



# Medicines & Healthcare products Regulatory Agency

## Equality and Diversity

### Agency pledge

We pledge our commitment to embracing equality & diversity and tackling discrimination in all aspects of our work

### **Agency Objectives 2018/19**

#### **Business/Services**

- To ensure that equality and human rights are at the heart of Agency policy and operations, based on the best available evidence and understanding of the people we serve.

#### *Measurement:*

- Having agreed an equality impact assessment form and policy/process spanning all potential Agency activities, the Equality & Diversity Group will actively support implementation via the identification of ongoing priority activities and undertake an audit type review of related documents, leading on any follow up action required. This will be monitored in the Equality & Diversity group notes and action log.

#### **Employer**

- To build a valued and diverse workforce by advancing equality of opportunity and diversity in all aspects of employment, to enhance the effectiveness and flexibility of people within the Agency.

#### *Measurement:*

- Through our enhanced equality monitoring of data related to our workforce profile, people policies, employee relations, pay & reward activities the Staff Data sub group will report to the Equality & Diversity group on recommended areas of focus and related action plans. This will be monitored in the Equality & Diversity group notes and action log.

#### **Estate/Site Owner**

- To make every effort to ensure that all premises used in relation to Agency work are fully accessible and inviting for all its staff and visitors.

#### *Measurement:*

- To continue to review and identify improvements throughout the year for any reasonable adjustments for all our accommodation premises in relation to the Equality Act 2010 and Building Code of Practice (Part M); including any practical physical alterations to features in our buildings so as to enable access to the working environment and the use of those related building facilities provided. This will be monitored in the Equality & Diversity group notes and action log.