

# EQUALITY ANNUAL PROGRESS REPORT

2019 – 2020

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South Eastern Health  
and Social Care Trust

# Context for Annual Progress Report

- Northern Ireland Act 1998
- Trust Equality Scheme
- Commitment to complete Annual Progress Report and submit to ECNI
- ECNI requires Trust APR to be approved by EMT and Trust Board prior to submission



# Key Documents

## Annual Progress Report 2019-2020

- Part A – Section 75
- Appendix 1 Equality Action Plan Progress Report Year 2
- Appendix 2 Disability Action Plan Progress Report Year 2

## Equality and Human Rights

- Annual Progress Report Newsletter 2020



# Key Initiatives 2019 – 2020

- Action Based Plan and Disability Action Plan 2018-2023. The Trust has successfully completed Year 2 of the 5 Year Action Plans and continues to work regionally and locally to address these agreed actions.
- Continued provision and monitoring of Face to Face and Telephone Interpreting. During 2019-20 the total number of interpreting episodes provided was 8693 with the top four languages being Arabic, Polish, Lithuanian and Romanian.
- Provision of training by Equality Team through corporate induction, mandatory training, practical manager, eLearning module and bespoke staff training. A total of 3152 staff trained this year – a 4% increase on previous year.



# Key Initiatives 2019 - 2020

- Leading the Regional Development of the Guidance for Trust Board Members
- Corporate Social Responsibility initiatives including charter work experience placements and open days, volunteering opportunities in local schools through Time to Read volunteer support and workplace visits.
- Lunch and Learn Staff Information Sessions on Human Trafficking, GCSE grading system and Mid-Career review.
- Equality Team involvement and support for Trust approach to the Covid-19 Pandemic e.g. Redeployment, HR Helpline, Equality Screening of Trust response.



# Key Initiatives 2020 - 2021

- Guidance, support and advice to Rebuild Workstreams by Equality Business Partners as plans developed and implemented.
- Collaborative work with all Trusts on the establishment of Regional Services e.g. Daycase Elective Care, Elective Orthopedic Care.
- Design, deliver and evaluate Mandatory and Bespoke Training for staff. New ways of working post Covid-19 to include a blended approach of virtual and face to face to meet the needs of our staff.
- Promotion of e-learning module.



# Key Initiatives 2020 - 2021

- Launch of Guidelines for Trust Board Members.
- Implementation of Year 3 Actions for Action Based Plan and Disability Action Plan 2018-2023.
- Consideration given to applying for NI Diversity Charter Mark.
- Continue our collaborative Regional Partnerships



# Annual Progress Report

- EMT approval 18 August 2020
- Presented to Trust Board for comment and approval 26 August 2020
- Once approved, submission to ECNI
- APR will be published on Intranet, Internet and circulated to stakeholders

