

Equality diversity, and Inclusion at the HFEA

How we uphold equality

Strategic goal

One of our the HFEA's people strategic goals is to support and uphold equality across all our work areas, ensuring equitable and fair treatment, access and opportunity.

The corporate objectives which underpin this strategic goal are:

- Develop an HFEA equality action plan
- Introduce Equality and Diversity Champions to help promote a culture of equality and inclusion in the workplace
- Recruitment - we will make a commitment, wherever possible and within the constraints of our budget, to work with organisations that can support us in reaching a wider section of the community when advertising our job and board vacancies.
- We are committed to adhering to our aims under the Race at Work Charter, which champions race equality in the workplace.
- We will provide opportunities for mentoring for all staff, in particular staff from minority backgrounds to ensure they have access to career progression opportunities within or outside the HFEA. We will report on data on staff progression by gender, race and disability as a means of measuring our success.

Data collection

Data drives improvement and provides a basis for decision-making.

The HFEA has looked at disparities in access to and treatment outcomes for Black and ethnic minority patients and is committed to working with clinics to address these disparities. More information on this work can be found [here](#).

Workforce

Promoting equality, diversity and inclusion in the workforce is a priority. Our staff are exploring how to attract more diversity to the workforce through our recruitment and retention process and we're collecting data to understand any improvements.

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Equality and human rights duties

The [Public Sector Equality Duty](#) (PSED) came into force in April 2011. The duty covers age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The general equality duty is set out in section 149 of the [Equality Act 2010](#).

All public authorities in England, Scotland and Wales and bodies exercising public functions must comply with obligations under the [Human Rights Act 1998](#) and the Equality Act 2010. Complying with obligations under equality and human rights law is not only a matter of legal compliance, it improves patient safety and protects the rights of patients and their families and carers.

The Equality Act 2010 requires us to review our equality objectives every 4 years.

Equality aims

In exercising our functions, the HFEA is required to have due regard to the need to address three equality aims:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Protected characteristics.

The protected characteristics covered by the Equality Act 2010 are:

- age
- disability
- gender reassignment

- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.