



Faculty of Public Health

of the Royal Colleges of Physicians of the United Kingdom

Working to improve the public's health

FPH Equality and Diversity Statement

Approved by FPH Board – 16 May 2017

The Faculty of Public Health's (FPH) mission is to promote and protect the health and wellbeing of everyone in society, and the vision is 'Better health for all'.

A key component of this mission is to accord and promote equal respect for the lives of all citizens, particularly those whose characteristics or circumstances give rise to specific health challenges including mental and physical health. This is important in the context of recent, historical and international experience that values and practices can discriminate against or infringe the dignity of specific groups, often in line with prevailing social and cultural attitudes or power imbalances.

Public Health action is underpinned by codes of professional practice and ethical principles, particularly justice, which are designed to uphold human rights and human dignity.

The Equality Act 2010 imposes a Public Sector Equality Duty (PSED) not only on all public authorities but on other bodies who 'exercise public functions'. The Equality Act covers protected characteristics: race, disability, sex, age, gender reassignment, pregnancy and maternity, religion or belief, sexual orientation, marriage and civil partnership.

The FPH endorses the principles (below) identified by UK Academy of Medical Royal Colleges and Faculties with respect to the Public Sector Equality Duty, which applies to those College or Faculty activities which may be considered 'public functions'. As the FPH acts in the public interest to promote the public health, it is relevant and good practice to apply these principles to all FPH activity. This includes policy, procedures and standards, education and training, employment and services for members and stakeholders, and procurement of goods, services and facilities.

The FPH is committed to:

- Integrating PSED requirements into normal management processes rather than as an add-on.
- Recognising this is a cultural exercise as well as about process and procedure
- Consistently asking the questions relating to any piece of activity
 1. *In carrying out this activity are we sure there is no unlawful discrimination?*
 2. *In carrying out this activity are we advancing equality of opportunity between those who have a protected characteristic and those who do not?*
 3. *In carrying out this activity are we fostering good relations between persons who share a relevant protected characteristic and persons who do not share it?*
- Being able to show the evidence that
 1. The questions above have been considered;
 2. That the answers are positive or that identified faults have been addressed

- Being able to answer these questions accurately. This will mean more consistent and detailed collection of data on protected characteristics in relation to Faculty members and functions.
- Reporting on matters relating to Equality and Diversity on a regular and consistent basis to the Equality and Diversity Task and Finish Group which has the responsibility to examine and evaluate activity overall performance and progress and provide the appropriate assurance to the Faculty Board.

What this means in practice

FPH recognises the contribution of all our employees, officers and members. Our aims are to be supportive, fair and free from discrimination. In line with these objectives, we will challenge discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation; actively promote equality and diversity; and ensure that the legislation and policy requirements within the nine protected characteristics of equality and diversity are implemented into all our working practices and embedded in the common Terms of Reference of all our committees, sub-committees and Special Interest Groups. FPH's vision for equality and diversity goes beyond establishing processes to achieve change. As part of our interaction with our employees, officers, members, stakeholders and suppliers, FPH will endeavour to be pro-active and will, through its Equality and Diversity Task and Finish Group, monitor progress made towards meeting our commitments.

Our Governance

Responsibility for ensuring that FPH achieves its vision for equality and diversity is devolved by its Board to the FPH Equality and Diversity Group. The Board receives regular reports on progress from the group via its Equality and Diversity Champion.

Diversity and Inclusion

We respect and uphold the dignity of all our employees, officers and members and value the contribution they make to the work of FPH. We are committed to providing a working environment that is welcoming, supportive and inclusive and where everyone is treated with dignity and respect as covered in the FPH Equality and Diversity policies, and where everyone has individual and collective responsibility to value and respect each other's contributions.

Our Services and Our Culture

FPH's vision is to create an environment in which all people have equal, dignified and ease of access to our services, resources and facilities through the full range of FPH activities. FPH seeks to eliminate discrimination and promote equality of opportunity throughout our internal and external activity. FPH is actively working to increase and improve the usability and accessibility of our services, resources and facilities, and in doing so, aims to exceed our legal, moral and ethical obligations.

Our Partners and Stakeholders

We will endeavour to ensure that the procurement of goods, services and facilities is undertaken in line with our equality and diversity commitments:

- FPH will endeavour to use suppliers who share our values on equality of opportunity and diversity;
- We will endeavour to establish procedures to ensure that businesses from diverse communities have an equal opportunity of competing for collaborative procurement contracts to supply goods and services to FPH;
- We will endeavour to influence our external operations to ensure that they are inclusive and uphold the principles of equality and diversity mindfulness within the operational aspect of these functions.

Our People

We will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of employees or the appointment of FPH members to honorary posts:

- All employees will be considered solely on their merits for career development and promotion with equal opportunities for all;
- FPH will work with its employees and honorary post holders in order that they understand the context of and the specific issues influencing equality and diversity;

All employees and honorary post holders of FPH are required to comply with the organisation's equality aims and to treat colleagues with dignity and respect.

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