The NTA equality and diversity strategy

The NTA equality and diversity strategy was both a response to additional statutory obligations under new diversity legislation such as the Disability Discrimination Act 2005 and the re-iteration of the NTA’s commitment to working towards genuinely appropriate drug misuse treatment for all. As a special health authority, the NTA has general and specific duties in order to meet its statutory obligations under a suite of equality and diversity legislation. The equality and diversity strategy underpins and informs all aspects of the work of the NTA. All NTA staff are required to implement the strategy in their day to day work. Figure 1 illustrates the continuous improvement approach to the operation, implementation and review of this cross-cutting strategy.

In practice this means that the NTA has to identify functions relevant and set out arrangements to:

- **monitor** and assess for any for any differential impact in drug treatment
- **consult** with key stakeholder groups take action if required
- **review** and **publish** results of assessment & monitoring on a regular basis and ensure access to information and services
- **remedy** inequality where it is found (if required)
- ensure **public access** to the information and services they provide
- **train** its staff in meeting the duties

This revised strategy sets out NTA commitment to:

- Promote equal access and appropriateness of drug treatment services for all regardless of their: age, ethnicity, gender, drug of choice, health, status, mental health, offending background, physical ability, place of residence, political beliefs, religion, sexuality or other specific factors which result in discrimination
• Actively tackle discrimination by monitoring for differential impact of NTA work and drug treatment strategy on diverse population groups and address discrimination or negative differential impact where it is found
• Promote good practice in equality and diversity
• Take action through all its work to ensure the implementation of this policy.