



Title of Paper: <u>Equality Annual Progress Report 2024-2025</u>		
For Decision Requires majority decision prior to implementation or action.	For Discussion Requires consideration and debate.	For Noting Contains information Members should be made aware.

1.0 Background

As part of its Equality Scheme, the Trust is required to produce an Annual Progress Report, which details our progress in fulfilling our statutory Equality and Good Relations Duties.

The following documents have been produced to meet this requirement
Annual Progress Report 2024-2025

- Part A Section 75 of the NI Act 1998 and Equality Scheme
- Appendix 1 – Equality Action Plan Progress Report Year 1 and Disability Action Plan Report: Year 1

[Equality Newsletter 2025](#)

2.0 Key Issues

Key Initiatives 2024-2025

- Trust 'Progress Programme' for Global Majority Staff
- Diversity Celebration Fun Day September 2024
- Continued co-chair and support for Staff Forums:
- Launch of Cultural Competency Framework and Resources
- PSNI Support Visits to the Trust
- Joint Equality, Good Relations and Human Rights Forum
- Face to Face and Telephone Interpreting
- Equality and Human Rights Training – face to face and virtual

Key Initiatives 2025-2026

- Diversity Celebration Fun Day – 13th September 2025
- Co-Production and Launch of Neurodiversity Toolkit for staff
- Taking Forward Year 2 of Equality and Disability Action Plan 2024-2029
- Facilitating Staff Forum Meetings and Drop In Clinics
- Delivery and evaluation of Equality and Diversity Training
- Practical Manager and Working Well with Interpreters Training
- Promoting further Progress Programme opportunities for our Global Majority Staff
- Promoting and evaluating Cultural Competency training for staff
- Mutual Mentoring
- Review of Mental Health Ethnic Minority Toolkit
- NIMDTA Culture Night – June 2025

The Annual Progress Report has been reviewed and approved by the People and Culture Committee on 22 May 2025. Trust Board are asked to approve the SET Annual Progress Report 2024-2025, prior to submission to ECNI by 31st August 2025.

3.0 Resources Implications (inc Organisational, Financial, Human Resources)

N/A

4.0 Impact on Safety, Quality and Experience (SQE)

N/A

5.0 Key Risks and Proposals to Mitigate

N/A

Lead Director: Claire Smyth, Director of People and Organisational Development

Date 27 August 2025