users.

Specific objectives are contained with the:

Workforce Racial Equality Action Plan (WRES) (please see main page for document)

Equality Delivery System 2 Action Plan (EDS2) (please see main page for document)

Speak Up Guardian Action Plan, following the Southport and Ormskirk Hospital NHS Trust Review.