



**Lymphoedema Specialist Services Ltd**

# Our Equality Objective

(what we are aiming for)

November 2013

## Why do we need to set equality objectives?

This is a requirement for public sector bodies under the Equality Act 2010 specific duties regulations, which came into force on 10 September 2011.

The specific duties require public bodies to set and publish equality objectives at least every four years. The first objectives must be published by 6 April 2012.

## What is an equality objective?

Each public body must set its own equality objectives proportionate to its size, the extent to which its functions affect equality and the evidence that such objectives are needed. The number of objectives is optional, but each must be specific and measurable.

Objectives should assist the public body to meet the general public sector equality duty, which is to have due regard to the need to:

- a) **Eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Equality Act.
- b) **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it, and
- c) **Foster good relations** between people who share a protected characteristic and people who do not share it.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership (for the elimination of discrimination part of the duty only)
- pregnancy and maternity
- race
- religion and belief
- sex (gender)
- sexual orientation

The objective that LSS has set takes into account evidence of the equality issues highlighted across our functions, as this will have the greatest impact in furthering the aims of the general equality duty.

## **What we considered when setting our equality objectives:**

- Equality information from both internal and external sources.
- The type of equality issues raised by LSS staff (if any), people who use services and by other stakeholders.
- Specific key areas where we need to improve our equality performance by setting stretching objectives.
- Gaps in equality information
- The possibility of benchmarking our equality information and objectives against similar public bodies, e.g. other regulators.
- The groups of people that would give the most relevant feedback to help us set objectives (see below).
- Whether short-term, medium-term or long-term objectives should be set for different areas.
- Ways to measure progress against the objectives by developing an action plan and key indicators for each objective.

## **How we developed our objective:**

We looked at the areas mentioned above in conjunction with our existing Equality and Human Rights Policy and undertook an Equality Analysis to help identify the key equality challenges to LSS. We identified one overarching objective with regard to embedding equality into all areas of our work.

## Our objective:

***To ensure that LSS staff are informed of all relevant changes to the Equality Act 2010 and to ensure that our practice and policies reflect this.***

## Why have we chosen this objective?

As a small, independent Healthcare provider it is difficult to access / find out about changes to the Equality Act 2010 that are pertinent to us and our practices and policies. This has highlighted a weakness within LSS as members of staff currently have no way of accessing changes in the law regarding equality and diversity that may affect the way they work.

## Link to LSS business plan:

This relates to and is identified as an overarching priority in the Business Plan.

<b>Specific?</b>	Yes, Action Plan in place
<b>Measureable?</b>	Yes, successful recruitment of administrator and the implementation of a robust monitoring system (to be determined in partnership with the administrator) to ensure: <ul style="list-style-type: none"><li>• Staff remain up to date with relevant changes to the Equality Act</li><li>• Monitor and update policies with regard to changes in the law</li><li>• Ensure new members of staff have attended Equality &amp; Diversity Mandatory training</li></ul>
<b>Achievable?</b>	Subject to: <ul style="list-style-type: none"><li>• Financial commitment from the NHS to enable administrative recruitment</li><li>• Successful recruitment of administrator</li><li>• Competency of the administrator</li></ul>
<b>Realistic?</b>	Yes, but in acknowledgement of other priorities of LSS
<b>Time-bound?</b>	From time of recruitment - January 2014
<b>Lead responsibility</b>	Jane Board

**How to contact us:**

**Tel: 07799 113972**

**[www.lymphoedemaspecialist.co.uk](http://www.lymphoedemaspecialist.co.uk)**

**[HRCCG.LSS-EastSussex@nhs.net](mailto:HRCCG.LSS-EastSussex@nhs.net)**

**Company no: 7559903  
CQC registration no: 306645958  
Provider ID: 1-257469885**