

What you need to know about
**Race
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 and have an equal opportunity to access healthcare services and improve their health.
- As an employer we are committed to promoting equality of opportunity and development, for people from any racial or ethnic background.
- The Race Relations Act (RRA) 2000 defines a racial group as a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.
- Jews, Sikhs, Gypsies and Irish travellers have been recognised by the courts as racial groups for the purpose of the R.R. (A) Act 2000.

Direct Discrimination

When a person treats another person less favourably than he/she would treat someone else on the grounds of their race/religious belief.

Indirect Discrimination

When a condition or requirement is applied and is such that it would be harder for certain racial/faith groups to receive equality of opportunities.

Your right:

To an environment free from racial 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:

- Whilst accessing services, working in partnership with or employed within the Trust, not to discriminate on racial grounds towards staff or Service users and Public members.
- Report Racist/ Hate Crime to the organisation directly through the processes in place or via PARINS (details at the back of this leaflet).
- Be familiar with the organisations policies and procedures regarding race equality and reporting incidents and/or concerns (details at the back of this leaflet).
- As a member of staff, to attend training to keep up to date with relevant legislation and to promote race equality in all activities.
- As a member of staff, work towards mainstreaming race equality in all the relevant functions of the organisation.
- As a member of staff, be prepared to challenge and report racist incidents and be willing to identify and challenge racial bias and stereotyping.

Race Equality at NHS Stoke on Trent

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



Organisation Commitment for Race Equality

- Sustain public commitment to promote race 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 race 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 ethnic profiling
- Build Race 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 Race Relations Act 1976 forms the legal foundation of protection against racial discrimination in the fields of employment, education, training, housing and the provision of goods, facilities and services.
- Under this law, 'racial discrimination' means treating a person less favourably than others on racial grounds – meaning race, colour, nationality, ethnic or national origins.
- This law protects you against people's actions, not their opinions or beliefs.



- This means someone is breaking the law if they refuse to deliver care to / employ you because of your Race eg; you are wearing a turban. But being privately prejudiced towards a particular racial group does not constitute breaking the law.
- The Race Relations (Amendment) Act 2000 places the elimination of unlawful racial discrimination in the heart of everyday practice. This duty covers all aspects of the organisation: a general duty on all public authorities to promote race equality in commissioning, policy and service delivery, as well as in employment practice.
- Publish a Race Equality Scheme, including a policy and an action plan.
- In everything we do we must aim to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups.

Did you know?

- Under the RR (A) Act 2000 you have a legislative duty to use a qualified interpreter instead of family members or children.
- The Trust offers you access to Language Line (language interpreter over the telephone) and to face to face interpreters who can be booked in advance. The Trust offers Sign Language interpreters.
- Racism is the belief that certain races, especially one's own are superior to others. This is manifested on actions based on the false belief of superiority.
- Racism may be personal, unconscious and unintentional as well as being overt and deliberate.



Further information and Contact:

For general information on race 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

PARINS (Partnership Against Racial Incidents North Staffordshire)

PARINS Officer based at NSREC Tel: 01782 407930

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

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