

What you need to know about
**Gender
Equality**



- NHS Stoke on Trent is committed to Equality and Human Rights; these are part of our core values.
- We aim to be an inclusive organisation, where everyone has a fair opportunity to fulfil their potential.
- We have a legal duty to positively promote equality of opportunity for all women and men
- We have a legal responsibility to offer protection from harassment for all women and men.
- We recognise the additional disadvantage faced by transgender people.
- We are proud to be in the Stonewall Diversity Scheme.
- We have the Improving Working Lives Practice Plus Status as an organisation.

Your right:

To an environment free from discrimination, harassment and victimisation whether receiving care, treatment and advice from any of the services provided within the Trust or whether you are working and/or training within the Trust.



Your responsibilities:

- Not to treat someone unfairly or to discriminate against anyone on the grounds of their gender when delivering services or in the employment of the Trust.
- Not to harass or victimise anyone because of their gender, including transgender people, when delivering services or in the employment of the Trust.
- To challenge or report any unacceptable behaviour witnessed as per Trust policy.
- As an employee to ensure that all your service users/ partners are treated fairly and have equal access to resources and facilities they need.
- As a manager to ensure that all staff in your area of responsibility are treated fairly, protected from harassment and victimisation and not subject to discrimination on any grounds, including those relating to pregnancy and childbirth: Maternal, Parental and Paternity leave.

Gender Equality at NHS Stoke on Trent

As an employer and service provider the trust is committed to challenging discrimination in any form.

The Trust has achieved Practice Plus Status in Improving Working Lives and to the Stonewall Diversity Scheme endorsing its commitment to Equality and Human Rights.



Organisation Commitment for Gender Equality

- Sustain public commitment to promote Gender Equality.
- Ensure sustainable integration of the statutory duty in commissioning, planning and delivery of its services and within staff recruitment, retention and training and development.
- Build sustainable partnerships for consultation and engagement on gender equality with service users, public members, partner organisations and staff.
- Continue to involve and support staff and service users to promote and deliver cultural competence in everyday practice.
- Set up systemic approaches to equality data profiling.
- Build Gender Equality into target setting and performance management systems.
- Set up systemic approaches to equality impact assess our functions, policies and services for the differential effects on the diverse community we serve.

Legal Background

The Equality Act 2006 amended the Sex Discrimination Act. This legislation includes a number of general and specific duties:

- To promote gender equality.
- To eliminate sex discrimination.
- To combat harassment, including harassment of transgender people.
- To address the causes of the gender pay gap.



- To consult stakeholders.
- To publish a Gender Equality Scheme including a policy and an action plan.
- To carry out impact assessment on our policies and practices, to identify and address any potential or actual negative impact on staff, service users, students or other stakeholders in relation to gender.
- To monitor our activities and evaluate the progress we are making towards our objectives.

Did you know?

- Female graduates earn, on average, 15% less than their male counterparts at the age of 24. The gender pay gap widens with age, increasing to 40.5% for women graduates aged 41-45.
- The gender pay gap in the UK is one of the highest in Europe: women who work part-time earn just 59% of men's part time hourly pay and women who work full time earn 82% of the male average hourly wage.
- Approximately 1,000 women a year in England and Wales take legal action after being dismissed because of their pregnancy.
- Sexual harassment is unlawful – this type of behaviour affects both men and women. It can include inappropriate jokes, physical contact or indeed anything else that makes the recipient feel uncomfortable.
- Within the NHS there are more females employed than males. However there are more senior level males than females.



Further information and Contact:

For general information on gender equality and to report an incident:

NHS Stoke on Trent website

www.stokepct.nhs.uk

Equality and Human Rights Team

Tel: 01782 298002 respect@stokepct.nhs.uk

Complaints and Compliments Department

Tel: 01782 298000/298002

Human Resources Department

Tel: 01782 298000/298002

Patient Advisory Liaison Service:

Tel: 0800 783 2865

North Staffs Race Equality Council (NSREC): look at all aspects of discrimination. Tel: 01782 407930

Equality and Human Rights Commission championing equality and human rights for all: **www.equalityhumanrights.com**

The Beaumont Society promotes better understanding of, and provides support for, all members of the transgender community:
www.beaumontsociety.org.uk

If you require this document in a different format or language please contact the Equality & Human Rights Team: respect@stokepct.nhs.uk