



Paper No. SET 19/18	
	Tick One ✓
For discussion	
For approval	✓
For information/noting	

Date of Trust Board Meeting: 28 March 2018

Confidential or Public Agenda: Public Agenda

Agenda item: Draft Equality Action Based Plan 2018-2023
Draft Disability Action Plan 2018-2023
Consultation Outcome Report - Equality and Disability
Action Plans 2018-2023

1.0 Introduction

As part of the NI Act (1998) equality legislation, the Trust is required to produce an Equality Action Based Plan (ABP) and a Disability Action Plan (DAP).

The Trust had these Plans in place for the last three years covering 2014-2017.

In partnership with fellow Trusts and NIAS, the Trust has now developed and consulted on both of these plans which will run from 2018-2023. The Consultation Outcome Report and revised Plans are presented to Trust Board for consideration and approval.

2.0 Background information

Following a pre-consultation stakeholder engagement event in January 2017, which was attended by over 90 groups and individuals, HSC Trusts worked collaboratively to draft and consult on new Plans to span the 5 year period of 2018-2023. Partnership working has been a key aspect of previous initiatives and has proved effective in developing these plans in previous planning cycles.

The Draft Plans and [Pre-Consultation Outcome Report](#) were presented to EMT and Trust Board in June 2017.

The formal 13 week consultation period ran from 7th August – 7th November 2017. Over 1500 regional and local groups, organisations and individuals were informed of the consultation arrangements. Consultees were encouraged to respond using Citizen Space, an online consultation platform. Links were available and easily accessed on Trust websites.

An overview of the Plans, and how to respond, was also available in BSL, ISL and Easy Read Format. Other formats were available on request. Views were also welcomed by a variety of means including writing, email, telephone conversations and face to face meetings.

3.0 Brief summary of key points contained in the paper/s

Formal Consultation

During the formal consultation period written responses were received from a range of organisations including Alzheimer's Society, Autism NI, ECNI, Lisburn Castlereagh Borough Council, Sinn Fein, TILLI and UNISON.

Through Citizen Space 15 responses were received including those from staff, service users and community and voluntary organisations.

The Equality Leads met with UNISON representatives in January 2018 to discuss the Action Plans and future collaborative working.

Consultation Feedback

The HSC Trusts have reviewed each response and the Plans have been amended to reflect the feedback received.

In general the actions in the Plans were supported. Collaborative working between the six HSC Trusts was again welcomed.

There was support for an Annual Equality Event to showcase best practice and potentially highlight AHP work in supporting people with disabilities.

Trusts are committed to the establishment of a Joint Consultative Forum. The Trusts will continue to work with all trade unions to ensure effective partnership working.

Amendments to the Equality Action Plan 2018-2023 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.
- 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.

Amendments to the Disability Action Plan 2018-2023 include:

- A definition of disability and 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.

Monitoring and Review

These Plans are living documents which may be added to or amended over their lifespan of the next 5 years, as more information becomes available or priorities change.

Progress in implementing the measures contained in the Plans will be reported on via Annual Section 75 Progress Reports to EMT and Trust Board and the ECNI. The APR will continue to be made available on the Trust website.

4.0 Recommendation/s for the Trust Board

The Draft Plans and Consultation Outcome Report were presented to EMT on 6 March 2018 and approved for taking forward to Trust Board.

The Draft Plans and Consultation Outcome Report are presented to Trust Board for consideration and approval.

Lead Director: Myra Weir

Designation: Director of Human Resources and Corporate Affairs

Date: 28 March 2018