

Paper No. SET/34/17	
	Tick One ✓
For discussion	
For approval	✓
For information/noting	

Date of Trust Board Meeting: 22 June 2017

Confidential or Public Agenda: Public Agenda

Agenda item: Draft Equality Action Based Plan 2017-2022
Draft Disability Action Plan 2017-2022

1.0 Introduction

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

Both of these Plans have been in place for the last three years covering 2014 - 2017. The Trust is now drafting new plans to span the 5 year period of 2017-2022

2.0 Background information

Health and Social Care (HSC) Trusts have been working in partnership to engage with a wide range of key stakeholders regarding development of these new plans. These HSC Trusts are South Eastern, Belfast, Northern, Southern, Western and the Northern Ireland Ambulance Service. Partnership working has been a key aspect of previous initiatives and has proved effective in developing these plans in previous planning cycles.

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

- The Trust has been working closely with its fellow Trusts to identify an appropriate way to develop these new plans.
- It was agreed to hold a pre-consultation engagement event on 19th January 2017. Colleagues from the Department of Health, the Health and Social Care Board and the Public Health Agency, whilst at different cycles in terms of their equality and disability action plans, also took the opportunity to come together and meet with representatives from across the voluntary and community sector and staff and Trade Unions to share ideas to help inform future plans.

- The HSC Sector came to the event with the clear intent of starting with a “blank canvas” and to co-design the proposed actions within their respective plans in partnership with a wide range of participants. This is in keeping with the clear direction set out by the Health Minister in the ‘Health and Wellbeing: 2026 Delivering Together’ strategy. The purpose of working in this way is that plans will be designed for and with people and communities, rather than by organisations and services.
- The event on the 19th January was opened by Anne O Reilly, Non-Executive Director of the Belfast Trust, and included presentations by Patrice Hardy from the Equality Commission for Northern Ireland and Torie Tennant, a service user and co-chair of the Northern Trust’s Disability Panel who provided a personal account of the changes and improvements, in her experience, in health and social care.
- The event then moved to a number of café style conversations, to capture participants’ comments and opinions. There was also a diary room, a graffiti wall and postcards for further suggestions.
- Over 90 Community Groups and individuals attended and the feedback was excellent from participants and the ECNI.
- A Consultation Outcome Report was developed, including feedback from all aspects of the event and incorporating ‘You Told Us.....’ And ‘Based On What You Told Us.....’ sections.
- This invaluable information has informed the development of our draft Equality Action Based Plan and Disability Action Plan for 2017 -2022.
- Covering a 5 year span, these are living documents which may be added to or amended over their lifespan as more information becomes available or priorities change.
- A wide variety of actions are identified in both the ABP and DAP including:
 - Establishment of a Regional Consultative Forum
 - A Communication Strategy for Stakeholders
 - Accessible and easy to Navigate websites
 - Guidance for Staff for LGBT service users
 - Development of a Good Relations Strategy
 - Support for Prison Health Care Staff

4.0 Recommendation/s for the Trust Board (please state if the paper/s is for information/noting or for approval by Board members)

Trust Board are asked to consider and approve The Draft Equality Action Based Plan 2017-2022 and Draft Disability Action Plan for 2017 -2022 prior to the start of a formal consultation period of 14 weeks commencing 29 June 2017.

Lead Director: Myra Weir

Designation: Director of Human Resources and Corporate Affairs

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