



## Trust Equality Objectives 2025 – 2029

The general equality duty requires public authorities, in the exercise of their functions, to have **due regard** to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

These are often referred to as the three aims of the general equality duty.

### **Objective 1**

*Undertake an analysis of recruitment data and trends with regard to race, disability or any gender pay gap, and report on this to the Board.*

### **Objective 2**

*Have in place a reasonable adjustment agreement for all staff with disabilities, to better meet their needs and ensure that any disadvantages they experience are appropriately addressed.*

### **Objective 3**

*Ensure that all members of staff and the Board involved in recruitment and selection have access to equal opportunities and non-discrimination training. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.*