



South Eastern Health
and Social Care Trust

Disability Action Plan

- **To promote positive attitudes towards disabled people**
- **To encourage the participation of disabled people in Public Life**

1 May 2014 – 30 April 2017

Alternative Formats

This document is available in alternative formats including:

- Large font
- Audiocassette
- Braille
- Computer Disc
- Main minority ethnic languages
- DAISY
- Easy-read
- Electronic version.

English: This Disability Action Plan can be made available in minority ethnic languages, on request, to meet the needs of those not fluent in English.

Polish: Aby wyjść naprzeciw potrzebom osób, które nie mówią biegle po angielsku, Plan Działania ds. Niepełnosprawności może być udostępniony w językach mniejszości etnicznych na życzenie.

Lithuanian: Šis veiksmų dėl neįgalumo Planas pareikalavus gali būti pateiktas tautinių mažumų kalbomis, kad atitiktų sklandžiai nemokančių anglų kalbos poreikius.

Portuguese: O Plano de Ação para a Disabilidade está disponível, à pedido, em outras línguas, para atender às necessidades das pessoas que não são fluentes na língua Inglesa.

Tetum: Planu ida né, husi Disability Action, hakerek ho lián oin-oin husi minoria etnika sira, nebe bele husu, ba ema nebe la hatene lian Inglés.

Latvian: Šis Invaliditātes Darbības Plāns var būt pieejams mazākumtautību valodās pēc pieprasījuma tiem, kam nav pietiekamu angļu valodas zināšanu.

Russian: Сейчас план работы по инвалидности может быть доступен на языках этнических меньшинств по требованию, чтобы помочь тем, кто не владеет свободно английским языком.

Czech: Aby byly uspokojeny potřeby těch, kteří nemluví plynule anglicky, je možné tento návrh Akčního plánu pro osoby s postižením na požádání poskytnout v jazycích etnických menšin.

Slovak: Tento náčrt Plánu akcie pre postihnutých ľudí môže byť na požiadanie dostupný v jazykoch národnostných menšín, aby pokryl potreby tých ktorý nie sú spôsobilý porozumieť mu v angličtine.

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Disability Action Plan

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Foreword

This Disability Action Plan (hereinafter referred to as 'the Plan') for the South Eastern Health and Social Care Trust has been produced in partnership with the other four Health and Social Care Trusts within Northern Ireland. It has been demonstrated that this approach has been successful and is in keeping with Equality Commission's guidelines. The other organisations involved are:

- The Northern Health and Social Care Trust
- The Southern Health and Social Care Trust
- The Belfast Health and Social Care Trust
- The Western Health and Social Care Trust.

This Plan has the full endorsement of the Trust Board who are committed to implementing it effectively.

When the Disability Discrimination legislation was amended in 2006, public authorities were therein required to demonstrate how they would fulfil their duties to promote positive attitudes towards disabled people; and to encourage participation by disabled people in public life. Health and Social Care Trusts took the opportunity to further strengthen collaborative partnerships with disability organisations. Indeed, these partnerships have been instrumental in helping to achieve the successful outcomes obtained in the previous Disability Action Plans and HSC Trusts propose to continue with a similar approach in this Plan.

Similar to previous Disability Action Plans, common priorities have been identified. The Trusts agreed that it would increase the effectiveness of their Plans to agree key actions which all of the Trusts could take forward both on a regional and local basis. This collaborative approach is intended to maximise the positive impact on disabled persons living and working in all five Trust areas, ensuring consistency and equity across the region in terms of service provision and employment.

The Trust looks forward to ongoing work with individuals and organisations to ensure the successful implementation of this Plan.

Signed by:



Mr Colm McKenna
Chairman



Mr Hugh McCaughey
Chief Executive

South Eastern Health and Social Care Trust

DISABILITY ACTION PLAN

South Eastern Health and Social Care Trust

1. Introduction

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Trust is required, when carrying out its functions, to have due regard to the need to:

- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life ('the Disability Duties').

Under Section 49B of the DDA 1995, the Trust is also required to submit to the Equality Commission a Plan showing how it proposes to fulfill these duties in relation to its functions.

1.1 Commitments:

The Chair and Chief Executive are committed to effectively implementing the Disability Duties and this Plan.

- **Mainstreaming the Duties**
The Trust is committed to successfully mainstreaming the Disability Duties throughout the organisation.
- **Resources**
In order to deliver the actions detailed in this Plan, the Trust is aware that additional resources will have to be allocated. The Trust is committed to allocating all reasonable, additional resources, (in terms of people, time and money) required to implement this Plan.
- **Internal Arrangements**
The Trust will put appropriate internal arrangements in place to ensure that the Disability Duties are complied with and the Plan is successfully implemented.

An Equality Manager within the Trust will have operational responsibility for ensuring the implementation and monitoring of the Plan. Regular and Annual Progress Reports will be provided through the normal reporting structures, i.e. the Trust's Executive Management Team and Trust Board.

- **Communication to staff**

The Trust will ensure effective communication of the Plan to staff and will provide training and guidance. All staff will be provided with information on the Plan via staff meetings, the Trust's staff E-brief, intranet and e-mail.

- **Training**

The Trust is committed to providing ongoing training for staff and office holders on the Disability Equality legislation and Disability Awareness.

- **Consultation**

The Trust is committed to ensuring meaningful and effective public involvement and participation. To inform the development of this Plan, the Trust, at both a regional and local level, will continue to engage with a wide range of key stakeholders including consultation with disabled people.

The Trust recognizes that not all people with a disability will choose to be represented by disability groups and by only involving those individuals or groups who regularly respond to consultations, the views of harder-to-reach groups may be overlooked. We are committed to supporting sustained engagement with hard-to-reach groups and individuals in taking forward this Plan.

The Trust will ensure that people with disabilities and disability advocacy groups are involved when implementing, monitoring and reviewing the Plan or deciding any further actions to be included in the Plan.

1.2 Reporting Arrangements

The Trust confirms its commitment to submitting Annual Progress Reports on the implementation of this Plan to the Equality Commission and carrying out a review of this Plan, in line with current review

arrangements for Section 75 of the Northern Ireland Act 1998. This will ensure the alignment of Section 75 and Disability Duties.

A copy of this Plan, the Trust's Section 75 Annual Progress Reports and review of this Plan will be made available on the Trust's web site:-

www.setrust.hscni.net.

1.3 Functions

1.3.1 Background to the Trust

The South Eastern Health and Social Care Trust is a statutory body which came into operation on 1 April 2007.

The South Eastern HSC Trust employs approximately 10,000 people and it has an annual budget of circa £522 million. The Trust serves a population of 440,000 covering a wide geographical area from Bangor in the North, Portaferry in the East, to Newcastle in the South and Moira in the West.

1.3.2 Key Functions of the South Eastern Health and Social Care Trust

The Trust was established under South Eastern Health and Social Services Trust Order 2006 which details the nature and functions of the Trust as follows:

The Trust's functions (which include functions which the Department considers appropriate in relation to the provision of services by the Trust for one or more relevant bodies) shall be:

- (a) to provide hospital accommodation;
- (b) to provide community based health and personal social services;
- (c) to exercise, on behalf of the Health and Social Care Board, such relevant functions as are so exercisable by the Trust.

In keeping with the Equality Commission's guidance, these functions include powers and duties. They embrace all the activities undertaken by the Trust including the recruitment/employment of its staff, financial arrangements, contracted-out services and training for social care staff, maintenance of its property and the delivery and development of

services, including procurement of the equipment and facilities needed to do this.

South Eastern Trust carries out its functions and duties through the following means:

- Carrying out assessments of care needs
- Developing strategies to meet those needs
- Setting and monitoring quality and performance standards
- Carrying out reviews of service areas
- Resource allocation and financial management
- Setting service agreements with purchasers of care
- Human resource management in relation to its staff, and
- Corporate and clinical governance i.e. ensuring safe practices.

The Trust provides a wide range of hospital, community and primary care services, e.g. doctor, dentist, health visiting, speech and language therapy etc. The Trust also purchases some services from the independent and community/voluntary sectors.

The Trust acknowledges its responsibilities when buying services from other providers. The Trust will ensure that the obligations under the Disability Duties will be reflected in contractual arrangements made with those providers.

Delivering safe and effective services which are accessible and responsive to the needs of patients, clients and carers is central to the Trust's role.

The Trust also has the power to exercise statutory functions which embrace all the activities undertaken by the Trust including the recruitment/employment/training of its staff, financial arrangements, contracted-out services, maintenance of its property and the delivery and development of services, including the purchase of equipment and facilities needed to do this.

1.3.3 Structure of the South Eastern Health and Social Care Trust

The main decision making bodies in the Trust are the Trust Board and Executive Management Team. The Trust has a Chief Executive and a Chairman. The Chief Executive is the Accountable Officer for the Trust. The Chairman works very closely with the Chief Executive and is responsible for the operation of the Trust Board.

1.4 Public Life Positions

The range of public life positions over which the Trust has responsibility include:

- Involvement in the appointment of Non-Executive Directors
- User forums, consultation panels, partnerships and alliances with the voluntary and community sectors which inform the design and delivery of services and policy development
- Volunteering Projects
- Mentoring Schemes
- Assisted Employment Schemes

Trust staff are also members of a wide range of partnerships. They will use their influence to raise issues in relation to the participation of people with disabilities where under-representation is apparent. The Trust is aware that there is currently an under-representation of disabled people in public life positions.

2. Previous Measures

Under the Disability Discrimination Act 1995, the Trust has undertaken a number of previous measures to promote positive attitudes towards disabled people and to encourage their participation in public life. The Trust works closely with people with disabilities as well as disability advocacy groups. Already there are many examples of imaginative good practice in existence, some of which are outlined below.

2.1 Promoting positive attitudes towards disabled people

- Service user involvement in Mental Health appointments
- Employability Projects
- Section 75 Action Based Plan
- Policy on the Employment of People with Disabilities,
- Reasonable Adjustments Guidance
- Disability Etiquette Guide
- Mandatory Equality Training
- Corporate Induction Programmes
- Selection & Recruitment Training
- Disability Awareness Training
- 'Discovering Diversity' website.

2.2 Encouraging the participation of disabled people in public life

- Workplace policies
- Employability projects
- Personal and Public Involvement (PPI) Strategy

- Policy screening
- The promotion of schemes such as Self Directed Support
- Community Forum and Partnership Groups such as Positive Futures, Stepping Stones, Well 2 Project, Carers and Users Panels, Supported Living Services and local Disability Walking Groups
- Advocacy Services.

2.3 How the Plan will be published

When the Plan is submitted to the Equality Commission for Northern Ireland it will be placed on the Trust's website and intranet and will be available from the Trust's Equality Manager.

The Plan will be produced in clear print and plain language and will be available in alternative formats, including large print, DAISY, Braille, Easy-read, audio cassette and computer disc.

The Trust is planning a joint launch of this Plan in partnership with the other Health & Social Care Trusts. The Trust will also distribute press releases, advertisements and mail shots both regionally and locally, as well as meeting directly with disability organisations and representative groups.

3. Guiding Principles on the Implementation of the Plan

- All actions detailed below will be discussed, developed and delivered in collaboration with people with disabilities and disability advocacy groups via on-going dialogue e.g. internal forums and networks and via specific events such as the UNCRPD regional event held in November 2013.
- Core to this Plan was the regional Pre-Consultative event held in March 2014 which was followed by a 12- week formal consultative period on the Trust's new Disability Action Plan (DAP). A wide range of representatives from the disability sector attended and helped shape and inform the final DAP.

- When working with disabled people we are committed to making the necessary adjustments to ensure meaningful participation by all involved.
- The Trust will recognise and take into account the varying needs of people with different disabilities. The Trust will also address the needs of people with multiple identities, such as ethnic minority women with disabilities, children and older people with disabilities etc. and will take account of these in the implementation of this Plan.
- The Trust recognises the benefits of working in partnership with a range of other organisations. As with previous Plans the Trust will work in partnership with the disability sector in the implementation, monitoring and review of this Plan. The Trust will hold bi-annual engagement events to share progress and gather feedback on the implementation of our Plan.
- The Plan is a living document that can be added to and amended as other actions are identified.
- HSC Trusts will continue to comply with the UNCRPD in the implementation of this Plan.

4. Review of Previous Plan 2012-14

Substantial progress has been made since the Trusts published their first Disability Action Plans in December 2007. The Trust's Section 75 Annual Progress Reports to the Equality Commission Northern Ireland, which is approved by Trust Board, details progress on the implementation of the Disability Action Plan.

The Trust has previously carried out a five year review of its Plan and highlighted below our key achievements of the 2nd DAP 2012-14.

- Regional conference held in November 2013 on the UN Convention on the Rights of Persons with Disabilities (UNCRPD) attended by over 50 delegates. Key speakers included the Chief Commissioners from both the Equality and Human Rights Commission, Acting Chief Executive Disability Action, Senior DHSSPS representatives and MENCAP staff. The event was positively evaluated by those in attendance;

- An interim Reimbursement Policy was introduced and rolled out in the Trusts. This has been a positive development in terms of encouraging disabled persons participation in public life;
- The launch and local implementation of the Making Communication Accessible Guidelines – which are aimed at making information and communication more accessible for persons with a range of disability;
- Promotion of the Trust’s Discovering Diversity E-Learning Training including the module on disability – aimed at promoting positive staff attitudes towards persons with a disability;
- Incorporation of Real Network DVD on UNCRPD into Disability Equality training;
- Promotion of a range of placement and mentoring opportunities for person with disabilities across the Trust. To further promote the inclusion of persons with disabilities in the workplace;
- Completion of a baseline survey of HSC staff to identify levels of disability within Trusts. To further promote a culture where persons with a disability are valued and supported in the workplace;
- An increasing range of materials have been produced in Easy read. Work has also commenced with local organisations where adults with learning disabilities can transcribe HSC material into Easy-read.

NB: For further progress please also see the Trust’s Section 75 Annual Progress Report Part B available on the Trust’s website which is also available in alternative formats on request.

5. Proposed actions for Disability Action Plan – 1st May 2014 – 30th April 2017

The actions that the Trust intends to take in this Plan are outlined in the table below. These were developed from ongoing engagement with disabled people and representative groups. Their generosity in making their time, expertise and experience available to us has been invaluable and their ongoing involvement will be an integral part of this Plan’s implementation.

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
Action 1: Involvement in Public Life			
<p>Trusts have already established a number of involvement mechanisms for disabled people to be involved in decision-making – see page 13. In addition to this the Trusts will continue to work regionally in partnership with the disability sector to enhance participation in public life positions.</p>	<p>Ongoing</p>	<p>Create greater awareness of opportunities in public life positions.</p> <p>To develop skills for participation in public life positions among disabled people.</p>	<p>All Trust Equality & PPI Leads, Public Appointments Personnel.</p>
<p>The Trusts will host a regional event in partnership with DHSSPS Public Appointments Personnel to raise awareness and</p>	<p>Sept 2014</p>	<p>Addressing the under representation of disabled people in public life.</p> <p>To promote greater understanding of the</p>	<p>Public Appointments, HSC Equality Leads and other relevant stakeholders.</p>

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
understanding of the public appointment process and positions.		process and opportunities for participation in public appointment process.	
Action 2: Accessible Information			
<p>To increase accessibility to information, the Trust will increase the number of its documents produced in an Easy-read format and to ensure that this information is readily available in an online Easy-read library.</p> <p>Conduct a baseline audit of current documents produced in Easy read.</p> <p>Scope out capacity for Easy-read options via social enterprise models.</p> <p>Work regionally to develop a comprehensive list of providers of accessible formats for persons with disabilities.</p>	<p>Ongoing and annual review.</p> <p>By end of April 2015</p> <p>By end of April 2015</p> <p>By 2017</p>	<p>Information made more accessible</p> <p>Evidence of increased number of Trust documents produced in Easy-read.</p> <p>In addition to this, work is underway to address RQIA recommendations following a review of Sensory Support. This includes improvements to accessibility on the website as well as increased production of accessible formats.</p>	<p>All Trust Equality & PPI Leads</p> <p>All Trust Equality & PPI Leads ICT and Communication Departments</p>

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
Action 3: Sign Language Communication			
<p>To contribute to the Regional Support Services Review (RCSSR) Task and Finish Group established to scope and review sign language communication support services provision for health and social care in Northern Ireland.</p>	<p>March 2015 and Annual Review thereafter</p>	<p>Completion of regional sign language communication support services scoping exercise. Profile of need, uptake of service and cost regionally.</p> <p>Developing a regional minimum standard for future commissioning and delivery of services.</p> <p>Engagement with service users in relation to the range of options identified and completion of value for money appraisal on each option.</p> <p>Improve access to public life via provision of appropriate quality sign language support services.</p>	<p>Lead HSCB HSC Trusts</p>

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
Action 4: Launch and roll-out of Butterfly Scheme			
<p>To improve the experience for people with dementia or confusion who are admitted to our hospitals through the use of the Butterfly Scheme.</p>	<p>March 2015</p>	<p>Further roll-out of Butterfly Scheme which was launched in the Ulster Hospital in September 2013.</p> <p>Launch of Butterfly Scheme in Lagan Valley and Downe areas in September 2014.</p> <p>Provision of awareness training for staff and recruitment and training of local Champions.</p>	<p>Consultant Nurse Elderly Services – Mental Health Acute and Hospital Services Staff Acute Pain Services Staff</p>
Action 5: Assistance Dogs Policy			
<p>To develop and consult on an Assistance Dogs Policy for implementation across all HSC Trusts. The Policy will be disseminated via normal communication channels to ensure its effective implementation e.g. via Corporate Communications, Staff E-Briefs, global communications and via staff training.</p>	<p>March 2015</p>	<p>Improved access to services for assistance dogs users.</p> <p>Increased staff awareness of the needs of assistance dogs' users.</p> <p>Review implementation of policy one year after dissemination.</p>	<p>HSC Trusts</p>

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
Action 6: Improve Health Information for People with a Learning Disability			
<p>To further promote the health of people with a learning disability.</p> <p>Equal lives: a review of services for people with learning disability (DOH 2006) was the driver for change within Northern Ireland, as well as the ECNI formal investigation into lack of health information for people with a learning disability in 2008.</p>	<p>2014/15 and ongoing</p>	<p>Development of Health Facilitator Role.</p> <p>Improved health information for people with a learning disability.</p> <p>Development of services to address unmet health needs of people with a Learning Disability.</p> <p>Provision of Reasonable adjustments to include:- Easy-read invitation, verbal invitation, longer appointment times. Easy read health promotion material</p> <p>Greater awareness of the needs of people with a learning disability amongst primary care staff.</p>	<p>DHSSPS, Regional Management Group. HSCB, PHA, GPs, HSC Trusts</p>

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
Action 7: Staff Training – Mental Capacity Legislation			
<p>New Mental Capacity Legislation – currently subject to consultation 27 May to 2nd September 2014.</p>	<p>Over the life span of the current DAP and subject to annual review.</p>	<p>Further training to be delivered to HSC staff.</p> <p>Training will assist staff to more fully appreciate the principles of the legislation and the mechanisms and frameworks needed to translate the Act into practice.</p> <p>Production of guidance and reference materials.</p>	<p>DHSSPS, Social Work Training Teams/Equality and Organisation and Workforce Development (OWD)</p>
Action 8: Staff information Leaflet UNCRPD			
<p>Following on from the UNCRPD Regional event in November 2013 develop a leaflet specifically for HSC staff on the UNCRPD</p> <p>The Trust will utilise established communication mechanisms to ensure the leaflet is cascaded throughout the organisation via e.g. Corporate communications, Staff E-Briefs, Team</p>	<p>Year 2</p>	<p>To create greater staff awareness of the importance of human rights and disability considerations across service provision and policy formulation across HSC.</p>	<p>HSC Trust Equality Leads</p>

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
Briefings and OWD Development programmes.			
Action 9: Staff Training – Discovering Diversity			
<p>Ensure the continued staff uptake of face to face equality training and access to the e-learning Discovering Diversity disability module for all staff, including office holders and those involved with selection and recruitment processes. To include reference to the Disability Etiquette Leaflet developed in partnership with the disability sector.</p> <p>Training to incorporate the principles of the UNCRPD.</p>	<p>Baseline established 2014/15.</p> <p>Years 2-3</p>	<p>Conduct on-going analysis of face to face and e-learning statistics to determine trends in uptake and areas for targeted training.</p> <p>Increase uptake by 10% during Years 2 and 3</p> <p>Increased skills and knowledge in areas such as the UNCRPD rights.</p> <p>Increased compliance with Convention in Trust policies and strategies.</p>	<p>HSC Trust Equality Leads and OWD staff.</p>
Action 10: Mentoring/Placement Opportunities			
<p>Trust to provide a minimum of 20 mentoring/placements each year for disabled people in partnership with the Disability Sector.</p>	<p>Each year of Plan thereafter – years 1 – 3</p>	<p>Positive attitudes toward disabled persons and participation in public life.</p> <p>Trust co-ordinated</p>	<p>Trust Equality Lead and OWD Department, Volunteer staff</p>

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
		<p>approach to mentoring/placement, volunteering opportunities.</p> <p>Greater involvement of individuals with disabilities in the workplace in keeping with the Trust's PPI agenda.</p> <p>Annual monitoring to be reported via the Trust's S75 Annual Progress Report to the ECNI and internally via Trusts OWD Department.</p>	
Action 11: Promoting a culture that supports disabled employees			
<p>Promote a culture that attracts and supports disabled employees. To include specific recruitment measures to attract individuals with life experience of mental health.</p>	<p>Years 1-3 and on-going</p>	<p>Recruitment of staff with lived experience of mental health into identified posts as Peer Support Workers.</p>	<p>Trust OWD, Mental Health and Equality staff</p>
Action 12: Implementation of the Northern Ireland Autism Strategy – Staff Training			
<p>Participate in World Autism Awareness Day/Month.</p>	<p>April 2014 and annually</p>	<p>Promote positive attitudes and greater understanding</p>	<p>HSC Trusts</p>

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
Disseminate/launch of Autism Factsheet to coincide with Autism Awareness Day/Month.	thereafter April 2015	towards people with Autism and their families / carers	
Action 13: Regional Accessible Communication Guide			
Review the Regional Making Communication Accessible Guidance. Guide to include the promotion and use of subtitles and sign language in the on-going production of DVDs.	May 2014-2015	<p>Increased understanding and competency in communicating effectively with people with disabilities.</p> <p>Updated guidelines on good practice and minimum standards available to all Trust staff. Launch of reviewed guidance across all Trusts.</p> <p>Increased staff awareness of accessible communication good practice.</p>	HSC Trusts in partnership with Disability organisations
Action 14: Staff Training			
Roll out of new in-house e-learning module on Section 75, Disability Duties and Human Rights – developed by OWD	Year 1 - Launch and promotion of module	Targeted staff training in a number of pilot sites across the Trust to include both community and secondary care	OWD and Equality team

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
and Equality staff		settings. Roll-out throughout the organisation. Monitor uptake annually.	

Contributors to the Draft Plan

Participants at Equality in Action Stakeholder Event - 26 March 2014

Trusts provided the context to the formulation of their draft Plans and shared their proposals in terms of the draft Disability Action Plan and the draft Section 75 inequalities Action Based Plan at a regional stakeholder event in March 2014. Many service users came along on the day and the Trusts greatly appreciate their participation and attendance at the event. Pamela Montgomery, Non-Executive Director of the Northern Trust chaired the event and Patrice Hardy, Equality Manager, Equality Commission for Northern Ireland and Patricia Bray Statutory Duty and Policy Officer at Disability Action provided valuable input and feedback on the day.

All their help was invaluable and the Trusts are very grateful for their ongoing support. The Trusts would also take the opportunity to acknowledge and thank the following groups and representatives who attended the event on 26th March 2014 at the Skainos Centre, Belfast:

- Disability Action
- Equality Commission for Northern Ireland
- Extra Care
- Age NI
- Shopmobility
- Carafriend
- NI Council for Refugee and Asylum Seekers
- Employers for Childcare
- British Deaf Association NI
- Action on Hearing Loss
- The Cedar Foundation
- Carers NI
- Rainbow Project
- Community Relations Council
- Northern Trust Mental Health and Well Being Forum
- NI Guardian Ad Litem
- Committee on Administration of Justice
- Compass
- Mencap
- NHSCT User Forum

Their comments and feedback via the graffiti wall and evaluation forms were considered and incorporated in the draft Plans. In addition HSC Trusts consulted collaboratively on their draft DAPs over a 12 week period ending on 19th June. The action measures contained in the Plan have been prioritised in light of written feedback from these consultations and local engagement with established networks representing the disability sector as follows:

The Equality Commission for NI
Disability Action
NIACRO
NIAMH
RNIB
Hands That Talk
NI Rare Disease Partnership

The Trusts would wish thank the above organisations for their considered responses which have been instrumental in finalising the DAPs.