South Eastern Health and Social Care Trust

Paper No: SET/169/26
Trust Board Meeting: 30 September 2026
Public Agenda Item: 4.12

Title of Paper:	**Equality Annual Progress Report 2025-2026**		
For Decision	**For Assurance**	**For Information**	**For Discussion**

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 2025/26 – attached hereto (**SET/170/26**) • Part A Section 75 of the NI Act 1998 and Equality Scheme • Appendix 1 – Equality Action Plan Progress Report Year 2 and Disability Action Plan Report: Year 2 • Annual Progress Report Newsletter 2025 - Equality Newsletter 2026
2.0	**Key Issues:**
	Key Initiatives for FY 2025/26 covered in the above include: • Co Production and launch of Neurodiversity Toolkit for staff • Trust 'Progress Programme' for Global Majority Staff • Diversity Celebration Fun Day September 2025 • World Cultural Diversity Day May 2025 • 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 • Review of Mental Health Ethnic Minority Toolkit • NIMDTA Culture Night June 2025 Key Initiatives planned for 2026-2027: • Diversity Celebration Fun Day – 12th September 2026 • Taking Forward Year 3 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 This paper seeks Trust Board approval for the 2025/26 Annual Progress Report.

3.0	**Link to Strategic Objectives:**
	Our People ☒ Population Health & Health Inequalities ☐ Delivering Care Closer to Home ☐ Hospital Care ☐ Safety, Quality and Experience of Care ☐
4.0	**Resource Implications (inc Organisational, Financial, Human Resources):**
	1. Organisational
	N/A
	2. Financial
	N/A
	3. Human Resources
	N/A
	4. Environmental Factors Yes ☐ No ☒
5.0	**Impact on Safety, Quality and Experience (SQE):**
	1. Safety
	N/A
	2. Quality
	N/A
	3. Experience
	N/A
6.0	**Key Risks and Proposals to Mitigate:**
	1. Key Risks
	N/A
	2. Proposals to Mitigate
	N/A
7.0	**Risk Register:**
	It is listed on BAF? Yes ☐ No ☒ Is it listed on CRR? Yes ☐ No ☒

Lead Director:	**Claire Smyth, Director of People & Organisational Development**

Date:	**21 September 2026**

Reasons for Paper Presentation

Decision	*Used when an item requires a formal agreement or endorsement by the meeting / committee members. Examples are approving minutes, budgets, proposals or policies.*
Assurance	*Used when an item can be measured against a certain criteria / standard. Examples are a project is on course with delivery or financial targets are being met.*
Information	*Used when an item is presented for the purpose of updating or informing the attendees without requiring a decision or action, such as reports, updates, or announcements.*
Discussion	*Used when an item is listed primarily for open discussion, brainstorming or gathering input from the members without requiring an immediate decision.*