

### 1.22.1 Equality Act – Public Sector Duty

Please provide details on how you evidence your 2010 Equality Act, Public Sector Equality Duty and what statutory/mandated/voluntary functions, mechanisms, and tools do you employ to evidence this?

(Maximum Word Count 500 + attachments)

Words used = 492

#### 1.22.1.1-Key roles

The Equality Act 2010 is relevant to all staff within Vocare. Everyone is responsible for ensuring the organisation complies with the Act.

#### 1.22.1.2-How we evidence our 2010 Equality Act, Public Sector Equality Duty

As an inclusive employer, we ensure that all teams are fully trained and understand Equality, Diversity and Inclusivity. It forms part of our statutory and mandatory rolling training programme.

Under the Public Sector Equality Duty (PSED), Vocare aim to eliminate any unlawful discrimination by:

- Setting out the standards of behaviour expected from staff in the code of conduct, giving clarity on expected behaviours from employees in the course of their duties.
- Reinforcing expected behaviour messages in our 'provider promises' during inductions, in one-to-ones and assessed annually as part of the Performance Development Review appraisal.
- Ensuring line managers are equipped to support colleagues that fall under the remit of the Equality Act 2010 in a caring and compassionate manner, and making adjustments as required to enable acceptable working conditions.
- Consistently applying Absence Management Policy, avoiding discrimination.
- Embedding Equality Impact Assessments as part of the development of documents process. This considers the impact that any process will have on people with protected characteristics, to ensure no unlawful discrimination, harassment or victimisation and to identify ways to become more inclusive and adapt to innovative ways of working to support our people, users of the service and stakeholders.

Under the Public Sector Equality Duty (PSED), Vocare aims to advance equality of opportunity between different groups by:

- Ensuring all recruitment processes are managed by trained individuals, to ensure a consistent approach is taken.
- Ensuring all promotions and role opportunities are based on competency using the competency framework, applied consistently across all groups.

## 1.22.1

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- Continuing to raise awareness regarding specific requirements, to ensure due regard is given to staff and patients with specific conditions.
- Promoting understanding and awareness between people with characteristics and those without is also promoted through the NHS Campaigns cycle.

Under the Public Sector Equality Duty (PSED), Vocare aims to foster good relations between different groups:

- Tackling prejudice through our actions, engaging in seldom heard communities and promoting the work already completed with veterans and travelling communities.
- Implementing Mental Health First Aiders to tackle prejudice and promote an improved understanding of mental health issues.
- Implementing Patient Experience and Engagement Strategy and the actions required to improve engagement and capture learning.

#### 1.22.1.3-Statutory/mandated/voluntary functions, mechanisms, and tools used to evidence compliance

Vocare collates a range of workforce data to evidence that we are compliant with the Equality Act, which is stored in line with GDPR legislation in our Access HR system. We use this data to:

- Review trends in workforce demographics to encourage improvements and adaptations to our practices, procedures and attraction.
- Understand the annual gender pay gap to address and remain conscious of potential concerns or bias.
- Make adaptations to the workplace to accommodate disabilities and to become more inclusive, such as installing automatic doors for entry and exit of our buildings.