

**CONSULTATION SCHEDULE – Council Meeting 3 October 2023**

	<b>RECEIVED FROM</b>	<b>TITLE</b>	<b>SUBMISSION BY</b>
<b>1.</b>	<b>Department of Health</b>	<b>Consultation on end to the European Commission Decision Reliance Procedure</b>	<b>27 September 2023</b>
	<p>This is a consultation on a statutory instrument to amend the Human Medicines Regulations 2012 to remove the provision which provides the legal basis to the European Commission Decision Reliance Procedure (ECDRP).</p> <ul style="list-style-type: none"> <li>• <a href="https://www.gov.uk/government/consultations/consultation-on-end-to-the-european-commission-decision-reliance-procedure">https://www.gov.uk/government/consultations/consultation-on-end-to-the-european-commission-decision-reliance-procedure</a></li> </ul>		
<b>2.</b>	<b>Northern Health and Social Care Trust</b>	<b>Consultation on Draft Equality and Disability Action Plans 2023-2028</b>	<b>30 September 2023</b>
	<p>The six Health and Social Care Trusts in Northern Ireland have worked in partnership to develop new draft Equality and Disability Action Plans for 2023-28.</p> <p>These draft equality and disability action plans outline the proposed actions to be taken forward by the Health and Social Care Trusts over the next 5 years to address Section 75 inequalities, and to promote positive attitudes towards people with a disability and to encourage participation in public life. The draft plans have been informed by an audit of inequalities and engagement with experts by experience and key stakeholders.</p> <p>NHSCT are now seeking views on our draft Equality and Disability Action Plans and welcome your feedback regarding the potential impact of our proposed actions or how they could be improved.</p>		

	RECEIVED FROM	TITLE	SUBMISSION BY
	<p>NHSCT are keen to hear from anyone – service users, carers, staff and trade unions and we value input from those with lived experience</p> <ul style="list-style-type: none"> <li>• <a href="https://www.northerntrust.hscni.net/about-the-trust/involving-you/consultations/disabilityandequality/">https://www.northerntrust.hscni.net/about-the-trust/involving-you/consultations/disabilityandequality/</a></li> </ul>		
<b>3.</b>	<b>Department of Education</b>	<b>Consultation on Statutory Guidance on the Reduction and Management of Restrictive Practices in Educational Settings</b>	<b>3 November 2023</b>
	<p>Consultation launched on Statutory Guidance on the Reduction and Management of Restrictive Practices in Educational Settings</p> <ul style="list-style-type: none"> <li>• <a href="#">Consultations   Department of Education (education-ni.gov.uk)</a></li> </ul>		
<b>4.</b>	<b>Choice</b>	<b>Consultation on Choice’s Draft Equality Scheme and Disability Action Plan</b>	<b>17 November 2023</b>
	<p>Choice has recently revised its Equality Scheme and Disability Action Plan based on the model Equality Scheme and Disability Action Plan developed by the Equality Commission for Northern Ireland. We would welcome your comments and suggestions for possible areas for improvement on these important documents which outline how Choice will fulfil its statutory equality and disability duties.</p> <ul style="list-style-type: none"> <li>• <a href="https://www.choice-housing.org/news/2023/september/consultation-on-choice-s-draft-equality-scheme-and-disability-action-plan">https://www.choice-housing.org/news/2023/september/consultation-on-choice-s-draft-equality-scheme-and-disability-action-plan</a></li> </ul>		
<b>5.</b>	<b>Department of Health</b>	<b>Independent Review of Children's Social Care Services - Initial Consultation on the recommendations</b>	<b>1 December 2023</b>
	<p>Views on the majority of the recommendations from the Independent Review of Children’s Social Care Services are being sought.</p> <p>The Review Report makes 53 recommendations. Views are being sought on 51/53 recommendations. There are no questions on recommendations 2 and 48 on the basis that they have service-wide/whole-of-government impacts and need to be considered in a broader context.</p>		

	RECEIVED FROM	TITLE	SUBMISSION BY
		This consultation is intended to add to that evidence base, with the emphasis now on how we address the issues identified by the Review.	
		<ul style="list-style-type: none"> <li><a href="https://consultations2.nidirect.gov.uk/doh-1/independent-review-cscs/">https://consultations2.nidirect.gov.uk/doh-1/independent-review-cscs/</a></li> </ul>	
6.	Department for Communities	Consultation on the Pensions (Extension of Automatic Enrolment) Bill	11 December 2023
		The Department for Communities is consulting on a draft Equality Impact Assessment in respect of the Pensions (Extension of Automatic Enrolment) Bill. The proposed Bill would amend the Pensions (No.2) Act (NI) 2008 (“the Act”) so as to provide regulation making powers to the Department for Communities to lower the age at which qualifying workers are automatically enrolled into a workplace pension and reduce or abolish the Lower Earnings Limit of the qualifying earnings band contained in the Act.	
		<ul style="list-style-type: none"> <li><a href="https://www.communities-ni.gov.uk/consultations/consultation-pensions-extension-automatic-enrolment-bill">https://www.communities-ni.gov.uk/consultations/consultation-pensions-extension-automatic-enrolment-bill</a></li> </ul>	

### Available to View

RECEIVED FROM	TITLE	PUBLISHED
Equality Unit, Northern Health and Social Care Trust	Annual Progress Report 22-23 and Equality Newsletter	<ul style="list-style-type: none"> <li>Copy attached</li> </ul>
Department of Agriculture, Environment and Rural Affairs	DAERA Quarterly Screening Report 01 April - 30 June 2023	<ul style="list-style-type: none"> <li>Copy attached</li> </ul>
NIE	NIE Networks Providing SSG Export Offers Decision	<ul style="list-style-type: none"> <li><a href="https://www.nienetworks.co.uk/generation-consultation">https://www.nienetworks.co.uk/generation-consultation</a></li> </ul>

RECEIVED FROM	TITLE	PUBLISHED
Department of Finance	Consultation response on NICS Pension Scheme Retrospective Remedy	<ul style="list-style-type: none"> <li>• Copy attached</li> </ul>
NIE	Cluster Decision Paper	<ul style="list-style-type: none"> <li>• <a href="https://www.nienetworks.co.uk/about-us/regulation/cluster-methodology-review">https://www.nienetworks.co.uk/about-us/regulation/cluster-methodology-review</a>.</li> </ul>
NIE	NIE Networks response to UR/DfE CfE	<ul style="list-style-type: none"> <li>• <a href="#">Call for Evidence Electricity Connection Policy Framework Review</a>.</li> </ul>
Equality Unit, Northern Health and Social Care Trust	Equality and human rights screening report	<ul style="list-style-type: none"> <li>• Copy attached</li> </ul>

### **Open Consultations (previously Listed)**

- Department of Agriculture, Environment and Rural Affairs - Consultation on Northern Ireland's 2030 & 2040 Emissions Reduction Targets & First Three Carbon Budgets & Seeking views on Climate Change Committee (CCC) Advice Report: The path to a Net Zero Northern Ireland – submission by 10<sup>th</sup> October 2023
- Northern Ireland Statistics and Research Agency, Outputs Consultation – submission by 15 October 2023
- The Diversity and Inclusion Unit, Queen's University Belfast, Consultation seeking the views of staff, students, Trade Union representatives and external consultees on our new draft Equality Scheme and Action Plan 2024-2029 – submission by 23 October 2023
- Department of Finance, Consultation on a review of energy efficiency requirements and related areas of Building Regulations - submission by 15 November 2023

## Public Authority Statutory Equality and Good Relations Duties Annual Progress Report

**Contact:**

<ul style="list-style-type: none"><li>Section 75 of the NI Act 1998 and Equality Scheme</li></ul>	Name: Alison Irwin Telephone: 028 2766 1377 Email: alison.irwin@northerntrust.hscni.net
<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above <input checked="" type="checkbox"/> Name: Telephone: Email:

Documents published relating to our Equality Scheme can be found at:  
<http://www.northerntrust.hscni.net/services>

**Signature:**



This report has been prepared using a template circulated by the Equality Commission. It presents our progress in fulfilling our statutory equality and good relations duties, and implementing Equality Scheme commitments and Disability Action Plans. This report reflects progress made between April 2022 and March 2023.

## Introduction

This is the Trust's 16<sup>th</sup> Annual Progress Report on Section 75 of the Northern Ireland Act 1998 and Section 49A of the Disability Discrimination Order (DDO) for submission to the Equality Commission of Northern Ireland. In preparing this Annual Progress Report, the Trust has used the template provided by the Equality Commission for Northern Ireland. The Report provides assurance to Trust Board on how the Trust has fulfilled its legislative obligations and gone beyond compliance to achieve best practice in promoting equality of opportunity and good relations.

Part A of this Report provides an overview of the work undertaken in compliance with Equality Scheme obligations. It is important to note that this Report does not detail all of the work that the Trust carries out to promote equality of opportunity and good relations and to address inequalities as a key element of the Trust's business is to improve health and wellbeing and address inequalities.

A full progress update on our Equality Action Plan for 2022-2023 is appended (**Appendix 1**) for ease of reference and details achievements on both a regional and local level.

**(Appendix 2)** relates to **compliance** with our legislative duties under Section 49A of the Disability Discrimination Act 1995 (as amended) (DDA) to promote positive attitudes towards disabled people and to encourage their full participation in public life. It provides an update on the progress of our **Disability Action Plan** (2018-2023) and achievement in year 5, 2022-23. Appendix 2 replaces Part B of the screening template as provided by Equality Commission Northern Ireland (ECNI).

The Trust has developed 'Equality News' – a user friendly newsletter for stakeholders and staff to highlight the extensive work that has taken place across the Trust to promote equality of opportunity, good relations and the disability duties.

## **PART A – Section 75 of the Northern Ireland Act 1998 and Equality Scheme**

### **Section 1: Equality and good relations outcomes, impacts and good practice**

- 1. In 2022-23, please provide examples of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved.**

*Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.*

### **Response to Covid-19**

The standing down of the Scientific Advisory Group for Emergencies (SAGE) on 4 March 2023, and World Health Organisation's announcement that Covid-19 no longer represents a global health emergency in early May 2023, is a welcome move away from pandemic response and move forward towards long-term disease management status.

Comprehensive Section 75 equality screenings have been completed and approved on all plans implemented by Northern Health and Social Care Trust (NHSCT) up to the end of this reporting period, March 2023 in response to Covid-19 pandemic. These include the:

- Service Delivery Plan for NHSCT Phase 9 April – June 2022

The Trust has committed to completing a full EQIA and public consultation on any actions detailed within the plan that are implemented on a permanent basis.

### **ECNI five Year Review of Equality Scheme, Equality Action Plan, Disability Action Plan**

During 2022/23, the HSC Trusts worked collaboratively to develop the new five year Section 75 Equality Action Plan and Disability Action Plan. Following completion of a regional audit of inequalities, the HSC Trusts undertook two pre-consultation online listening events with stakeholders on 28th June and 1st July 2022. The purpose of our listening events was to reflect on progress, learn from diverse stakeholder perspectives and share ideas to inform the new plans. Trust Board approved the final plans in January 2023. Public consultation commenced on 5 June 2023 running for a sixteen-week period. The Trusts will hold engagement events in September 2023.

### **Equality Screening Advice and Support**

The Equality Screening Toolkit was launched in September 2022 to support staff with Section 75 screening. This resource is available on the Staff Intranet and one to one screening clinics, specific to a policy, project or proposal, commenced in November 2022. These have been popular with staff and positive feedback has been received. 205 requests were facilitated in the 12 month period from April 2022 to March 2023.

## **Update on AccessAble Facility Guides**

The Trust has worked with AccessAble to develop guides for disabled people to access services in Causeway and Antrim Area Hospitals. AccessAble guides are now available via links on the Trust website, AccessAble website or by mobile application. 86 detailed access guides are published on [www.AccessAble.co.uk](http://www.AccessAble.co.uk). Between April 2022 and April 2023, the Trust guides had 20,301 users and 32,563 page views. This breaks down to a monthly average of 1,692 users and 2,714 page views.

The Top five Access Guides used in the last 12 months were –

1. Ross Thompson Unit ([Click here to view Access Guide](#))
2. Outpatients 4 ([Click here to view Access Guide](#))
3. Acute Assessment Unit – B4 ([Click here to view Access Guide](#))
4. Outpatients 1 and 2 – Level B ([Click here to view Access Guide](#))
5. MRI Unit ([Click here to view Access Guide](#))

In September 2022 an annual premises review audit of Antrim Area Hospital and Causeway Hospital was completed and the guides were updated to reflect results.

## **Disability Equality Training Video**

On World Quality Day, 10 November 2022, The Northern Trust launched a new [Regional Disability Equality Training Video](#) resource. The training content was coproduced and the video was co-delivered by people with disabilities – led by Torie Tennant, Chair of the Trust's Disability Consultation Panel. The training provides staff with the knowledge and confidence to identify access issues, to interact with people with a range of disabilities and to provide support where required. The video has been developed for use by Trust staff and can be used by partner organisations as well as the community and voluntary sector.

## **Respiratory Health Seminar**

On Wednesday 2 November 2022, the Northern Trust, in partnership with Inter-Ethnic Forum and Stronger Together, held a virtual awareness seminar for ethnic diverse communities to engage with them on good respiratory health. The co-designed seminar, based on the feedback received from service users and carers, provided information on lung function and practical advice for healthy lungs.

## **Workplace EDI Framework**

The Trust's Equality, Diversity and Inclusion (EDI) Steering Group continues to work to implement the Workplace EDI Framework 2022-25. With our overarching theme of 'Valuing Diversity and Promoting Inclusion', our Steering Group identified specific actions and priorities with our local and regional equality partners.

Equality, diversity and inclusion is a foundation stone of our #team NORTH workplace culture and one of the key ways for us to reflect our diversity is through the collection and reporting of equality monitoring data. In January 2023, the Trust EDI Steering Group



launched its campaign to improve equality monitoring data gathered from staff. The campaign will continue during the course of the year.

Following the success of the Disability and Reasonable Adjustment HR Clinics provided in the 21-22 programme of work, we developed a new clinic for managers, bringing together this theme and our work on managing attendance and promoting health and wellbeing. A series of 10 sessions were held between August and December 2022 with over 250 attendees.

The Trust recognises that flexible working is a crucial part of creating modern and inclusive employment practices. The Trust's policy and procedure has been revised to incorporate contractual changes implemented through Section 33 of the terms and conditions handbook. The Trust has developed a series of guidance notes to support managers and staff. In addition, a series of HR Clinics were developed to support implementation. Over 250 managers received this training.

## **LGBTQIA+**

The Trust once again demonstrated its support for our LGBTQIA+ staff and service users, during the main celebration of Pride in July 2022. As part of our ongoing commitment to valuing diversity and promoting inclusion, we signposted to internal and external sources of support, including sexual orientation and gender awareness training.

## **Ethnic Diversity**

Virtual networking and signposting continues across our staff forum. Representatives of the forum worked with regional partners to develop a leadership programme for ethnic minority colleagues that was launched in September 2022. March 2023 saw the completion of the first cohort and feedback from the candidates has been very positive to date. The Trust continue to work with the Department of Health (DoH) and the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) to address barriers for development within nursing for our ethnic minority colleagues and work to establish a regional collaborative is ongoing with a regional workshop held on 30 March 2023.

## **Human Rights Day 10th December 2022**

As part of the Trust's Winter Health, Wellbeing and Inclusion Campaign, we took the opportunity to highlight the importance of the Universal Declaration of Human Rights (UDHR) - as it enters its 75th year. In doing so, we recognise its significance in relation to our work towards enabling a fairer, more inclusive environment for patients and staff across Team North. As part of this campaign, we asked staff to take the following three key steps.

1. Promote the Trust values through attitudes and behaviours
2. Undertake the mandatory equality and human rights e-learning programme
3. Complete/Update equality monitoring data online via Human Resources Pay, Travel and Subsistence portal (HRPTS).

## Supporting Family Carers

The Northern Trust Carer Hub, launched on Carers Rights Day, November 2019, is a central point of contact for carers and staff for signposting and support. During 2022/23, a video animation was co-designed with carers to promote the work of the Carer Hub.

During 2022-2023, the Carer Hub had a total of 19,651 contacts with carers and facilitated 76 support programmes through the Carer Support Programme with 1,034 carers joining. The Carer Hub sent information and packs on caring and support available to 2,175 new, or previously unknown, carers. On Carers Rights Day, the Carer Hub hosted a regional online session with Make the Call service to provide rights and entitlements advice to 86 carers.

The designated carers' website for Northern Trust [www.carersdigital.org](http://www.carersdigital.org) has been updated by Carers UK and now includes the following featured sections: You and Your Wellbeing, Spotlight on Nutrition and Caring, About Me (building resilience) and Working and Skills e learning for working carers. Any carer in Northern Trust can access the website by creating an account and there are currently over 838 current users.

The Trust has good links with community and voluntary sector partners to provide essential support to family carers in each locality. The Trust established a Carer Network to bring together representatives in the community and voluntary sector who have a carer support strand to their services and the group meets 2-3 times a year, sharing information and updating each other with what services are available.

The Trust works closely with Barnardo's Young Carer Service to ensure that young carers are supported to cope with the new challenges they face around school/home and caring. The Trust's Carer Hub hosted a group of young carers ahead of Young Carer Action Day in March 2023 to listen to their needs and work together.

## Accessible Communication

During the reporting period, the Northern Trust made 15,525 requests for interpreters through the Northern Ireland Regional Health and Social Care (HSC) Interpreting Service. The top three languages requested within the Northern Trust during 2022/23 were as follows:

Language	Numbers
Polish	4398
Romanian	2954
Arabic	2713

A total of 916 appointments were supported with sign language interpreters and 274 documents were translated into minority languages

## Regional Communication Support Service

The regional procurement process was finalised in January 2023 for the provision a HSC Communication Support Service for People who are d/Deaf, d/Deafblind and Hard of Hearing, contracted directly by the Strategic Planning and Performance Group. By April 2023, a specialist Provider was secured to deliver a range of high quality, accessible, regionally consistent and sustainable communication supports for people who are d/Deaf, d/Deafblind, or Hard of Hearing across all HSC services. The design and development of the service reflects the RQIA Review of Sensory Support Services in 2011 and subsequent extensive research, public consultation and engagement with sign language users and interpreters.

The remote sign language interpreting service continues to ensure that our service users have access to HSC appointments. The service user can download an app to access a free online remote sign language interpreter 24/7. The service user can use this service to contact GP surgeries, hospitals, dentists, social care services etc.

**2 Please provide examples of outcomes and/or the impact of equality action plans/ measures in 2022-23 (or append the plan with progress/examples identified).**

Please see Appendix 1 and Appendix 2 for a detailed update of actions progressed in year 5 (2022-2023) of the Equality Action Plan and Disability Action Plan.

**3 Has the application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during the 2022-23 reporting period? (tick one box only)**

Yes       No (go to Q.4)       Not applicable (go to Q.4)

Please provide any details and examples:

The table below details how application of the Equality Scheme commitments resulted in any changes to policy, practice, procedures and/or service delivery areas during 2022-23

Equality Scheme Commitment	Action	Difference made for individuals
<b>Arrangements for assessing our compliance with Section 75 duties</b>		
<b>Have in place appropriate structures and reporting mechanisms</b>	The Trust has prioritised Section 75 in all aspects of its business agenda and has established a range of governance, management and reporting mechanisms that reflect this. The Trust's Employment,	Section 75 duties integral to Trust's Assurance Framework. Trust senior teams aware of and comply with statutory requirements during decision-making.

	Engagement, Experience and Equality Group (Quadruple EG) reports directly to the Trust's Assurance and Improvement Group, which reports through the Executive Team to Trust Board.	
<b>Ensure Section 75 duties are mainstreamed within the Trust.</b>	<p>Membership of the Employment, Engagement, Experience and Equality Group (Quadruple EG) includes Trust Directors who are responsible for the mainstreaming of equality duties across their Divisions.</p> <p>The Trust's Equality Unit provides staff with the information, training and resources to support staff to have the appropriate level of knowledge, expertise and skill to mainstream Section 75 duties.</p> <p>The regional Equality, Good Relations and Human Rights; Making a Difference eLearning programme is mandatory and compliance is monitored twice each year.</p>	<p>Individuals aware of the Trust's commitment to equality duties.</p> <p>Trust staff aware of equality duties and Trust commitment to not only avoiding discrimination, but also to pursuing good practice, embracing diversity and promoting good relations.</p>
<b>Prepare Section 75 Annual Progress Report (APR) and include section in Trust's own Annual Report.</b>	<p>Annual Progress Report supported by "Equality News" to ensure updates available in a more accessible format.</p> <p>Equality Matters section included in the Trust's Annual Report.</p>	<p>All consultees sent copy of newsletter and informed of availability of progress report - improving awareness of Trust's Section 75 duties and outcomes of work programme.</p>

<b>Action Plan</b>		
<b>Development of Action Based Plan to include performance indicators and timescales. Aligned to corporate and business planning cycle</b>	Five year Section 75 Equality Action Plan developed in partnership with representative organisations. See Appendix 1 for actions progressed in year 5 and progress on actions carried forward from year 4.	The implementation is intended to have a positive impact on Section 75 groups.
<b>Arrangements for consulting</b>		
<b>Consultation list reviewed and updated</b>	Review of consultation list on going.	New consultees added to the consultation list on an on-going basis.
<b>Training re. Consultation</b>	Facilitation Training delivered to develop capacity in partnership working. During the reporting period, 94 people attended facilitation training.	Support transformation and service change by involving service users, carers and the community and voluntary sector.
<b>In making any decision with respect to a policy adopted or proposed to be adopted, take into account any assessment and consultation carried out in relation to the policy</b>	Policy Development Process ensures engagement and consultation.	Views of representation groups and individuals considered during decision-making process.
<b>Provide feedback report to consultees in timely manner in formats suited to consultees</b>	All service users and carers involved in Trust projects received detailed feedback reports. Reports available on Staffnet and website.	Representative groups and individuals informed of how their feedback influenced the decision made.

<b>Screening</b>		
<b>Revise screening template and accompanying guidance notes.</b>	<p>Trust policy development process ensures all Trust policies are screened. All policies approved during the reporting period were subject to Section 75 screening and appropriate consultation.</p> <p>During the reporting period, the Trust screened 95 policies and proposals.</p>	Transparent decision-making process for consultees and impact on Section 75 groups identified during policy development process.
<b>Publish reports quarterly and in accessible formats on request.</b>	All quarterly reports for the reporting period made available on the Trust's website.	Screening outcomes available to the public for consideration.
<b>Publishing of EQIA reports.</b>	<p>One EQIA completed during the reporting period on the transformation of acute maternity services.</p> <p>The EQIA was consulted on for a 14-week period between November 2022 and March 2023 and sought views on the transformation of acute maternity services and the findings of the EQIA.</p>	Following the consultation, at its public meeting in March 2023, the Board of the Northern Trust considered the feedback and approved a recommendation that all hospital births should take place at Antrim Area Hospital
<b>Monitoring</b>		
<b>Review of monitoring information</b>	The Trust continues to monitor staff by Section 75 categories and this has been enhanced by HRPTS Self-Service functions. In January 2023, the Trust EDI Steering Group launched its campaign to improve	Increased understanding of the make-up of the workforce to ensure promotion of equality of opportunity and better information to identify any potential impact.

	equality monitoring data gathered from staff. The campaign will continue during the course of the year.	
<b>Staff Training</b>		
<b>Draw up a detailed training plan</b>	The regional Equality, Good Relations and Human Rights: Making a Difference Programme has been rolled out across the Trust via Broadcast and Staffnet and compliance is monitored.	Improved access to equality, good relations and human rights training and diversity training through availability of more condensed training package for staff and managers as well as the availability of a training manual for those who do not have access to computers.
<b>Focused training</b>	<p>Equality Unit continued to provide advice and support to Trust staff/project leads.</p> <p>During the year, the Trust held specialised online workshops and training to support the continued development of a coproduction culture, including facilitation training and training on Citizen Space – an on-line questionnaire platform.</p> <p>Specialist Plain English training was provided to help staff engage more effectively with service users and carers.</p> <p>During the reporting period, staff attended Virtual LGBT Awareness</p>	<p>Enhanced skills of Trust policy makers.</p> <p>Targeted training delivered by specialist facilitator enhanced the skills of Trust staff.</p> <p>Increased knowledge of what Plain English is and why it is so important when communicating with service users and carers.</p> <p>Increased awareness and enhanced staff skills.</p>

	Training, the training provided staff with an understanding of sexual orientation & gender identity and use of appropriate terminology.	
<b>Arrangements for ensuring and assessing public access to information and services we provide</b>		
<b>Ensure information we disseminate and services we provide are fully accessible to all parts of the community in Northern Ireland</b>	<p>Information is provided in alternative formats on request and Trust's website has been designed to ensure accessibility.</p> <p>During the reporting period a total of 15,525 requests for face to face interpreting were made to NIHSCIS.</p> <p>During the reporting period, 916 appointments were supported with sign language interpreting support.</p>	Improved access to information and services for equality groups – specifically those whose first language is not English and people with a disability.
<b>Provide information in alternative formats on request</b>	<p>274 documents translated into minority languages during reporting period.</p> <p>All minutes of Disability Consultation Panel meetings provided on disk or Braille and minutes of Learning Disability Panel provided in Easy read.</p>	Information provided in alternative formats to increase understanding, ensure effective communication and improved access to services.



	Library of translated documents available to Trust staff.	
<b>Provide interpreters and sign language interpreters</b>	On-going provision of communication support. 916 appointments supported with Sign Language Interpreter. 15,525 interpreters were requested from NIHSCIS. We continue to use telephone interpreting.	Service users and staff supported to ensure good governance in information provision and communication.
<b>Complaints Procedure</b>		
<b>How complaints are raised, timetable for responding etc.</b>	No Section 75 complaints received	
<b>Any other measures proposed in Equality Scheme</b>		
<b>Work closely with other public authorities to exchange learning and best practice</b>	<p>During the reporting period, the Trust participated in Regional Equality and Human Rights Steering Group and Regional Equality Leads meetings.</p> <p>The Joint Equality, Good Relations and Human Rights Forum, established in partnership with ECNI, HRC and CRC, continued to meet during the reporting period.</p>	More effective use of resources and consistent approach across HSC.
<b>Liaise closely with the ECNI to ensure that progress on the implementation of our Equality Scheme is maintained</b>	During the reporting period, the Trust met with ECNI on Section 75 implementation.	Ensures effective use of resources and Section 75 implementation.

**3a** With regard to the change(s) made to policies, practices or procedures and/or service delivery areas, what **difference was made, or will be made, for individuals**, i.e. the impact on those according to Section 75 category?

Please provide any details and examples:

Please see third column in above table. It is important to note that the screening of policies, practices or procedures and/or service delivery areas has resulted in many considerations on how to promote equality of opportunity and good relations. For example, there is better engagement with those affected by policies and decisions including with service users and carers. Through the screening process, decision makers are more aware of the need for effective and accessible communication.

Staff affected by policies and decisions in relation to management of change are engaged to ensure that any adverse impact can be mitigated as required. This is done on an on-going basis and, because of confidentiality issues relating to reasonable adjustments that are made; this information is not included in many of the screening templates.

**3b What aspect of the Equality Scheme prompted or led to the change(s)? (tick all that apply)**

As a result of the organisation's screening of a policy (*please give details*):

Examples below

**Ward A6 (Stroke Unit) Operational Policy.** Ward A6 Stroke Unit Information leaflet provided for service users and their families – equality screening highlighted that access to information in terms that the patient can understand is integral to this service, the right to health and free and informed consent. Information to be available upon request in alternative languages including sign and in alternative formats including easy read.

**Additional and lower acuity beds model** – possibility of mixed ward arising as a result of this model. Mitigation put in place that patients should be moved to single sex wards as soon as beds become available.

As a result of what was identified through the EQIA and consultation exercise (*please give details*):

One Equality Impact Assessment consulted on during reporting period.

## **Consultation: Working with you to Transform Acute Maternity Services**

A 14-week public consultation seeking views on the transformation of acute maternity services within the Northern Trust area was carried out between November 2022 and March 2023. This included consultation on the outcomes of the EQIA. As part of the consultation process, two virtual listening events were held on 18 January 2023 and 8 February 2023. We also held an in person public meeting in Portrush on 22 February. We recognise the importance of involving our staff in any change to services. Before launching the consultation and during the consultation process, we held meetings for staff to provide information on the issues being faced and the clinically deliverable options being considered.

Following the consultation and consideration of the feedback, at its public meeting in March 2023, the Board of the Northern Trust approved a recommendation that all hospital births should take place at Antrim Area Hospital.

As a result of analysis from monitoring the impact (*please give details*):

The Trust continues to monitor its workforce across the nine equality categories. A priority action was identified from the workforce framework to encourage staff to update and add to their personal data, through use of facilities on HRTPS, to improve equality monitoring data. This monitoring information is used for all Section 75 screenings of proposals that have an impact on staff.

**As a result of changes to access to information and services** (*please specify and give details*):

The regional procurement process was finalised in January 2023 for the provision a HSC Communication Support Service for People who are d/Deaf, d/Deafblind and Hard of Hearing that is contracted directly by the Strategic Planning and Performance Group. From 1 April 2023 'Sign Language Interactions' provide face to face and remote sign language interpreting services for people who are Deaf and provide a full range of communication supports for people who are deafblind and hard of hearing attending HSC appointments, all delivered through one booking service. The design and development of the service reflects the RQIA Review of Sensory Support Services in 2011 and subsequent extensive research, public consultation and engagement with sign language users and interpreters.

Sign Language Interactions offer a full range of communication supports to include:

- Face to Face Sign Language Interpreting
- Remote Sign Language Interpreting

- Relay Interpreters
- Interpreters for deafblind people
- Lip speakers
- Electronic Notetakers
- Speech to Text Reporting

Other (please specify and give details):

## Section 2: Progress on Equality Scheme commitments and action plans/measures

### Arrangements for assessing compliance (Model Equality Scheme Chapter 2)

4. Were the Section 75 statutory duties integrated within job descriptions during the 2022-23 reporting period? (tick one box only)
- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

Please provide any details and examples:

5. Were the Section 75 statutory duties integrated within performance plans during the 2022-23 reporting period? (tick one box only)
- Yes, organisation wide
- Yes, some departments/jobs
- No, this is not an Equality Scheme commitment
- No, this is scheduled for later in the Equality Scheme, or has already been done
- Not applicable

**Please provide any details and examples:**

The national Knowledge and Skills Framework (KSF) continues to be the process linked to annual development reviews of all Trust staff and personal development plans. Equality and diversity is one of the 6 Core Dimensions and it reflects a key aspect of all jobs and underpins all dimensions in the KSF.

Equality training is mandatory in the Trust and attendance at and completion of all mandatory training is determined through the appraisal process. Compliance is monitored and reported through the Trust's accountability framework.

6. In the 2022-23 reporting period were **objectives/ targets/ performance measures** relating to the Section 75 statutory duties **integrated** into corporate plans, strategic planning and/or operational business plans? (tick all that apply)
- Yes, through the work to prepare or develop the new corporate plan
- Yes, through organisation wide annual business planning

- Yes, in some departments/jobs
- No, these are already mainstreamed through the organisation's ongoing corporate plan
- No, the organisation's planning cycle does not coincide with this 2022/23 report
- Not applicable

**Please provide any details and examples:**

The Trust continues to prioritise Section 75 within all aspects of its business agenda and has established a range of governance, management and reporting mechanisms to reflect this. The Trust's Equality Unit sits within the Strategic Planning, Performance and ICT Division and supports all Trust Divisions to ensure Section 75 is mainstreamed and integral to planning processes. Objectives and targets relating to the Trust's duties under Section 75 are built into its corporate and directorate planning processes. The Trust has set appropriate objectives and targets for individual responsible officers.

The Trust's Employment, Engagement, Experience and Equality Group (Quadruple EG) ensures compliance with and mainstreaming of Section 75 duties. The Group seeks assurance that the Trust is compliant with Equality, including Section 75 of the Northern Ireland Act 1998, the Human Rights Act 1998 and Section 49a of the Disability Discrimination Act and in doing so ensures that the above is embedded in decision-making. The Director of Operations chairs the Group and membership includes Trust Directors and Non-executive Directors.

**Equality action plans/measures**

- 7 Within the 2022-23 reporting period, please indicate the **number** of:  
 Actions completed:  Actions ongoing:  Actions to commence:   
 (NB: 22 actions completed)

Please provide any details and examples (*in addition to question 2*):

Plan Examples provided in Appendix 1

- 8 Please give details of changes or amendments made to the equality action plan/measures during the 2022-23 reporting period (*points not identified in an appended plan*):

Detailed update provided in Appendix 1

- 9 In reviewing progress on the equality action plan/action measures during the 2022-23 reporting period, the following have been identified: (*tick all that apply*)
- Continuing action(s), to progress the next stage addressing the known inequality
  - Action(s) to address the known inequality in a different way
  - Action(s) to address newly identified inequalities/recently prioritised inequalities
  - Measures to address a prioritised inequality have been completed

### Arrangements for consulting (Model Equality Scheme Chapter 3)

- 10 Following the initial notification of consultations, a targeted approach was taken – and consultation with those for whom the issue was of particular relevance: *(tick one box only)*
- All the time                       Sometimes                       Never

11

Please provide any **details and examples of good practice** in consultation during the 2022-23 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

The Trust recognises the importance of proper and timely consultation as an integral part of fulfilling its Section 75 obligations when making decisions and planning services. For all public consultations, the details are sent out to over 1,500 individuals, groups and organisation on the Trust’s Consultation Database. Consultation documents are available on the Trust’s website with the consultation document is available in alternative formats. Following consultation, a detailed consultation feedback report is drafted and time is taken to consider all the responses. All of those who provided feedback and participated in the consultation process are informed of how their feedback influenced the final decisions.

The table below highlights the Trust’s public consultations carried out during the reporting period and associated good practice.

Consultation	Good Practice
Acute Maternity Services consultation	<ul style="list-style-type: none"> <li>• Availability of Citizen Space, an online consultation platform, to simplify the process of responding to the public consultation</li> <li>• Public engagement events online using zoom to engage directly with service users, carers, the public and local representatives</li> <li>• Public engagement event in person held early evening to facilitate people who work during the day</li> <li>• Full suite of documents all available online and in alternative formats.</li> </ul>

The Trust also recognises the importance of better engagement with affected and interested parties to develop shared decision-making. The following are examples

of good practice in targeted engagement/involvement in decision making during the reporting period.

### **Causeway Acute Ambulatory Hub**

A focus group session was carried out on the 19th December 2022, bringing together service users and Medicine and Emergency Medicine staff. This session looked at proposals to develop an Acute Ambulatory Hub on the Causeway site, a service that would provide ambulatory care to suitable medical patients, helping them receive same day care and avoid admission to hospital. Overall, service users were very supportive of the ethos of ambulatory and same day care. They were very keen that the service be accessible by GPs from as soon as possible; they also felt that the service should quickly develop to manage more than 4-6 patients per day, which is the suggested pilot throughput. The service users highlighted the importance of effective communication, sharing some of their experiences. They emphasised that communication between staff and the patient needs to be clear. Moreover, information on how the service works also needs to be provided to the patient. This session was extremely beneficial and suggestions and guidance from service users will help design this service.

### **Phone First**

A consultation survey was carried out in relation to the Phone First service. This was promoted on social media and ran for 5 weeks. 96 responses were received. The survey results have now been collated and have not yet been presented back to the Phone First Project team; however, work is already underway to ensure that the feedback from this consultation is utilised to inform future service development of Phone First.

### **Brain Injury Service**

16 members of Brain Injury Service, Service User Forum worked with staff to produce a virtual 2 session programme "Welcome to Brain Injury Service". Service Users decided what information is important for those who are recently referred, and are new in the brain injury rehabilitation journey.

### **Northern Area Autism Forum**

The Northern Area Autism Forum, The Northern Area Autism Reference Group and the carers working group attached to the forum identified the need for a distinctive focus on carer support. To ensure that the voices of carers were heard, three online Listening Events were organised in November and December 2022. The purpose of these listening events was to help better understand the issues facing carers in their caring role and what needed to change, as well as what carers would like to see in the future to improve carer support. Members of the Reference group identified the need to focus on supporting autistic individuals with their housing needs, and the housing work group have developed a guide for autistic individuals in finding a suitable home.

## Connect North

Service users continue to be actively involved in the design and development of the Connect North Service. Connect North (named by service users) is an integrated service for social prescribing, navigation and signposting in the Northern Trust area. Over the last year service users have been integral to the concept, development and design of our logo and for the development of supportive resources.

## My Journey

My Journey is an initiative set up in the Northern Trust to help services communicate with their patients and service users using podcasts, webinars and videos. My Journey is a pilot now in its second year. The aim of the project is to trial the use of these three forms of digital media to make educational and clinical information available to patients and service users, in support of, or as an alternative to, existing care pathways for users' healthcare journey. Digital content is promoted via social media, the Trust website and patient correspondence, as well as being linked to various platforms including Spotify and Vimeo. Many of the projects under the My Journey umbrella involve service users in the production of the content. Completed projects by Cancer services have enabled service users to tell their stories, helping to open conversations to share, learn and improve the wellbeing of others.

## Care Opinion and 10,000 More Voices

We continue to listen to the voices of our patients, service users/ clients, families and carers through both Care Opinion and 10,000 More Voices. Over the past year, 354 stories have been shared through Care Opinion, 294 reflecting positive experiences in relation to the quality of treatment and care, attitude and behaviour of staff and communication. Through the 10,000 More Voices Experience of Social Work project, we have received 109 stories. Feedback from Care Opinion and 10,000 More Voices is highly valued. The 'lived experience' provides rich information to make meaningful change and improvement.

**12 In the 2022-23 reporting period, given the consultation methods offered, which consultation methods were most frequently used by consultees: (tick all that apply)**

- Face to face meetings
- Focus groups – via zoom
- Written documents with the opportunity to comment in writing
- Questionnaires
- Information/notification by email with an opportunity to opt in/out of the consultation
- Internet discussions
- Telephone consultations
- Other (please specify) CitizenSpace surveys



**Please provide any details or examples of the uptake of these methods of consultation in relation to the consultees' membership of particular Section 75 categories:**

Please refer to Trust's Involvement Annual Report.

### **Involvement Network**

Our Involvement Network has continued to grow, and we currently have a membership of over 300 service users, carers and representative groups who work in partnership with the Trust to develop HSC services. The Network is a key resource to help shape and design services. Over the last year, members have received 69 involvement opportunities and 331 members have attended more than 38 engagement events. Our service users and carers have helped to shape and develop number of service improvements. We continue to advertise membership of our Involvement Network through our website and regularly on social media.

### **Engagement Advisory Board**

We have established an Engagement Advisory Board as an advisory body to ensure the Trust approaches engagement in a way that meets the needs and interests of all communities and to quality assure the Trust's approach to engagement throughout the lifecycle of service change projects. Members of the Engagement Advisory Board include service users and carers, selected following an expressions of interest, to represent the communities we serve. Each member has demonstrated links with local communities. The first meeting of our Engagement Advisory Board took place on Thursday 30 June 2022 and a workshop was held in November to allow members to connect, and identifying practical recommendations to support effective engagement with service users, carers and community stakeholders.

- 13** Were any awareness-raising activities for consultees undertaken, on the commitments in the Equality Scheme, during the 2022-23 reporting period? *(tick one box only)*
- Yes                       No                       Not applicable

Please provide any details and examples:

During the reporting period, the following activities supported awareness raising of Equality Scheme commitments among consultees.

- Dissemination of Section 75 Annual Progress Report
- Equality Newsletter disseminated to all consultees
- "Equality Matters" section of Trust's Annual Report
- Staff training programme
- All engagement exercises
- Section 75 screening reports published
- Ongoing guidance and briefings to senior management and Trust Board
- Equality section on Trust internet and intranet

- 14 Was the consultation list reviewed during the 2022-23 reporting period? (*tick one box only*)
- Yes       No       Not applicable – no commitment to review

The consultation list is reviewed on an ongoing basis.

**Arrangements for assessing and consulting on the likely impact of policies (Model Equality Scheme Chapter 4)**

- 15 Please provide the number of policies screened during the year (*as recorded in screening reports*):

95
----

- 16 Please provide the number of assessments that were consulted upon during 2022-23:

One public consultation was carried out during the reporting period as follows.

- Working with you to transform Acute Maternity Services  
Consultation period: 25 November 2022 – 3 March 2023

Detailed Equality Impact Assessment also consulted on during the consultation period. Copies of consultation paper and associated documents can be found at [Consultations - Northern Health and Social Care Trust \(hscni.net\)](#)

Comprehensive Section 75 equality screenings have been completed and published on all plans implemented by NHSCT up to the end of this reporting period, March 2023 in response to Covid-19 pandemic.

An online version of Screening Outcome Reports can be found on the Trust website under Screening – see link below:

<https://www.northerntrust.hscni.net/about-the-trust/corporate-information/equality-and-diversity/>

x	Policy consultations conducted with <b>screening</b> assessment presented.
x	Policy consultations conducted <b>with an equality impact assessment (EQIA)</b> presented.
	Consultations for an <b>EQIA</b> alone.

- 17 Please provide details of the **main consultations** conducted on an assessment (as described above) or other matters relevant to the Section 75 duties:

Consultation	Section 75 assessment consulted on
Working with you to Transform Acute Maternity Services	<ul style="list-style-type: none"> <li>Completed Equality Impact Assessment – providing detailed assessment and outcome for consideration</li> <li>Rural Needs Impact Assessment completed.</li> <li>Two online listening events in January 2023 and February 2023 for the public to hear more about our proposal and to gather feedback.</li> <li>An in-person public meeting facilitated.</li> </ul>

- 18 Were any screening decisions (or equivalent initial assessments of relevance) reviewed following concerns raised by consultees? *(tick one box only)*

Yes                       No concerns were raised                       No                       Not applicable

Please provide any details and examples:

#### Arrangements for publishing the results of assessments (Model Equality Scheme Chapter 4)

- 19 Following decisions on a policy, were the results of any EQIAs published during the 2022-23 reporting period? *(tick one box only)*

Yes                       No                       Not applicable

Please provide any details and examples:

#### Arrangements for monitoring and publishing the results of monitoring (Model Equality Scheme Chapter 4)

- 20 From the Equality Scheme monitoring arrangements, was there an audit of existing information systems during the 2022-23 reporting period? *(tick one box only)*

Yes     No, already taken place

No, scheduled to take place at a later date     Not applicable

**Please provide any details:**

Staff monitoring is reviewed annually via HRPTS to ensure the Trust has an up to date equality profile of its workforce to support more effective screening of proposals and policies that may have an impact of staff.

Continual monitoring of interpreting identifies the top five languages requested in the Trust and ensures the Trust can provide accessible information and the appropriate type of interpreting is used for appointments.

It is envisaged that Encompass will greatly enhance and streamline HSC records and systems, which will in turn help us capture better quality and consistent section 75 information for our service users. The encompass programme is a HSC-wide initiative that will introduce a digital integrated care record to Northern Ireland. This will support the HSCNI vision to transform HSC in order to improve health outcomes and create better experiences for those receiving, using and delivering services. The roll out of Encompass will allow service users to access their own information and use the system to communicate with their HSC team, view test results and manage appointments.

- 21** In analysing monitoring information gathered, was any action taken to change/review any policies? *(tick one box only)*
- Yes                       No                       Not applicable

Please provide any details and examples:

- 22** Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

The Trust's policy development process ensures that all policies are subject to monitor and review.

- 23** Please provide any details or examples of monitoring that has contributed to the availability of equality and good relations information/data for service delivery planning or policy development:

The Trust launched a campaign in January 2023 to help improve the quality of staff information across the equality groups promoting both a self-service and a manual option to update details. This information is used for screening purposes and helps to identify specific issues that need to be addressed to ensure the promotion of equality of opportunity.

Ethnic Monitoring of Service Users continues in a number of information systems including Child Health System, SOS CARE and NIMATS.

The Trust reports to the ECNI annually on community background and gender data under the Fair Employment and Treatment regulations and uses the monitoring data to help promote equality of opportunity.

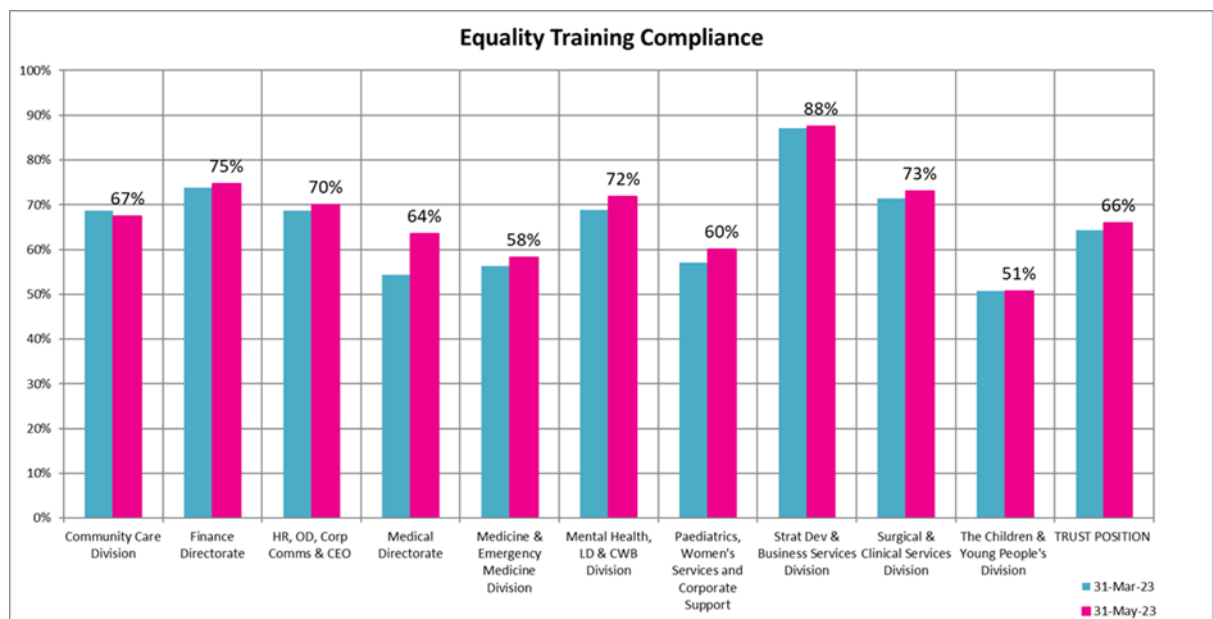
Census 2021, and the analysis of information collected, will contribute to the data used for service delivery planning, policy development and section 75 equality screenings.

## Staff Training (Model Equality Scheme Chapter 5)

24 Please report on the activities from the training plan/programme (section 5.4 of the Model Equality Scheme) undertaken during 2022-23, and the extent to which they met the training objectives in the Equality Scheme.

The Equality Unit continued to provide advice and support on equality duties to Trust staff/project leads.

Equality training is mandatory and must be completed by all staff every three years. Uptake is monitored twice each year. The table below details compliance across all of the Trust Divisions.



During 2022-2023 the following numbers of staff have attended or accessed training

Equality and Human Rights e-Learning	3293
Dissemination of Equality Training Manual	274

Equality training is included in the Trust's Corporate Welcome Statutory Mandatory Training. During this reporting period, 457 staff undertook Corporate Induction training.

The Trust delivers clinics to managers on a variety of employment equality matters including Disability and Managing Reasonable Adjustments, Flexible Working, Managing Attendance and Recruitment and Selection.

The Trust has a range of resources available for staff to increase awareness of equality and diversity matters including the following:

- Equality, Good Relations and Human Rights – A Training Manual for Staff
- Multi-Cultural and Beliefs Handbook

- Disability Etiquette Booklet
- Making Communication Accessible for all
- Screening Guidance
- Easy Way to EQIA

During the reporting period 80 members of staff received Working Well With Interpreters training, which provides staff with a good knowledge and understanding of the interpreting service and the dangers of using untrained interpreters. The training also covered the benefits of using the telephone interpreting service, especially during the last year when social distancing was essential, and made staff aware of the process of booking a sign language interpreter via the Equality Unit. To ensure that social distancing measures were adhered to remote appointments were facilitated through online platforms.

Staff attended Virtual LGBT Awareness Training via zoom, which had the following key themes.

- Understanding sexual orientation & gender identity and use of appropriate terminology
- Key health inequalities experienced by LGBT people in Northern Ireland
- Different forms of prejudice
- Barriers to accessing mainstream statutory/community/voluntary service provision
- Tips for improving practice and building confidence to support LGBT people

- 25** Please provide **any examples** of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

Covid-19 has been the driving force behind the move to on-line training and we have continued to provide training programmes online and in virtual formats and we have discovered a number of benefits. Online training provides a safe and effective alternative to in person training. Attending training can be as simple as setting up a computer and logging on. The time spend travelling to training venues can be put to better use elsewhere and less travel is also better for the planet. On-line training will continue to be a valuable method of delivering training to a large number of staff.

### **Public Access to Information and Services (Model Equality Scheme Chapter 6)**

- 26** Please list **any examples** of where monitoring during 2022-23, across all functions, has resulted in action and improvement in relation to **access to information and services**:

Because of continually assessing the information provided in alternative formats the Trust continued to extend its library of translated material during the reporting period. This is available on Staffnet and the Internet for both staff and service users. Guidance and information leaflets about Covid-19 in a range of different languages is available on the Trust website and disseminated to local representative organisations.

The Trust is committed to ensuring everyone is given equal access to information about services in a format they can understand. The Trust provides interpreting services on request to help patients and clients and staff to communicate when using services.

The monitoring of interpreting usage ensures the Trust can provide its information in the main languages. It also ensures that the appropriate type of interpreting is used for appointments. For simple, straightforward and short appointments, telephone interpreting is the most appropriate and most cost effective. Face to face, interpreters are then available for more complex or sensitive appointments.

During the reporting period, the top 20 languages supported in the Northern Trust area were as follows.

<b>Language</b>	<b>Number of bookings</b>
Polish	3678
Romanian	2802
Arabic	2397
Bulgarian	648
Portuguese	644
Slovak	521
Lithuanian	488
Tetum	379
Mandarin	271
Czech	267
Latvian	180
Turkish	175
Hungarian	172
Cantonese	148
Russian	131
Somali	84
Bengali	41
Pashto	38
Spanish	38
Urdu	27

Interpreters are provided and funded regionally through the Northern Ireland Health and Social Care Interpreting Service (NIHSCIS). Interpreters are professionally trained and adhere to a Terms of Engagement. Interpreters are bound by confidentiality and provide their services on a 24/7 basis. Following a register update, NIHSCIS now has 342 Interpreters registered in 35 different languages.

During 2022/23 the NIHSCIS:

- Processed 117,559 requests
- Achieved 97% provision rate

- Registered 69 new Interpreters in languages including Arabic, Bulgarian, Chinese, Farsi, Hungarian, Japanese, Latvian, Lithuanian, Pashto, Russian, Spanish, Ukranian and Slovak
- Top 5 NHSCT Languages: Polish, Romanian, Arabic, Bulgarian and Portuguese

### Complaints (Model Equality Scheme Chapter 8)

27 How many complaints **in relation to the Equality Scheme** have been received during 2022-23

Insert number here:

0
---

Please provide any details of each complaint raised and outcome: N/A

### Section 3: Looking Forward

28 Please indicate when the Equality Scheme is due for review:

During 2022/23, the Trust undertook a five year review on the effectiveness of its Equality Scheme.

29 Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? *(please provide details)*

The main focus of the next reporting period will be,

- Regional public consultation on draft Equality Action Plan and Disability Action Plan and for final approval and implementation.

30 In relation to the advice and services that the Commission offers, what equality and good relations priorities are anticipated over the next reporting period?

*(please tick any that apply)*

- Employment
- Goods, facilities and services
- Legislative changes
- Organisational changes/ new functions
- Nothing specific, more of the same
- Other (please state):

Please note progress against actions progressed in year five of the Disability Action Plan can be seen in Appendix 2.



**Appendix 1**

**Equality Action Plan**

**Year 5 Progress Report**

**2022/2023**

## Section 1 – Ensuring the effective discharge of our Section 75 Equality Duties

We want to ensure that the focus is on outcomes for people within the nine Section 75 equality categories and to make a positive difference for them. The following actions are therefore aimed at simplifying the process.

Action Measure	Completed
<p>We will develop a Screening and Equality Impact Assessment (EQIA) Tool Kit to guide staff through the process.</p>	<p>The Equality Screening Toolkit was launched in September 2022 to support staff with Section 75 screening. This resource is available on the Staff Intranet <a href="#">Equality Screening Toolkit</a>.</p> <p>One to one screening clinics, specific to a policy, project or proposal, commenced in November 2022. These have been popular with staff and positive feedback has been received. Clinic availability, and booking process for these, is now advertised on the new Staffnet. Direct requests from staff also accommodated. 205 requests were facilitated in the 12 month period from April 2022 to March 2023.</p>
Action Measure	Completed
<p>We will develop a checklist to make sure Equality, Disability and Human Rights are at the heart of procurement.</p>	<p>The Trust has established a comprehensive checklist to ensure that any contracts or procurement include completion of a Section 75 screening.</p>

Action Measure	Completed
<p>We will review our staff training to ensure best practice is followed when screening and conducting EQIAs.</p>	<p>Equality screening toolkit launched in September 2022. This toolkit is available on the Staff Intranet. One to one screening clinics, specific to a policy, project or proposal, commenced in November 2022. These have been popular with staff and positive feedback has been received. Clinic availability, and booking process for these, is now advertised on the new Staffnet. Direct requests from staff also accommodated.</p> <p>The online Making a Difference training is still available for staff and compliance continues to be monitored. HSC Trust Equality Units continue to provide policy leaders and decision makers across HSC with specific advice and support on best practice in screening and EQIAs.</p> <p>The Trust's Equality Unit continues to provide policy leaders and decision makers across the Trust with specific advice and support on best practice in screening and EQIAs. A total of 205 requests were facilitated in the 12 month period from April 2022 to March 2023.</p>
Action Measure	Completed
<p>We will develop and implement a communication strategy to ensure that stakeholders are aware of Trust Equality Units, their functions and how they can be engaged on equality and human rights issues.</p>	<p>The Trust uses a range of methods to communicate with stakeholders, representative groups and individuals. This includes ongoing media, social media, newsletters.</p> <p>The Equality Section of the Trust's website includes screening outcome reports, Annual Progress Report, Disability and Equality Action Plans and newsletters/bulletins are published regularly. Communication and awareness raising also continues through social media including Facebook and Twitter as well as press coverage of events/initiatives etc. Frequent articles are also drafted for staff and published on the Trust Staffnet.</p> <p>The NHSCT Trust Board considers the Section 75 Annual Progress Report for approval - a further means of raising awareness and highlighting key achievements during the current reporting period.</p>

	The Trust continues to raise awareness through established networks and user panels such as the Equality, Human Rights and Good Relations Joint Consultative Forum, which facilitates ongoing communication and collaboration between the Equality and Human Rights Commissions and the Community Relations Council in order to optimise outcomes for Section 75 groups.
<b>Action Measure</b>	<b>Rollover to new Equality Action Plan</b>
We will work with the Department of Health and other relevant stakeholders to make sure we are prepared for the introduction of Age Discrimination Regulations.	Progress Year 5 – Rollover to next five year equality plan as legislation still not in place.

## Section 2 – Promoting Equality in our Services

The following actions have been developed in response to what we have heard and are aimed at providing welcoming, person-centred and accessible services for everyone.

<b>Action Measure</b>	<b>Completed</b>
We will review our equality training programme in collaboration with service users, carers and their advocates.	<p>The Making A Difference E-Learning mandatory training, including scenario based learning, is the main training resource that all staff are required to complete. This incorporates disability awareness training and scenario based learning and is promoted through the Trust corporate training directory.</p> <p>During this reporting period, Northern Trust led on developing a training video resource featuring people with disabilities on behalf of the region. This offers practical support and tips when engaging with disabled people and is a worthwhile and valuable resource. It was coproduced in partnership with, and delivered solely by, people who have lived experience. The training video was launched virtually on World Quality Day, 10 November 2022. The video was disseminated widely, as a useful training resource, across all public bodies and partners and it is available for training purposes on the Staff Intranet.</p> <p>The link to the video is below:  <a href="https://vimeo.com/771500523">https://vimeo.com/771500523</a></p>

Action Measure	Completed
<p>We will work with service users, carers and representative organisations to ensure Trust websites are accessible, user friendly and easy to navigate.</p>	<p>Website accessibility regulations came into force on 23 September 2018. The regulations mean that public sector bodies now have a legal obligation to meet accessibility requirements for their websites. To check how well the public sector is meeting the requirements, the Government Digital Service monitored a sample of public sector websites. The NHSCT website was selected as part of this sample. On 18 September 2020, the website was checked against the Web Content Accessibility Guidelines (WCAG) 2.1 AA standard. Based on testing, <a href="http://www.northerntrust.hscni.net/">http://www.northerntrust.hscni.net/</a> was partially compliant with WCAG 2.1 AA.</p> <p>Following the audit, the Trust has made a number of improvements to the website including: improved accessibility via keyboard functions; a visible focus to help users know which element they are on the page; removal of images of text; more descriptive link names; removal of moving information such as the homepage carousel; improved alternative text for images; and, subtitling and transcripts for videos. The colour contrast across all pages has also been reviewed and changed to make it easier for people with sight loss to access information. The Trust published an Accessibility Statement and we continue to make further improvements to the website.</p>
Action Measure	Completed
<p>We will work in partnership with LGBT representative organisations to develop guidance for HSC staff to ensure LGBT service users have access to services.</p>	<p>During the reporting period, the Trust worked in partnership with Rainbow NI and the Health Promotion Agency offering staff the opportunity to attend Virtual LGBT Awareness Training. The training provided staff with an understanding into key themes such as understanding sexual orientation &amp; gender identity and use of appropriate terminology, health inequalities experienced by LGBT people in Northern Ireland, barriers to accessing mainstream and the different forms of prejudice. There is continued promotion of the staff LGBT forum and there is ongoing work to ensure service users who identify as LGBT+ can access services through training provision and sharing of best practice.</p>

Action Measure	Completed
<p>We will work in partnership with Black and Minority Ethnic (BME) groups and groups representing BME older people to develop guidance for HSC staff on meeting the needs of older people in BME communities and ensure access to services.</p>	<p>The Trust is committed to maintaining a safe and positive working environment for ethnically diverse staff and the elimination of racial discrimination for employees and patients. The Trust recognises that, in order for every individual to reach their full potential, there must be no fear of discrimination or prejudice and a belief that career opportunities or experience of work is not predetermined by ethnicity, nationality or colour.</p> <p>In Summer 2020, the Trust established Equality, Diversity and Inclusion (EDI) Steering Group to identify ways in which the Trust can actively meet this commitment working in partnership with internal and external stakeholders. Chair of our Ethnic Diversity Task Group and member of our EDI Steering Group, Dr Darshan Hanumanth Kumar, was 'highly commended' in the 2022 Good Relations Awards. Darshan, a Consultant and Clinical Lead within the Trust, was recognised for his passion and commitment to equality, diversity and good relations and driving forward best practice within the Trust.</p> <p>During the reporting period, we celebrated Race Equality Week 6-12 February 2023 launching our second annual Race Equality Bulletin.</p> <p><u>Race Equality Bulletin 2023</u> An Access to HSC Services information booklet has been developed for visitors arriving in Northern Ireland, which provides information on HSC services and information on eligibility to ensure everyone receives services that meet individual needs - produced in a range of languages and is available on Staffnet and Northern Trust Website.</p>

Action Measure	Rollover to new Equality Action Plan
<p>We will work with the Northern Ireland Human Rights Commission to develop a training programme on a human rights approach to dealing with complaints – building on work done by the Ombudsman’s Office.</p>	<p>HSC will focus this training on residential care for vulnerable people. HSC Trusts have engaged with the NIHRC to commission this training and it has committed the following in their business plan: Design and deliver a regional human rights training session in partnership with NI Health and Social Trusts on residential care for vulnerable adults. It was planned that 2 sessions would be designed &amp; delivered by March 2022 and it would be based on case studies with lawyers in NIHRC advising Trust staff on human rights considerations in delivery of care and decision-making.</p> <p>HSC had decided to re-prioritise this training with a focus instead on residential care for vulnerable people. The training will be based on case studies provided by the Trusts, to ensure that it is meaningful, realistic and impactful to participants.</p> <p>Initial work has taken place during this reporting period to scope the training, the format and the audience. Further work is needed but it is anticipated this will be delivered in the next reporting period.</p>

Action Measure	Completed
<p>We will hold an annual event to highlight best practice in equality and diversity within HSC.</p>	<p>During this year, the Trust marked a range of different days and initiatives including, in December 2022, International Human Rights Day to highlight the importance of the Universal Declaration of Human Rights (UDHR) - as it enters its 75th year. In doing so, we recognise its significance in relation to our work towards enabling a fairer, more inclusive environment for patients and staff.</p> <p>The Trust also celebrated International day of people with disabilities, celebration of Race Equality Week 6-12 February 2023 launching our second annual Race Equality Bulletin and a programme of planned events for Carers' week.</p> <p>On Wednesday 2 November 2022, the Northern Trust, in partnership with Inter-Ethnic Forum and Stronger Together, held a virtual awareness seminar for ethnic diverse communities to engage with them on good respiratory health. The co-designed seminar, based on the feedback received from service users and carers, provided information on lung function and practical advice for healthy lungs.</p>

### Section 3 – Supporting our Staff

The following actions help to promote equality of opportunity for our staff and support them to understand their responsibilities in valuing differences and advancing equality of opportunity to ensure an inclusive and welcoming environment.

Action Measure	Rollover to new Equality Action Plan
<p>We will ensure compliance with any new legislation governing gender pay reporting and address any inequalities identified.</p>	<p>Legislation has yet to be enacted by the NI Assembly. A Position Paper setting out the key requirements of this new legislation has been shared with the HSC Human Resources Directors Forum. We will need to rollover this over to the next Equality Action Plan.</p>



<b>Action Measure</b>	<b>Completed</b>
<p>We will work in collaboration with relevant stakeholders to extend the remit of our Employability Schemes to enhance employment opportunities for marginalised Section 75 groups.</p>	<p>The Trust are scoping opportunities to outreach to hard to reach groups including partnership working with other local employers and apprenticeships. Work is ongoing with HSC Shared Services to ensure an accessible job platform and application process.</p> <p>The Autism Working Group have developed 3 webinars for autistic individuals and/or their family members focused on,</p> <ul style="list-style-type: none"> <li>• Support to get into work</li> <li>• Support with career planning</li> <li>• Support whilst in work</li> </ul> <p>The Autism Working Group also developed a guide for employers to support them, create a better understanding of autism and a better awareness of reasonable adjustments.</p>
<b>Action Measure</b>	<b>Completed</b>
<p>We will revise Equality, Human Rights and Disability guidelines for our Non-Executive Trust Board members.</p>	<p>Regional guidance available to help inform Trust Board members of their roles and responsibilities in respect of equality, good relations and human rights. "Promoting Equality, Good Relations and Human Rights in HSC – Guidance for Board Members 2020" disseminated to Trust Board members. Ongoing information and advice is provided to Trust Board members as required.</p>
<b>Action Measure</b>	<b>Completed</b>
<p>We will review our harmonious working environment advice in light of any new findings and recommendations from the work conducted by the Commission on Flags, Identity, Culture and Traditions.</p>	<p>HSC Good Relations statement poster has been shared it across its facilities for display. The Trust also has the Good and Harmonious Working Environment Statement (Joint Declaration of Protection). This states that the Trust will aim to provide a good and harmonious working environment. It therefore prohibits the display of flags emblems etc., which may give offence or cause apprehension to other employees.</p>

Action Measure	Completed
We will launch our new E-Learning Module and Equality and Diversity Staff Training Manual	The Trust continues to monitor compliance of mandatory Making a Difference, Equality, Good Relations and Human Rights eLearning training. The main body of the Annual Progress Report provides uptake during the reporting period.
Action Measure	Completed
We will work with relevant organisations and Trade Unions to develop best practice in supporting our staff who are victims of Domestic Violence/Abuse.	The Trust's domestic and sexual abuse workplace policy are currently under review with a new policy to be launched in the autumn of 2023.
Action Measure	Completed
We will make sure that our staff who are carers are supported in the workplace so that they can continue with their caring role.	<p>The Northern Trust Carer Hub, launched on Carers Rights Day, November 2019, is a central point of contact for carers and staff for signposting and support. Our Carer Support Programme is based on the Take 5 Steps to Wellbeing. During 2022-2023, the Carer Hub facilitated 76 support programmes through the Carer Support Programme with 1,034 carers joining. Information and packs on caring and support available in Northern Trust was sent out to 2,175 new, hidden or previously unknown carers. Engagement with carers including queries via telephone or email throughout the year totals 19,651 contacts with carers. On Carers Rights Day, the Carer Hub hosted a regional online session with Make the Call service to provide rights and entitlements advice to 86 carers.</p> <p>The Trust has good links with community and voluntary sector partners to provide essential support to family carers in each locality. The Trust established a Carer Network to bring together representatives in the community and voluntary sector who have a carer support strand to their services and the group meets 2-3 times a year, sharing information and updating each other with what services are available. The Northern Trust is a member of Employers for Carers through Carers UK. The designated carers' website for Northern Trust <a href="http://www.carersdigital.org">www.carersdigital.org</a> has been updated by Carers UK and now includes the following featured sections: <b>You and Your Wellbeing, Spotlight on Nutrition and Caring, About Me</b> (building</p>

resilience) and **Working and Skills** e-learning for working carers. The care co-ordination app, Jointly, can be downloaded for free.

Trust staff are increasingly seeking flexible ways of working for a broad range of reasons. Our flexible working policy has been updated, along with a toolkit to facilitate implementation of this, to reflect this and ensure all staff feel supported during any application. This encourages smart, modern and flexible ways of working to meet the needs of staff and balance the demands of work and home.

The Trust's Special Leave Policy recognises that the lives of staff can be complex, acknowledges the varying and personal circumstances staff may experience and outlines how the Trust can support staff through different types of paid and unpaid leave.

Carers Rights Day is an annual event that helps carers know where to get help and support and publicly raises awareness of the needs of carers. During November 2022, Northern Trust hosted the first online regional event for carers. The five Trusts promoted the event amongst carers in each area and Northern Trust arranged two information sessions to be delivered by the DfC Make the Call service by Zoom. The sessions informed carers on their rights and entitlements, promoted the services available through Make the Call as well as highlighting supports available through each Trust. Eighty-six carers joined on the day.



Carers Rights Day  
2022.pdf

Total actions Year 5	18	Total actions completed in Year 5	15	Rolled over to next plan	3
----------------------	----	-----------------------------------	----	--------------------------	---

## Equality Action Plan - Local Actions

Action Measure	Completed
<p>We will develop an Equality Training Programme to ensure that our mandatory equality training is delivered to all Trust staff including our medical staff and to those who do not have access to a computer.</p>	<p>Equality training in the Trust is mandatory and must be completed every three years. As part of its wider monitoring of statutory and mandatory training, the Trust has commenced formal compliance reporting on the uptake of Equality, Good Relations and Human Rights; Making a Difference training twice each year. Compliance is monitored through the Trust's governance and accountability frameworks. This eLearning programme is supported by the development and dissemination of a regional training manual for staff who may not have access to a computer. An online version has also been uploaded to Staffnet (the Trust's intranet) enabling central access to those staff who have access to computers. Equality Training is included as part of the Trust's Corporate Welcome Induction Training and during the reporting period, 457 members of staff have attended. Feedback received to date has indicated that this is a valuable training resource.</p>
Action Measure	Completed
<p>We will test effective models of engagement, including the Deliberative Democracy model, to establish an ongoing engagement process to support our Reform and Modernisation Programme (RAMP)</p>	<p>The Trust's Involvement Report for 2022/23 outlines the work the Trust is doing to promote personal and public involvement, co-production and patient client experience in the planning and delivery of services and highlights some of the best practice across the organisation.</p>

Action Measure	Completed
<p>We will review and update our Good Relations Strategy Action Plan in partnership with representative groups to ensure effective ongoing implementation.</p>	<p>The co-produced HSC Good Relations statement is displayed in all HSC facilities.</p>
Action Measure	Completed
<p>We will work in partnership with carers on the implementation of our Carers Support Action Plan to support both family carers and carers in our workforce.</p>	<p>The Trust's has a new coproduced Carer Support Action Plan, see attached below.</p> <div data-bbox="1077 560 1128 616" data-label="Image"> </div> <p data-bbox="1021 624 1184 671">Carer Action Plan 2022-2025.pdf</p> <p>The Carer Hub continues to work in partnership with community and voluntary sector partners to ensure carers receive up to date information. The Carer Hub has established a Carer Network for organisations with specific carer support built in. The network provides an opportunity for organisations to share information to make sure carers are kept up to date. Members include; Barnardos Young Carers Service, Action for Children Young Adult Carers, Mindwise Carer Support, MEAAP, Community Navigators, Sense, Mae Murray Foundation, Causeway Age Concern, Alzheimers Society. The group meets 3 times a year and feedback received has been positive from other members “thank you Northern Trust for bringing this together, it is great to hear what is available”, “so glad to be part of this Group – thanks to the Trust for hosting, great to hear and share with others.”</p> <p>Because of the Trust's on-going engagement with carers, all information for carers is co-designed and available to support carers in their caring role as follows.</p>

- Promotion of Carer Hub – Carer Hub information is shared amongst teams in the Trust and at Carer Assessment Training and via internal networks. The Carer Hub continues to work in partnership with community and voluntary sector partners to ensure carers receive up to date information. The Carer Hub has established a Carer Network for organisations with specific carer support built in. The network provides an opportunity for organisations to share information to make sure carers are kept up to date. Members include; Barnardos Young Carers Service, Action for Children Young Adult Carers, Mindwise Carer Support, MEAAP, Community Navigators, Sense, Mae Murray Foundation, Causeway Age Concern, Alzheimers Society. The group meets 3 times a year and feedback received has been positive from other members “thank you Northern Trust for bringing this together, it is great to hear what is available”, “so glad to be part of this Group – thanks to the Trust for hosting, great to hear and share with others.”

- Carer newsletter – one issue was circulated in 2022/2023 with carers contributing various pieces of content including a “carers column” where carers write their own personal story for the benefit of others.



Carers Newsletter  
issue 11 October 20:

- Co-delivering carer support – in developing the quarterly support programme carers tell us exactly what classes they would like to see, to help them in the caring role. Carers have also told us that meeting others, reducing isolation and building networks is vital in sustaining the caring role – our support programme ran successfully throughout the pandemic with over 900 carers joining classes in 2020/2021, over 1100 in 2021/22 and over 1000 in 2022/23. Classes are open to staff who are carers as well.

<p>We will work with trade union colleagues to ensure the issues raised in the staff survey are addressed.</p>	<p>The Trust carried out a Culture Assessment Survey in September 2020 and we will continue to work in partnership with our Trade Union Colleagues to drive forward improvements. A Culture Framework has been designed to promote the elements that support the #TeamNORTH culture, exploring the role of the Organisation, Managers, Individuals and Teams.</p> <p>The Trust has developed a Steering Group to co-ordinate the implementation of an open, just and learning culture across the organisation. We are currently engaging with a range of stakeholders to develop our action plan. Examples of engagement mechanisms include 'Pull up a chair' and 'A day in the life of'. Regional HR policies, including the Disciplinary and Grievance Policy, have been reviewed to incorporate the open, just and learning principles.</p> <p>The Trust continue to review policies and procedures from an open, just and learning perspective and are currently working on the development of a new induction programme for staff 'NURTURE' which will promote awareness of how this approach is underpinned by our commitment to equality, diversity and inclusion.</p>
--	---

<b>Total Actions in Year 4</b>	4	<b>Total Actions Completed in Year 4</b>	4	<b>Actions rolled over into Year 5</b>	0
--------------------------------	---	--	---	--	---

**Appendix 2**

**Disability Action Plan**

**Year 5 Progress Report**

**2022/2023**



**Section 1 – Promoting positive actions and increased participation through training, awareness and resources**

Disabled people have told us that promoting well-informed social attitudes to disability is central to securing the right to equality for all disabled people. We are committed to providing training and resources to support our staff in the implementation of our disability duties.

**Actions to promote positive attitudes towards disabled people:**

Action Measure	Completed
<p>We will co-design and deliver bespoke disability equality training for frontline staff in partnership with disabled people.</p>	<p>The Making A Difference E-Learning mandatory training, including scenario based learning, is the main training resource which all staff are required to complete. This incorporates disability awareness training and scenario based learning and is promoted through the Trust corporate training directory.</p> <p>The disability equality training video, created by Northern Trust, was completed during 2022/23. This was coproduced in partnership with, and delivered solely by, people who have lived experience. This offers practical support and tips when engaging with disabled people and is a worthwhile and valuable resource. The training video was launched virtually on World Quality Day, 10 November 2022. The video was disseminated widely, as a useful training resource, across all public bodies and partners and it is available for training purposes on the Staff Intranet.</p> <p>The link to the video is below:  <a href="https://vimeo.com/771500523">https://vimeo.com/771500523</a></p>

Action Measure	Completed
<p>We will work with the consortium of mental health organisations and the ECNI to ensure HSC is signed up to the Mental Health Charter.</p>	<p>The Trust has signed up to the Mental Health Charter in collaboration with the Equality Commission for NI. The Charter commitments are currently being mainstreamed in the outworking of the Trust's Health, Well-Being and Inclusion Strategy.</p> <p>The Trust Recovery College offers a range of free courses that are available for anyone with an interest in mental health and wellbeing including: service users, family members and staff.</p> <p>Creating and delivering courses together using the combined expertise of mental health professionals and peer trainers with real life experience, breaks down traditional barriers and allows people to learn together.</p> <p>The Trust's I Matter website provides resources, self-help guides and training opportunities. <u>The Trust actively participated in Mental Health Awareness Week</u> (9th – 15th May 2022), an annual event that gives an opportunity to focus on ways to support good mental health for ourselves and those we care about. The theme in 2022/23 year was 'loneliness' and the impact that loneliness can have on our mental health. Staff were given the opportunity to respond to surveys and to participate in a number of events running across the week including self-care and mindfulness.</p>
Action Measure	Completed
<p>We will continue to support the implementation of the Regional Physical and Sensory Disability Strategy.</p>	<p>The Physical and Sensory Disability Strategy is led by SPPG (previously HSCB) and it has been agreed that the work on the Regional Accessible Information Standard should also be led by a regional organisation rather than a Trust. There has been previous engagement with DoH and PHA on how this can be taken forward. The Trusts will of course continue to be involved in this work given the commitment made in their respective Disability Action Plans. It is important to note that this will continue to be a priority piece of work, particularly highlighted by the importance of providing clear accessible information as we roll out Encompass.</p>

	<p>The Encompass Programme has established a service user and carer group to ensure unique knowledge and lived experience is integral to the provision of accessible information. Membership is made up of service users and carers who reflect the communities we serve within the Northern area with regular meetings to make sure we are engaging in a way that involves service users, carers and communities.</p>
--	--

**Actions to encourage participation by disabled people in public life:**

<b>Action Measure</b>	<b>Completed</b>
<p>We will develop for staff a welcome pack with information about accessibility such as:</p> <ul style="list-style-type: none"> <li>• Arrangements for sign language interpreting.</li> <li>• Provision of auxiliary aids.</li> <li>• Disability etiquette.</li> <li>• Alternative formats.</li> </ul>	<p>A regional procurement process was finalised in January 2023 for the provision a HSC Communication Support Service for People who are d/Deaf, d/Deafblind and Hard of Hearing, contracted directly by the Strategic Planning and Performance Group. A specialist Provider has been secured to deliver a range of high quality, accessible, regionally consistent, and sustainable communication supports for people who are d/Deaf, d/Deafblind, or Hard of Hearing across all HSC services. The design and development of the service reflects the RQIA Review of Sensory Support Services in 2011 and subsequent extensive research, public consultation and engagement with sign language users and interpreters.</p> <p>The remote sign language interpreting service continues to support sign language users with access to services. The service user can download an app to access a free online remote sign language interpreter 24/7. The service user can use this service to contact the NHS111 Northern Ireland Covid-19 Helpline, NI Covid-19 Community Helpline, GP surgeries, hospitals, dentists, social care services etc. Resources are available on Staffnet in relation to interpreting, translations and organising a sign language interpreter as well as a range of other resources including a pack on accessible communication, posters on guide dogs etiquette and communicating effectively with people with hearing loss or who are deaf. The Equality Team offers disability training to ensure staff are fully equipped and feel confident in providing a responsive and accessible service to people with a</p>

	disability. The newly developed resource, disability equality training video, is available for access by staff at any time via Staffnet.
<b>Action Measure</b>	<b>Rollover to new Disability Action Plan</b>
We will work with relevant organisations to adopt a communication standard in line with the Accessible Communication Standard in England to ensure information is accessible for all disabled people including those with autism and those with communication disability.	<p>Trusts have engaged with Encompass to advise in respect of accessibility requirements for all users going forward with the new HSC system.</p> <p>Responsibility for the Accessible Communication Standard has been assumed by SPPG and DOH colleagues. This is further to their previous work on a Regional Physical and Sensory Disability Strategy, which has led to the establishment of a Regional Disabled People’s Forum. The Forum consists of Trust representatives, Dept. of Education, Dept. of Infrastructure, Equality Commission for Northern Ireland and Service Users. The accessible communication standard work will be taken forward when a Regional Sensory Group is established.</p>

## Section 2 – Supporting full participation of disabled people by improving accessibility

We have done much work over the years in enhancing the accessibility of HSC services but disabled people continue to tell us that barriers to full accessibility remain. We are committed to working with disabled people on the initiatives listed below to improve accessibility for and participation of disabled people when accessing our buildings, information and services.

### Actions to promote positive attitudes towards disabled people:

Action Measure	Rollover to new Disability Action Plan
<p>We will work with disabled people to make sure we are ready for the introduction of new legislation including:</p> <ul style="list-style-type: none"> <li>• Mental Capacity.</li> <li>• Age Discrimination (Goods/Facilities/Services).</li> </ul>	<p>The Mental Capacity Act (NI) 2016 ('the Act') is a piece of legislation which, when fully implemented, will bring together mental capacity and mental health law for those aged 16 years and over within a single piece of legislation. The Deprivation of Liberty Safeguards as set out in the Mental Capacity Act (Northern Ireland) 2016 (MCA) became law on 2<sup>nd</sup> December 2019 - following an extension by the Department of Health.</p> <p>The Act provides a statutory framework for people who lack capacity to make a decision and people who now have capacity but wish to prepare for a time in the future when they lack capacity. Where a person who lacks capacity is being deprived of their liberty, the Deprivation of Liberty Safeguards must be applied. This new law states that the Trust must make sure that everyone who is currently deprived of their liberty has been reviewed and safeguards have been put in place by a special Trust Panel known as a Trust Authorisation Panel which can authorise a 'deprivation of liberty'. There are different levels of training – according to people's role within the Trust and under the legislation – much of this is mandatory. The NHSCT established a Project Board and an Implementation Group. Much of the work has been led regionally to coordinate implementation and ensure consistency of approach across the region. Regular newsletters ensure there is a high level of awareness.</p> <p>Age Discrimination legislation has not progressed.</p>

Action Measure	Completed
We will review how we communicate with and seek feedback from disabled people (staff and service users) about HSC and develop guidance to ensure effective engagement in the future.	Details of the extensive work carried out can be found in our Involvement Report.

**Actions to encourage participation by disabled people in public life:**

Action Measure	Completed
We will work with representative groups to develop an accessibility checklist to ensure that HSC facilities are considered accessible spaces for all.	<p>As detailed above the Northern Trust, in partnership with the Trust’s Disability Consultation Panel, became the first healthcare Trust in Northern Ireland to partner with AccessAble to develop guides for disabled people to access services in Causeway and Antrim Area Hospitals. AccessAble guides are now available via links on the Trust website, AccessAble website or by mobile application.</p> <p>The Trust has worked with AccessAble to develop guides for disabled people, including staff, to access services in Causeway and Antrim Area Hospitals. AccessAble guides are now available via links on the Trust website, AccessAble website or by mobile application. The NHSCT Access Guide consists of 86 Detailed Access Guides, these Access Guides are published on <a href="http://www.AccessAble.co.uk">www.AccessAble.co.uk</a> and the AccessAble App.</p> <p>Between April 2022 and April 2023, the NHSCT Accessibility Guide had 20,301 Users and 32,563 Page Views. This breaks down to a monthly average of 1,692 Users and 2,714 Page views.</p> <p>The Top five Access Guides used in the last twelve months were –</p> <ol style="list-style-type: none"> <li>1. Ross Thompson Unit (Click here to view Access Guide)</li> <li>2. Outpatients 4 (Click here to view Access Guide)</li> <li>3. Acute Assessment Unit – B4 (Click here to view Access Guide)</li> <li>4. Outpatients 1 and 2 – Level B (Click here to view Access Guide)</li> <li>5. MRI Unit (Click here to view Access Guide)</li> </ol>

Plans for the New Mental Health Inpatient Service which will be constructed in Antrim, are well underway. A Service User Reference Group was established at the beginning of this project. Service Users and carers who have had direct experience of inpatient services in the Northern Trust continue to be engaged at every level in the project, with members attending an onsite visit to the grounds. The Reference Group has been set up to actively influence, support and work together with the Trust on the design and development of the inpatient service on the Antrim Area Hospital site. The overall aim of this group is to ensure that the voice of the service user and carer is heard throughout the rebuild project.

The Northern Area Autism Reference Group makes sure that the services provided for all autistic people are appropriate and equitably, whilst working to reduce any stigma attached to autism. This Group is committed to encouraging best practice and continuous service improvement. The Group has compiled a list of books that have supported them through their journey as an autistic individual and/or a parent/carer, and these will form part of the extension of The Read Yourself Well Initiative into a number of community venues. (Read Yourself Well provides free access to a range of health books in accessible community settings, with the aim of enabling people to better understand and manage their health and wellbeing through self-help reading). Supported by the Northern Area Autism Reference Group, in partnership with NOW Group (an organisation that supports people with autism and learning difficulties into employment) the Trust has become a JAM Card friendly organisation. The JAM Card stands for **J**ust **A** Minute and was developed because service users said they would like a discreet way of telling people that sometimes they need a little extra time and patience. Initially created as card and has recently been developed into an app for smartphones. There are currently approximately 133,000 JAM card and JAM card App users.

The Trust has some services that are accessed through the Central Referral Management System (CRMS): Physical Health and Disability Team, Community Nursing, Learning Disability, Continence Advisory Service and Sensory Support. To improve accessibility for people who are deaf, the Trust now has a signed video in both British and Irish Sign Language on its website explaining how to contact CRMS.

	<p>The Northern Trust co-designed a Deaf Awareness Poster with a service user following a complaint. The poster provides guidelines for staff when in the presence of someone who is D/deaf or Hard of Hearing. Posters have been disseminated regionally for display in all HSC facilities to remind staff of the importance of good communication.</p> <p>A <u>health literacy toolkit</u> has been developed for those who provide health and care information and services. The health literacy logo and strapline 'Take time to ask, make time to listen' was co-developed by service users who wanted people, like them to feel more confident to ask questions so they can better understand their health condition.</p>
<p><b>Action Measure</b></p>	<p><b>Completed</b></p>
<p>We will work to ensure access to all forms of communication support including support for BSL/ISL users, Makaton users and people who have Autism Spectrum Disorder.</p>	<p>In 2013 the Health and Social Care Board (HSCB) initiated a regional review of the provision of Communication Support Services in Northern Ireland to determine the most appropriate arrangements for providing the service in the future. The review concluded in January 2016 and proposed that communication support services should be supplied in future on the basis of a regional shared service provided by the Business Services Organisation. In June 2016, <u>a consultation on the recommendations from the regional review of communication support services for people who are deaf or hard of hearing across Northern Ireland</u> was launched. The public consultation supported the recommendation that the Business Services Organisation would be commissioned to supply Regional Communication Support Services (RCSS) for deaf and hard of hearing people who need to access to HSC across Northern Ireland. The RCSS service development has been driven by the need to improve the accessibility, quality and safety of current communication support to service users as intended by RQIA in its Recommendation in 2011. The RCSS Service Delivery Model has been developed based on the recommendations from the review of communication support in 2016. During the reporting period, a regional procurement process was established for the provision a HSC Communication Support Service for People who are d/Deaf, d/Deafblind and Hard of Hearing which will be contracted directly</p>



	<p>by the Strategic Planning and Performance Group. A specialist Provider has been secured to deliver a range of high quality, accessible, regionally consistent, and sustainable communication supports for people who are d/Deaf, d/Deafblind, or Hard of Hearing across all HSC services.</p>
<p><b>Action Measure</b></p>	<p><b>Completed</b></p>
<p>We will join the Equality Commission’s ‘Every Customer Counts’ initiative to try and ensure that services and the physical environment are accessible.</p>	<p>Every Customer Counts is an initiative developed by the Equality Commission to help organisations to make their services more accessible and inclusive to all our service users, patients, visitors and carers. The aims are closely linked to HSC Trusts regional values.</p> <p>Northern Trust, in partnership with the Trust’s Disability Consultation Panel, became the first healthcare Trust in Northern Ireland to partner with AccessAble to develop guides for disabled people to access services in Causeway and Antrim Area Hospitals. AccessAble guides are now available via links on the Trust website, AccessAble website or by mobile application. The Trust has worked with AccessAble to develop guides for disabled people, including staff, to access services in Causeway and Antrim Area Hospitals. AccessAble guides are now available via links on the Trust website, AccessAble website or by mobile application. The NHSCT Access Guide consists of 86 Detailed Access Guides, these Access Guides are published on <a href="http://www.AccessAble.co.uk">www.AccessAble.co.uk</a> and the AccessAble App.</p> <p>Between April 2022 and April 2023, the NHSCT Accessibility Guide had 20,301 Users and 32,563 Page Views. This breaks down to a monthly average of 1,692 Users and 2,714 Page views.</p> <p>The disability equality training video, created by Northern Trust, was completed during 2022/23 being coproduced in partnership with, and delivered solely by, people who have lived experience. This offers practical support and tips when engaging with disabled people and is a worthwhile and valuable resource. The training video was launched virtually on World Quality Day, 10 November 2022.</p>


	<p>The video was disseminated widely, as a useful training resource, across all public bodies and partners and it is available for training purposes on the Staff Intranet.</p> <p>The link to the video is below:  <a href="https://vimeo.com/771500523">https://vimeo.com/771500523</a></p>
--	---

**Section 3 – Supporting full participation of disabled people in our workforce**

We know that there continues to be gaps between the proportion of disabled people employed in HSC compared with non-disabled people. We are committed to ensuring that disabled people are afforded equality of opportunity in respect of entering and continuing employment in HSC. We will work in partnership with disabled people to make sure our employment policies and practices and working environments are as inclusive and accessible as possible. Please note the nature of the actions detailed below will relate directly to participation by disabled people in public life.

<b>Action Measure</b>	<b>Completed</b>
<p>We will work in partnership with Recruitment Shared Services to promote a review of recruitment and selection processes to promote equality and ensure any barriers that may discourage a disabled person from applying are identified and mitigated action as appropriate.</p>	<p>The Health and Social Care Workforce Strategy 2026: Delivering for Our People sets out ambitious goals for a workforce that will match the requirements of a transformed HSC system. It also addresses the need to tackle serious challenges with supply, recruitment and retention of staff. The Strategy document includes a very detailed look at the workforce issues and challenges facing HSC in Northern Ireland.</p> <p>Theme 1 in the Strategy is about Attracting, Recruiting and Retaining and includes the commitment to set up and roll out a regional HSC careers service to help ensure a good supply of people in the future; to inform and excite people on the range of jobs and professions and to publicise HSC as a career option.</p> <p>Trusts have been working collaboratively to improve access for those seeking employment with the Trusts. Examples include:</p> <ul style="list-style-type: none"> <li>• Improvements in website accessibility – providing greater ease of access for job applicants.</li> </ul>

	<ul style="list-style-type: none"> <li>• Production of a series of recruitment - How to Guides.</li> <li>• Outreach measures – regional and local career events to promote the HSC as an employer of choice.</li> </ul> <p>The new Disability Equality Policy and Reasonable Adjustment Toolkit was agreed regionally with Trade Union partners and introduced within each Trust. The NHSCT is currently developing a communication plan to raise awareness among staff and managers. The Disability Sector, ECNI, managers and staff informed this resource. The Tool Kit provides very practical advice for both managers and staff when managing disability in the work place and will be used across the region as a resource to aid best practice and understanding of the out workings of the Disability Discrimination Act 1995.</p> <p>The Autism Working Group has developed 3 webinars for autistic individuals and/or their family members focused on -</p> <ul style="list-style-type: none"> <li>• Support to get into work</li> <li>• Support with career planning</li> <li>• And Support whilst in work</li> </ul> <p>The Autism Working Group also developed a guide for employers to support them, create a better understanding of autism and a better awareness of reasonable adjustments.</p>
<b>Action Measure</b>	<b>Rollover to new Disability Action Plan</b>
We will work with staff, schools and disability organisations to promote HSC as a disability friendly employer.	Due to Covid-19 pressures and the priority to maintain essential service provision progress has been affected. We will further consider this work stream as soon as business activities resume and Trust working groups can reconvene.

Action Measure	Completed
<p>We will review opportunities for staff to disclose their disability.</p>	<p>Equality, Diversity and Inclusion is a foundation stone of our #team NORTH workplace culture and one of the key ways for us to reflect our diversity is through the collection and reporting of equality monitoring data. In January 2023, the Trust EDI Steering Group launched its campaign to improve equality monitoring data gathered from staff. The campaign will continue during the course of the year and opportunities to promote the campaign continue to be identified.</p> <div data-bbox="1070 488 1122 547" style="text-align: center;">  </div> <p data-bbox="1016 555 1176 603" style="text-align: center;">22-25 EDI Framework.pdf</p>
Action Measure	Completed
<p>We will work in partnership with disabled people and Occupational Health Services to ensure that disabled people are supported to continue in employment.</p>	<p>The new Disability Tool Kit includes a complete section on Reasonable Adjustments in the Workplace to ensure managers fully understand their legal responsibilities under the Disability Discrimination Act 1995. The Toolkit was launched through a series of HR Clinics for staff and managers to assist in implementation and to signpost support and further guidance.</p>
Action Measure	Completed
<p>We will develop guidance on supporting people with autism in employment in partnership with representative organisations.</p>	<p>Draft guidance for staff in relation to best practice both in terms of neurodiversity in the workplace and service delivery has been produced. There has been extensive engagement with staff in autism services and the community and voluntary sector. Further work will be taken forward to refine this draft and finalise the guidance during the next reporting period.</p> <p>The Northern Trust's ASD Service Improvement Coordinator is working with HR to link resources to support people with autism to the Trust's new Reasonable Adjustment Toolkit. The Northern Trust's ASD Service provided a neurodiversity</p>

	<p>session and autistic wellbeing session and additional autism specific training for managers will be offered this year.</p> <p>The Northern Area Autism Reference Group are a group of parents/carers and autistic adults who are committed to encouraging best practice and continuous service improvement, and are involved in all 6 working groups attached to the forum. Draft guidance for staff in relation to best practice both in terms of neurodiversity in the workplace and service delivery has been produced including webinars covering support to get into work, support with career planning and support whilst in work. There has been extensive engagement with staff in autism services and the community and voluntary sector.</p> <p>A guide for employers to support them, create a better understanding of autism and a better awareness of reasonable adjustments was also produced.</p>
--	---

<b>Total actions Year 5</b>	15	<b>Total actions completed in Year 5</b>	12	<b>Actions ongoing</b>	3
-----------------------------	----	--	----	------------------------	---

## Disability Action Plan - Local Actions

Action Measure	Completed
<p>We will review the current processes and systems available for booking appointments for outpatient clinics and identify methods to improve accessibility for people with sensory disability.</p>	<p>The Trust has signed up to the ECNI 'Every Customer Counts' initiative. Ongoing engagement with the Trust's Disability Consultation Panel ensures the implementation and monitoring of this initiative.</p> <p>The Trust continues to promote the best practice advice and guidance to staff on communication is accessible. "Making Communication Accessible for All – A Guide for Health and Social Care Staff" was developed by Trusts, in partnership with disabled people, through the ongoing implementation of Trusts' Disability Action Plans. The guidance is available on our website and Staffnet and we continue to highlight the important of accessible communication during training. It is important to note that many of the current information systems in HSC present a challenge for recording accessible communication needs of service users. While much work has been done to attempt to address this the Encompass programme provides the opportunity to ensure communication needs can be recorded centrally and can be accessed by all HSC staff providing treatment and care. The Trust's Disability Consultation Panel has engaged with Encompass programme to ensure the voice of disabled service users are heard and their needs are integrated into the new system.</p> <p>It is a legal requirement to make your website and apps accessible to all service users and much work has been done by our Communication Team to improve accessibility in our digital communications, starting with our website to ensure it meets regulations.</p>
Action Measure	Completed
<p>We will review our library of accessible information and ensure staff are aware of the availability of alternative formats.</p>	<p>The Trust's library of accessible information is reviewed on an ongoing basis. Throughout the year information is translated for example; Trust consultation documents are made available in Easy Read format.</p>

Action Measure	Completed
<p>We will work in partnership with our Disability Consultation Panel to review our current methods of involving disabled people and develop new guidelines for staff.</p>	<p>Ongoing engagement with the Trust's Disability Consultation Panel ensures the implementation and monitoring of this initiative including:</p> <ul style="list-style-type: none"> <li>• AccessAble – worked in in partnership with the Trust's Disability Consultation Panel to create access guides for Antrim Area Hospital and Causeway Hospital. The number of access guides was extended during 2022/23 after the annual review of premises and facilities.</li> <li>• Encompass – Epic, global leaders in technology to develop an integrated digital care record for Northern Ireland enabling everyone involved with a person's care to work from a single health and care record. DCP Panel members involved in the encompass programme as service user reps.</li> <li>• The disability equality training video, created by Northern Trust, was completed during 2022/23 being coproduced in partnership with, and delivered solely by, people who have lived experience. This offers practical support and tips when engaging with disabled people and is a worthwhile and valuable resource. The training video was launched virtually on World Quality Day, 10 November 2022. The video was disseminated widely, as a useful training resource, across all public bodies and partners and it is available for training purposes on the Staff Intranet.</li> </ul>

Action Measure	Completed
<p>We will Review our Disability Equality Training in partnership with disabled people to ensure that it reflects awareness of and our commitment to the 'disability duties'.</p>	<p>The Trust's Disability Consultation Panel has reviewed and amended the Disability Equality Training. All face-to-face training stood down during reporting period. Work to coproduce training video with disabled people is complete. A video will provide information on disability equality. Contents have been coproduced and the video is delivered solely by disabled people.</p> <p>The disability equality training video, created by Northern Trust, was completed during 2022/23 being coproduced in partnership with, and delivered solely by, people who have lived experience. This offers practical support and tips when engaging with disabled people and is a worthwhile and valuable resource. The training video was launched virtually on World Quality Day, 10 November 2022. The video was disseminated widely, as a useful training resource, across all public bodies and partners and it is available for training purposes on the Staff Intranet. The link to the video is below:  <a href="https://vimeo.com/771500523">https://vimeo.com/771500523</a></p>
Action Measure	Completed
<p>We will work with sign language users in the Trust area to ensure a smooth transition into the new regional sign language interpreting service.</p>	<p>The regional procurement process was finalised in January 2023 for the provision of a HSC Communication Support Service for People who are d/Deaf, d/Deafblind and Hard of Hearing, contracted directly by the Strategic Planning and Performance Group. A specialist Provider has been secured to deliver a range of high quality, accessible, regionally consistent, and sustainable, communication supports for people who are d/Deaf, d/Deafblind, or Hard of Hearing across all HSC services. The design and development of the service reflects the RQIA Review of Sensory Support Services in 2011 and subsequent extensive research, public consultation and engagement with sign language users and interpreters.</p>



Action Measure	Completed
<p>We will provide training for managers to provide them with the skills and resources to support members of their team who have a disability.</p>	<p>The new Disability Equality Policy and Reasonable Adjustment Toolkit was agreed regionally with Trade Union partners and introduced within each Trust in 2021. This resource was informed by the Disability Sector, ECNI, managers and staff across HSC as well as Equality practitioners. The Tool Kit provides very practical advice for both managers and staff when managing disability in the work place and will be used across the region as a resource to aid best practice and understanding of the out workings of the Disability Discrimination Act 1995.</p> <p>The Trust continue to promote the Toolkit through training for staff and managers and are incorporating it into the new Regional Absence Framework currently under development.</p> <p>The disability equality training video, created by Northern Trust, was completed during 2022/23 being coproduced in partnership with, and delivered solely by, people who have lived experience. This offers practical support and tips when engaging with disabled people and is a worthwhile and valuable resource. The training video was launched virtually on World Quality Day, 10 November 2022. The video was disseminated widely, as a useful training resource, across all public bodies and partners and it is available for training purposes on the Staff Intranet. The link to the video is below:  <a href="https://vimeo.com/771500523">https://vimeo.com/771500523</a></p>

Total Actions in Year 4	6	Total Actions Completed in Year 4	6	Actions ongoing into Year 5	0
-------------------------	---	-----------------------------------	---	-----------------------------	---



# Equality News

*What's inside:*

**Equality,  
Diversity  
and  
Inclusion**

**Carer  
Support**

**Involvement**

**Training**

**Interpreting  
And  
Translations**



# Welcome

We are delighted to share with you our latest edition of Equality News. We hope you enjoy reading what we have been working on this year to promote equality. Good equality practices make sure that the services provided are fair and accessible to everyone. This year we celebrated the launch of our Disability Equality Training Video, designed and delivered by disabled people and available for everyone to share.



*Alison Irwin,  
Head of Equality*

Year 1 of our Workplace Equality, Diversity and Inclusion Framework has concluded and we are delighted to report on our activities in this News Bulletin. We say a fond farewell to the Chair of our Steering Group, Wendy Magowan, Director of Operations who has been instrumental in the development of both our framework and Steering Group. We welcome Owen Harkin, Director of Finance and Deputy Chief Executive as our new Chair and look forward to realising our ambitions within our People Plan and to celebrating #teamNORTH as ‘more than a workplace’.”



*Michelle Morris  
Senior Human  
Resources Manager*



Working together



Excellence



Openness & Honesty



Compassion

# Respiratory Health Seminar



On 2 November 2022, in partnership with the Inter Ethnic Forum and Stronger Together we held a Respiratory Health Seminar to provide accessible and up to date information to support ethnic diverse communities on promoting good lung health.



Wendy Anderson, Respiratory Consultant and Dr Darshan Kumar, Consultant and Clinical Lead Acute Medicine and Chair of Trust's Ethnic Diversity Task group provided information on genetics and tips on what we can do to protect our physical health and improve our mental health.

## Human Rights Day 10th December 2022



As part of the Trust's Winter Health, Wellbeing and Inclusion Campaign, we took the opportunity to highlight the importance of the Universal Declaration of Human Rights (UDHR) - as it enters its 75th year. In doing so, we recognised its significance in relation to our work towards enabling a fairer, more inclusive environment for patients and staff.

# Northern Trust Disability Consultation Panel

The Disability Consultation Panel is a user advisory group that promotes partnership working between disabled people and Trust to support and influence the planning and delivery of Trust services.



## Torie Tennant, Chair of the Disability Consultation Panel

**What we do?** The Panel have been involved in a number of initiatives and projects, such as developing the Assistance Dog Policy and working with AccessAble to produce guides for Antrim and Causeway Hospitals.

The Panel was also involved from design stage of the Ballymena Health and Care Centre. Our latest project is the new co-produced and co-delivered Disability Equality Training.

**Who are we?** Panel membership is made up of service users with a disability and members of Trust staff and representatives from the community and voluntary sector.

**The Panel always welcomes new members.**

**For more information please contact the Equality Unit.**





# Disability Equality Training Resource

With support from the Trust's Disability Consultation Panel, we produced the new regional Disability Equality training resource.

The video is co-designed and co-delivered by people with a disability to train staff on the real issues and barriers faced by disabled people. It provides practical advice as well as a better understanding about the barriers that disabled people can face. Torie Tennant, Chair of the Northern Trust's Disability Consultation Panel and Paul McGowan, Disability Equality Officer in Mencap presented the video.

On World Quality Day, 10 November 2022, the video was launched with over 100 people attending. The video can be viewed on the Northern Trust website and via this link [Co-Produced Disability Equality Training Resource](#).

Contact the Equality Unit on [equality.unit@northerntrust.hscni.net](mailto:equality.unit@northerntrust.hscni.net) if you wish to receive an email link to the video.





As part of Learning Disability Week, we were delighted to attend LD Pride on Saturday 24 June 2023. The carnival parade was led by Oscar-winning actor James Martin and local model Kate Grant. The event is a great opportunity to raise awareness and change attitudes by showcasing abilities and celebrate with family, friends and the wider community.

## Joint Equality, Human Rights and Good Relations forum



The Joint Equality, Human Rights and Good Relations Forum met in May to discuss S75 and health related policy issues and priorities. The Forum was established to improve collaborative working and share best practice between health and social, respective Commissions and the Council. Members include Regional Equality Leads from each of the Health and Social Care Trusts, Department of Health, colleagues from the Northern Ireland Human Rights Commission, the Equality Commission for Northern Ireland and the Community Relations Council.



## Are you up to date with Mandatory Equality Training?

**Equality, Good Relations and Human Rights; Making a Difference** is mandatory online training programme, providing an overview of the legislation, rights and responsibilities and guidelines for ensuring that equality, diversity and inclusion are embedded into every area of our work. The Making a Difference programme is provided in two modules – a general module applicable to all staff and an additional module for those with management responsibilities.

Every Trust staff member regardless of their job, their location or their rank, must complete mandatory Equality, Good Relations and Human Rights training. Staff training is available via [LearnHSCNI](#).

If you have any queries please contact [equality.unit@northerntrust.hscni.net](mailto:equality.unit@northerntrust.hscni.net)



# Equality Unit Training

The Equality Unit provides a range of training courses and development opportunities to support staff.



## Training available:

- Disability Equality Training, available as a video
- Specialist Policy Screening for Equality and Rural Needs
- Carer Assessment Training
- Involving Service Users, Carers and Communities
- Engage and Involve E-Learning Programme
- Citizen Space Training
- Facilitation Training
- Care Opinion Responder Training
- Working Well with Interpreters Training



If you have any queries or would like further information on the training we provide please contact [equality.unit@northerntrust.hscni.net](mailto:equality.unit@northerntrust.hscni.net)

# Equality and Disability Action Plans



Over the year, we have been working with the other Trusts to develop our draft Equality and Disability Action Plans for 2023-2028. These Plans outline the proposed actions to be taken forward by the Health and Social Care Trusts over the next 5 years to address Section 75 inequalities, and to promote positive attitudes towards people with a disability and to encourage participation in public life. The draft Plans have been informed by an audit of inequalities and engagement with experts by experience and key stakeholders. **We are seeking views and welcome your feedback** regarding the potential impact of our proposed actions or how they could be improved. The draft Plans are available to view at [www.northerntrust.hscni.net](http://www.northerntrust.hscni.net).



In partnership with AccessAble the Trust provides **86 detailed access guides** for disabled people to access services in Causeway and Antrim Area Hospital. During 2022/23, the guides had 20,301 Users and 32,563 page views.

**[Click here to View NHSCT Guides](#)**

# Equality Screening Toolkit



The Equality Screening Toolkit was launched in September 2022 to support staff with equality screening in relation to policies, projects, service redesigns and service developments.

Staff can also take advantage of the one to one screening clinics where specific screening advice can be given relevant to a policy, project or service. Rural needs impact assessment advice can also be included within these appointments if required.

## Rural Needs Toolkit



On 10 October 2022 the Rural Needs Toolkit for Health and Social Care was launched regionally by Minister Swann and endorsed by Minister Poots.

The Toolkit seeks to help those in the health and social care sectors to address the needs of their rural populations when they develop strategies, initiatives and service delivery plans.

# Interpreting and Translations

During 2022/23 a total of **916** appointments were supported with sign language interpreters and **274** documents were translated into minority languages.



**The Trust must ensure all health and social care communication is accessible and inclusive.**



During 2022/23 the Northern Trust made a total of **15,525** requests for interpreters through the Northern Ireland Regional Health and Social Care Interpreting Service.

The top three languages requested during 2022/23 were **Polish, Romanian and Arabic.**

# Sign Language Interactions



On 1 April 2023 a new provider, **Sign Language Interactions**, was appointed to deliver Regional Health and Social Care Communication Support Service in Northern Ireland for people who are Deaf, deaf-blind and hard of hearing.

The new service provides face to face and remote sign language interpreting services for people who are Deaf and provide a full

range of communication supports for people who are deafblind and Hard of Hearing attending health and social care appointments. The new service is delivered through one booking service.

**The Trust has a legal requirement to provide a British or Irish Sign Language Interpreter** when communicating with someone who is deaf/Deaf or hard of hearing. Failure to do so could constitute disability discrimination and pose clinical safety risk.



Approximately **8,000 people use sign language in Northern Ireland** - approximately 5,000 British Sign Language (BSL) users and 2,000-3,000 Irish Sign Language (ISL) users.

## Staff can make bookings via:

- Online at <https://signlanguageinteractions.com/hscni/>
- Telephone to SLi on 0333 344 7712
- Email at [bookingsni@signlanguageinteractions.com](mailto:bookingsni@signlanguageinteractions.com)



**including out of hours**

**Users can text 07520 645 246 to check an interpreter has been booked**

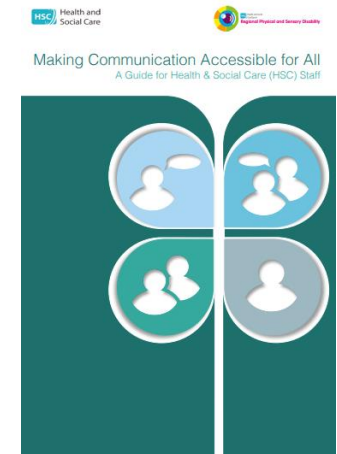


# Access to Health and Social Care Booklet



The Access to Health and Social Care Services information booklet developed for visitors arriving in Northern Ireland provides information about health and social care services and how to access them. The booklet includes information on the various Trusts across Northern Ireland and the health and social care system and services, along with the rights of a person who is not proficient in English, to have professionally trained interpreters. The booklet has been translated into 15 languages. Please click [here](#) to access the booklet.

Making Communication Accessible Booklet provides staff with guidance to ensure people get support with communication.





**Our Involvement Network** has continued to grow, and we currently have over 300 service users, carers and representative organisations who work in partnership with the Trust to develop health and social care services.

During 2022/23 members received **69** involvement opportunities and **331** members attended more than **38** engagement events. Our service users and carers have helped to shape and develop number of service improvements including developing communication materials for the Direct Assessment Unit in Antrim Hospital.

**The Network helps shape and design services, and contribute to the development of service information.**



**If you would like more information or to become a member** of our Involvement Network, please contact [InvolvingYou@northerntrust.hscni.net](mailto:InvolvingYou@northerntrust.hscni.net) or phone (028) 2766 1453.

View our [2022/23 Involvement Annual Report here](#).

# Care Opinion

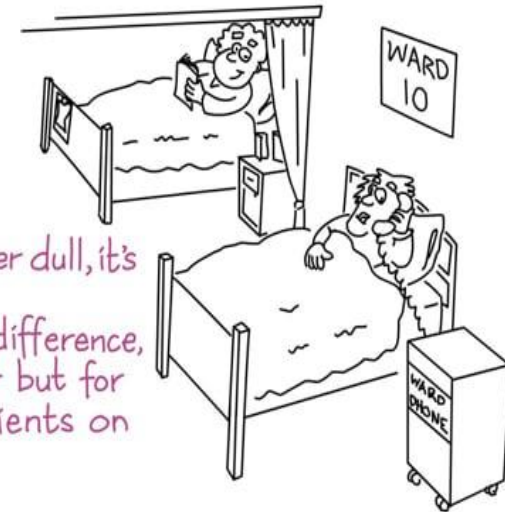


Care Opinion is a place where you can share your experience of health or care services, and help make them better for everyone.

During 2022/23, **354** stories of health care experience were shared by service users, families and carers through the online user feedback platform 'Care Opinion.'

Your stories help the Trust identify opportunities for learning and improvement.

Patients, service users, families and carers told us what they feel contributes to a positive health and social care experience



"I think my story is rather dull, it's about phones! But I think it made a difference, not just for my mother but for other visitors and patients on that ward."

**WE are listening, and we want to learn from YOU**  
**We value your feedback....**

Visit [Care Opinion](#) for more information

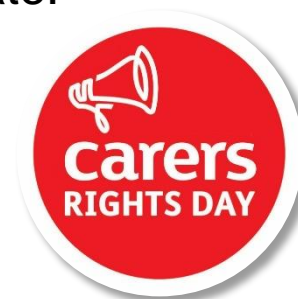




Through the Carer Hub unpaid/family carers can access information:

- relevant to the caring role
- on their right to a carer assessment
- on what support is available across the Trust area

During 2022/23, the Trust's Carer Hub had **18,341 contacts/queries** and held **76 support programmes** for family carers, with **1034 carers attending** to date.



On Carers Rights Day, the Carer Hub hosted a regional online session with Make the Call service to provide rights and entitlements advice to 86 carers.

*jointly*

by  carersUK



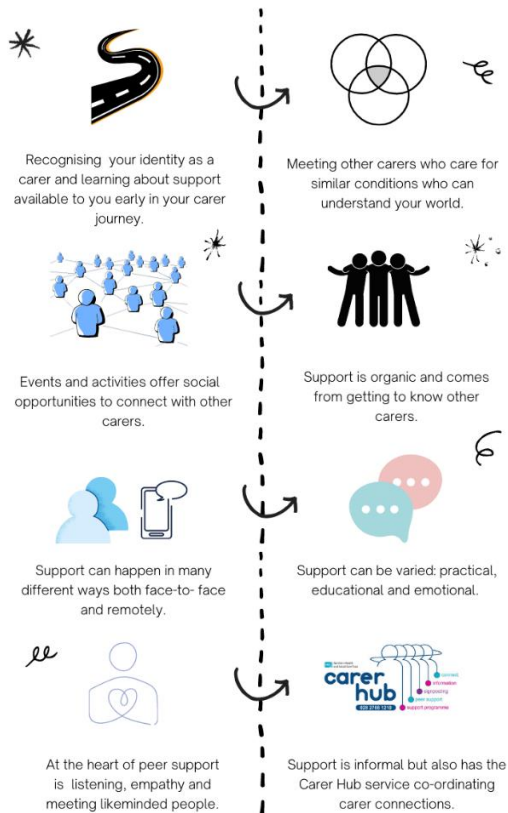
*Sharing Care is easier when you do it Jointly.*

Carers in Northern Trust area can access a specific website of resources hosted on an online platform called “Jointly”, the app offers carers in Northern Trust area free access to a wide range of online resources to help make caring easier. The platform can be accessed using smartphone, tablet or on a web browser.

# Carer Support

## CARER PEER SUPPORT

What we see and value as carer peer support in our carer roles



### Want to learn more?

Contact our NHSCT Carer Hub

Telephone: 028 27 66 12 10

Email: [carer.hub@northerntrust.hscni.net](mailto:carer.hub@northerntrust.hscni.net)

As part of our Carer Support Programme carers have told us they enjoy the opportunity to meet informally and more regularly as peer support is vital.



The Carer Support Programme continues to offer carers the chance to connect with each other through classes that support their wellbeing. Further information is available on the [Northern Trust Carer Hub](http://www.northerntrust.hscni.net/carers) website.



Committed  
to carer support

HSC Northern Health  
and Social Care Trust

# Carer Support

The Trust's Carer Hub hosted a group of young carers ahead of **Young Carer Action Day** in March 2023 to listen to their needs and work together. The Trust works closely with Barnardo's Young Carer Service to ensure that young carers are supported to cope with the new challenges they face around school/home and caring.



The Carer Hub central point of contact for carers and staff for signposting and support and continues to operate Monday-Friday from 9am-5pm.

**For further information, please contact Carer Hub  
on 028 276 61210**

**or email [carer.hub@northerntrust.hscni.net](mailto:carer.hub@northerntrust.hscni.net)**



# UK Race Equality Week



The Trust celebrated Race Equality Week in February 2023 to focus senior leaders and unite employees to continue their positive activities surrounding equality and to drive racial equality all year long. This year's theme was **#itseveryonesbusiness**".



*Dr Darshan Kumar,  
Chair Ethnic Diversity  
Staff Forum*

To promote the campaign and demonstrate our support we created a staff news bulletin which detailed Equality, Diversity and Inclusion (EDI) information, resources and support.

We also highlighted the newly developed 'Progress' programme launched in November 2022. This regional programme focused on leadership development for our ethnically diverse staff and was developed by representatives of our EDI Steering Group and led by the HSC Leadership Centre. The programme completed in March 2023 with very positive feedback from the participants.

A regional workshop was held on 30 March 2023, hosted by the Department of Health and NI Practice and Education Council for Nursing and Midwifery, to explore how Trusts can collaborate to support the career development of ethnically diverse staff.



# Sexual Orientation and Gender Identity Equality



In July 2022, the Trust demonstrated its support for our LGBTQ+ staff and service users, during the main celebration of Pride. As part of our ongoing commitment to valuing diversity and promoting inclusion we signposted through our email signatures and other communication channels to internal and external sources of support and provided sexual orientation and gender awareness training for staff.

## Equality Monitoring Campaign

One of the ways we reflect our diversity as an organisation is through the collection and reporting of equality monitoring data. In January 2023, the Trust Equality, Diversity and Inclusion Steering Group launched its campaign to improve equality monitoring data gathered from staff. The campaign will continue during the course of this calendar year.





# IMPORTANT DATES



**Good Relations Week: 18-24 September 2023**



**World Quality Day: 9 November 2023**



**Carers Rights Day: 23 November 2023**



**International Day of Persons with Disabilities:  
3 December 2023**



**Human Rights Day: 10 December 2023**



**Race Equality Week: 5 - 11 February 2024**



**Sign Language Week: 13-19 March 2024**



**Deaf Awareness Week: 6-12 May 2024**



**Carers' Week: June 2024 (dates to be confirmed)**



**Learning Disability Week: June 2024 (dates to be confirmed)**



**LGBT Pride Month: 1-30 June 2024**

# Equality and Diversity



**Equality** means that everyone in the care setting is given equal opportunities, regardless of their background, abilities or lifestyle. **Diversity** means that differences between people should be appreciated and people's beliefs, cultures and values should be treated with respect.

**Thank you** for taking the time to read our equality newsletter. Our work would not be possible without the support and involvement of our staff, service users, patients and carers.

**If you have any queries, suggestions or issues related to this newsletter or the work that we do, please contact the Equality Unit on the details below.**



**Phone:** (028) 2766 1377

**Email:** [equality.unit@northerntrust.hscni.net](mailto:equality.unit@northerntrust.hscni.net)

**SMS:** 078 2566 7154

**Web:** [www.northerntrust.hscni.net](http://www.northerntrust.hscni.net)

If you are unable to access any of the links in this newsletter, please contact the [Equality Unit](#).

Equality Unit  
Equality & Diversity Branch  
Jubilee House  
111 Ballykelly Road  
LIMAVADY  
BT49 9HP  
Telephone: 028 7744 2027

04 September 2023

### **Equality Screening Report: April – June 2023**

Please find attached the Department's equality screening report for the period 01 April – 30 June 2023. The purpose of publishing the screening outcomes report is to ensure that stakeholders are aware of any final decisions in relation to completed screenings.

The full screening documents can be found on the DAERA website at:

[Equality Screening 2023 | Department of Agriculture, Environment and Rural Affairs  
\(daera-ni.gov.uk\)](http://www.daera-ni.gov.uk/equality-screening-2023)

Your views are important to the Department, and we look forward to hearing from you.

Yours faithfully

**Equality Unit**

*A living, working, active landscape valued by everyone.*

If you are deaf or have a hearing difficulty you can contact the Department via the Next Generation Text Relay Service by dialling 18001 + telephone number.





## COMPLETED SCREENINGS: AprilApril – JuneJune 2023

1. “Screened in” for equality impact assessment
2. “Screened out” with mitigation or an alternative policy proposed to be adopted
3. “Screened out” without mitigation or an alternative policy proposed to be adopted

	<b>Policy</b>	<b>Purpose / aim</b>	<b>Screening Decision</b>	<b>Consideration given to measures which might mitigate any adverse impact on equality of opportunity</b>	<b>Consideration given to alternative policies which might better achieve the promotion of equality of opportunity</b>	<b>Where applicable, a timetable for conducting equality impact assessments</b>
1	The Animals (Identification, Records, Movement and Enforcement) (Amendment) Regulations (Northern Ireland) 2023	<p>The Statutory Rule (SR) makes the changes needed to reflect the requirements of EU Regulation No. 2016/429, known as Animal Health Law (AHL). The AHL is listed in Annex 2 of the Northern Ireland (NI) Protocol, and therefore automatically applies to NI. The AHL provides a new EU governance framework for the surveillance, detection and control of animal diseases. It is a consolidating instrument, in that it repeals and replaces a significant number of existing EU laws on animal health and also with regard to animal identification.</p> <p>The SR will make the necessary changes in domestic law by updating references to the repealed EU legislation and adding the new AHL references. The SR will ensure that the Department has the necessary powers in place to continue to</p>	3	N/A	N/A	N/A

	<b>Policy</b>	<b>Purpose / aim</b>	<b>Screening Decision</b>	<b>Consideration given to measures which might mitigate any adverse impact on equality of opportunity</b>	<b>Consideration given to alternative policies which might better achieve the promotion of equality of opportunity</b>	<b>Where applicable, a timetable for conducting equality impact assessments</b>
		enforce identification, registration and movement (IRM) controls for livestock.				
2	Dormant Business Review	All businesses must be registered with DAERA to claim subsidies/grants and/or keep livestock. DAERA must prevent business IDs which have been dormant for a long time from being re-used to claim area-based schemes or keep livestock which would circumvent the controls it has in place for the process of allocating new business IDs, to ensure that they are genuine and separate from other businesses.	3	N/A	N/A	N/A
3	The Local Air Quality Management Grant 2023 to 2026 (procedure)	Air quality improvement through the Local Air Quality Management (LAQM) system – air quality assessment, review and management.	3	N/A	N/A	N/A
4	CEDaR (Centre of Environmental Data and Recording)	This project aim is to enable CEDaR to collect, collate, manage and make widely available robust and accurate spatial datasets to further environmental research and understanding and fulfil statutory obligations	3	N/A	N/A	N/A
5	Reform of the UK Producer Responsibility system for Waste	In 2019, the UK became the first major nation to legislate for <b>net zero</b> carbon emissions by 2050. This means that the government must shape policies and regulations that influence the transition of the whole economy towards net zero. In	3	N/A	N/A	N/A

	<b>Policy</b>	<b>Purpose / aim</b>	<b>Screening Decision</b>	<b>Consideration given to measures which might mitigate any adverse impact on equality of opportunity</b>	<b>Consideration given to alternative policies which might better achieve the promotion of equality of opportunity</b>	<b>Where applicable, a timetable for conducting equality impact assessments</b>
	Electrical and Electronic Equipment (WEEE)	<p>relation to WEEE, we aim to incentivise businesses to design electrical products with materials that are easier to re-use and recycle, thus reducing the impact of electronic waste, preserving precious commodities, and forging new skills which help drive a circular economy. The 2013 Waste Electrical and Electronic Equipment Regulations established the principle of producer responsibility for waste electricals and sought to reduce the volume of WEEE sent to landfill and drive up the separate collection of WEEE. It placed a responsibility on manufacturers and importers to finance the collection and proper treatment of WEEE collected at household waste recycling centres and retailers through membership of Producer Compliance Schemes.</p> <p>Whilst the current system already makes producers financially responsible for collection and treatment of WEEE arising at Designated Collection Facilities (DCFs), there are other costs associated with the collection and treatment of WEEE which are currently not within this scope. All four governments support an approach of embedding the principle of full net cost recovery in an extended producer responsibility system to incentivise more collection, re-use and recycling of electronic waste and in doing so to ensure there would be no new financial burdens placed on the local taxpayer.</p> <p>The consultation aims to gather opinion on the proposed reform of the current system.</p>				

	<b>Policy</b>	<b>Purpose / aim</b>	<b>Screening Decision</b>	<b>Consideration given to measures which might mitigate any adverse impact on equality of opportunity</b>	<b>Consideration given to alternative policies which might better achieve the promotion of equality of opportunity</b>	<b>Where applicable, a timetable for conducting equality impact assessments</b>
6	The Agriculture (Student fees) Regulations (Northern Ireland) 2023	<p>These Regulations make provision about fees payable by persons in higher education delivered by the Department through the College of Agriculture, Food and Rural Enterprise (CAFRE) to the Department and replaces the Agriculture (Student fees) Regulations (Northern Ireland) 2022.</p> <p>These regulations apply an inflationary increase of 1.8% to all CAFRE HE student fees for academic year 2023/24 *except fees for GB students that are maintained at same rate as those charged by QUB and UU. Further, they will incorporate recommendations from the IMA that have been agreed with the Department to ensure the appropriate protections of EEA citizens rights under the Withdrawal Agreement.</p>	3	N/A	N/A	N/A
7	Farm Carbon Benchmarking project	This business case examines the establishment of a Northern Ireland farm carbon benchmark project. The farm carbon benchmarking project provides an important baseline of farms' net carbon emissions which: a) is in line with a legislative requirement, as set out in the Climate Change Act (NI) 2022; b) allows government to design targeted policies to drive down emissions; c) ensures that the GHG inventory for NI is accurate; and d) allows farm businesses to understand their	3	N/A	N/A	N/A

	<b>Policy</b>	<b>Purpose / aim</b>	<b>Screening Decision</b>	<b>Consideration given to measures which might mitigate any adverse impact on equality of opportunity</b>	<b>Consideration given to alternative policies which might better achieve the promotion of equality of opportunity</b>	<b>Where applicable, a timetable for conducting equality impact assessments</b>
		net emissions (which are invisible), and underpins their decision making on the best carbon reduction strategies for their particular circumstances. Essentially, the project brings pace and consistency to calculating farms' net emissions, at the regional N.I. level, and at individual farm level. It will underpin detailed monitoring, reporting and verification procedures for reductions in agricultural carbon emissions, taking account of sequestration.				
8	DAERA Budget 2023-24 Allocations	The purpose of this paper is to set out the Department's assessment of the equality impacts of the Budget on spend proposals for the 2023-24. The 2023-24 Budget allocations either directly or indirectly support the following three major policy proposals in the Department - Green Growth, Future Agricultural Policy and Rural Policy Framework.	3	N/A	N/A	N/A

### Details of full EQIAs completed during this reporting period

	<b>Name of policy</b>	<b>Stage in process as of the end of the reporting period</b>

The completed screenings templates can be viewed on the Department's website at:

<https://www.daera-ni.gov.uk/daeras-equality-scheme>

If you have any difficulty accessing the internet or require this information in an alternative format please contact us at the address in the covering letter making us aware of your requirements.



Department of

**Finance**

An Roinn

**Airgeadais**

[www.finance-ni.gov.uk](http://www.finance-ni.gov.uk)

**Civil Service Pensions**

Waterside House

75 Duke Street

Londonderry BT47 6FP

Tel: 028 7131 9000

E-mail: [cspensions@finance-ni.gov.uk](mailto:cspensions@finance-ni.gov.uk)

Web address:

[www.finance-ni.gov.uk/civilservicepensions-ni](http://www.finance-ni.gov.uk/civilservicepensions-ni)

(By E-Mail)

21 September 2023

Dear Section 75 Equality Consultee,

I am writing to notify you of the publication of the response to the consultation on the draft Statutory Rule for the NICS Pension Scheme Retrospective Remedy (McCloud Judgment). Previous correspondence issued to you in April advised that the Department of Finance had launched a consultation on 3 April 2023 on the draft Statutory Rule for the Retrospective Remedy in relation to work to remove the discrimination identified in the judgment known as "McCloud". To ensure the legislation dictated under the Public Service Pensions and Judicial Offices Act 2022, scheme-level legislation was required to implement the second stage of the 2015 Remedy and give in-scope pension scheme members a choice of their benefits from 2015-2022.

The consultation closed on 02 June 2023 and 98 responses were received. After careful consideration of the responses received the Department of Finance will continue with the proposed scheme amendments through the Statutory Rule, which will be made and laid in advance of 1 October 2023. This will restore eligible pension members with service between 1 April 2015 and 31 March 2022 to a position they would have been in had the discrimination not occurred, giving them a choice of alpha or PCSPS(NI) benefits for 2015-22.

You can find more information about the consultation and published response documents below:

[www.finance-ni.gov.uk/consultations/nics-retrospective-remedy](http://www.finance-ni.gov.uk/consultations/nics-retrospective-remedy)

Yours sincerely

A handwritten signature in black ink, appearing to read 'Peter Philip', written in a cursive style.

**Peter Philip**

**Civil Service Pensions Policy, Legislation and Communications**

# Equality and Human Rights Screening Report

## Jan-Mar 2023



**Patient and Client Council**  
Your voice in health and social care



**Children's Court  
Guardian Agency**



Northern Ireland  
Blood Transfusion Service

**for Northern Ireland**



# Equality and Human Rights Screening Report

## Introduction

The Equality Unit in the Business Services Organisation is responsible for providing equality support to the ten partner organisations shown on page 1.

Each organisation is committed to embedding equality, human rights and diversity into their policies and practices. In accordance with guidance from the Equality Commission issued in April 2010 (Section 75 of the Northern Ireland Act: A Guide for Public Authorities) this is undertaken by conducting a screening exercise. Screening is an important tool that allows a more systematic examination of how any of our policies and practices might impact on staff, service users or the public differently. Screening helps organisations to think about what might need to be undertaken to mitigate any identified inequalities. It allows greater consideration of ways that we could better promote equality of opportunity.

## Why are we reporting our screening outcomes?

The purpose of publishing the screening outcomes report is to ensure that our ten partner health and social care organisations make their policies and screening outcomes accessible. It provides opportunities for feedback. It also contributes to our belief in the importance of ensuring that we make the work that we do and the decisions that we take more open and transparent. We have all offered this commitment within our Equality Schemes.

Quarterly publication of our screening activity is one way of providing evidence, externally, on the mainstreaming of the equality duties.

## **What is included?**

Listed in each quarterly report are the screening exercises undertaken during that period by each organisation. This includes a short description of the policy or process, the screening outcomes, including mitigation, and any additional recommendations.

## **Your views**

If you have comments that you wish to share in relation to the contents of this screening report you can forward these to the Equality Unit in the Business Services Organisation where staff will raise with organisations for consideration.

Contact details:

Equality Unit  
Business Services Organisation  
2 Franklin Street  
Belfast  
BT2 8DQ

Telephone: (028) 9536 3961 prefix with 18001 if using Text Relay or Next Generation Text Service  
Email: [Equality.Unit@hscni.net](mailto:Equality.Unit@hscni.net)

Should you require this document in an accessible format such as Braille, audio format, other language etc. please contact us.

We hope that you find this report helpful.

**Thank you**

## Equality and Human Rights Screening Report

Table 1 includes published screening for the period **Jan-Mar 2023**. All policies and screening templates listed can be viewed on the Business Services Organisation's [website](#). If you would like paper copies or alternate formats please contact us – contact details above.

**Table 1**

*1	'screened in' for equality impact assessment (EQIA)
2	'screened out' with mitigation
3	'screened out' without mitigation

Org.	Policy / Procedure and Screening Documentation	Policy Aims	Date	*Screening Decision
<b>BSO</b>	Acting on concerns raised within a classroom setting (Dec 2022) V1	The aim of this policy is to provide a clear description of the process expected by any member of staff should any concerns be raised in a classroom setting when delivering a teaching session for the Clinical Education Centre (CEC). The policy outlines the key strategic context of the policy, the roles and responsibilities in terms of teaching staff and operational managers and how the incident should be recorded.	Feb-23	Screened out without mitigation
<b>BSO</b>	BSO Secondment Guide	The aim of this policy is to outline the clear arrangements that are in place for employees accessing a secondment and the roles and responsibilities of all stakeholders within the secondment process	Jan-23	Screened out without mitigation

<b>BSO</b>	Vital Signs Paediatrics. Undertaking and recording for Senior Healthcare Assistants (SHCA)	This programme is for senior healthcare assistants who work with infants and children and are required to obtain, record and escalate their vital signs to a health professional. Overall aim is to help participants develop the necessary knowledge and skills to safely undertake, record and report the vital signs of an infant or child.	Jan-23	Screened out with mitigation
<b>BTS</b>	Northern Ireland Blood Transfusion Service (NIBTS) implementation of anti-hepatitis B core (anti-HBc) testing.	Following the report of two probable transfusion transmitted cases of Hepatitis B virus (HBV) from donors who had not been identified by routine screening, later identified as having Occult Hepatitis B infection (OBI), the Advisory Committee on Safety of Blood, Tissues and Organs (SaBTO) established a working group in September 2019 to investigate the risk from OBI donors to the blood supply in the UK and what changes could be made to	Feb-23	Screened out with mitigation

		screening strategies to reduce this risk.		
<b>PHA</b>	Procurement of a Shared Reading Service in the NI Criminal Justice Setting.	PHA will lead a competitive tendering process, to secure a formal contract with one provider to deliver a shared reading service across all NI adult prison sites	Feb-23	Screened out with mitigation