

# Trust Board

## 28 March 2018

### Equality Action Based Plan 2018-2023 & Disability Action Plan 2018-2023

Susan Thompson  
Equality Manager



South Eastern Health  
and Social Care Trust

# Key Documents

- Draft Equality Action Based Plan 2018 – 2023
- Draft Disability Action Plan 2018 - 2023
- Consultation Outcome Report: March 2018



# Development Process

- Regional discussions:
  - The way forward for new Plans
- Key priority:
  - Engagement with a wide range of Key Stakeholders
- Planning:
  - Pre Engagement Event 19 January 2017
- Speakers:
  - Included Equality Commission & Service Users
- Attendance:
  - Over 90 community Groups and individuals
- Facilitation:
  - Café conversations, graffiti wall, diary room, postcards
- Feedback:
  - Excellent from Participants and ECNI

# Development Process

- EMT and Trust Board approval to consult
  - June 2017
- 13 Week Consultation Period
  - 7 August 2017 – 7 November 2017
- Consultees
  - Over 1500 regional and local groups informed
- Citizen Space – Consultation Platform
  - Link on Websites; BSL/ISL video clips, Easy Read and alternate formats available
  - Views also welcomed in writing, email, telephone and face to face meetings



# Consultation Process

- Formal Consultation
  - Responses received from a range of organisations including Alzheimer's Society, Autism NI, ECNI, Sinn Fein, UNISON
- Citizen Space Platform
  - 15 responses received including staff, service users and voluntary organisations
- Feedback
  - In general the actions in the Plans were supported
  - Support for an Annual Equality Event to showcase best practice
  - Support for the establishment of a Joint Consultative Forum
- UNISON Meeting
  - the Equality Leads met with UNISON representatives in January 2018 to discuss the action plans and future collaborative working



# Equality Action Based Plan

- Amendments include:
  - Details of alternative formats available included.
  - A summary of achievements from the 2014-2017 Actions Plans included in 2018-2023 Plans.
  - Clarification of performance indicators over the 5 years.
  - Commitment to updating of the Emerging Themes Document, available on all Trust websites.
  - Consideration of the Rural Needs Act with processes identified to ensure compliance.
  - Section 1 has been retitled 'Ensuring the Effective Discharge of our S75 Equality duties' to ensure appropriate message conveyed.



# Equality Action Based Plan

- Amendments include:
  - Trusts have committed to working with a range of partners, including unions, to develop a checklist which ensures equality is integral to the procurement process.
  - This Action, with regard to procurement, has been brought forward from Year 2 to Year 1.
  - An Action has been added to commit to work in partnership with older people's groups, including the Pensioner's Parliament, to develop guidance for HSC staff on meeting the needs of older people.
  - Equality Leads to attend established negotiating fora when appropriate.



# Disability Action Plan

- Amendments include:
  - A definition of disability and detail of performance indicators are now included.
  - The Plan now sets out which Actions are related to the two disability duties.
  - An Action has been added to examine the ‘accessible communication standard’ and promote the standardisation of all health and social care information and ensure accessibility to everyone including people with communication difficulties.
  - An Action has been added relating specifically to communication disability and now includes more detail on training and monitoring.





# Next Steps

- **Consideration of Plans and Approval**
  - EMT 6 March 2018
  - Trust Board 28 March 2018
- **Monitoring and Review:**
  - The Plans are living documents which may be added to or amended over their 5 year lifespan
  - Ongoing collaborative regional work on the Plans
  - Progress will be reported via Section 75 Annual Progress Report to EMT and Trust Board

