



Department of Health

Equality Action Plan

Disability Action Plan

(2019-2024)



1. INTRODUCTION



The Department of Health has developed a new Equality Action Plan and Disability Action Plan for the next 5 years (2019 to 2024).

The new Action Plans tell you what we hope to do over the next 5 years. We will look at the Actions Plans every year and change as needed.



The Department of Health will work towards the targets in these plans.

Some of our actions need a Minister or Executive approval and the plans may be changed if an Assembly is formed at Stormont.

2. WHAT WE DID

To help us make plans we looked at:



People are getting older, living longer and having less children to help look after them.

People living in poorer areas have more risk of mental health problems, living a shorter life and obesity.



The type of life experience we have when we are young can affect our health.

We need to understand people from different backgrounds and their health needs.



Older people with dementia need more support.



Younger people and men who have sex with men may have more sexual health problems.

Young women are not having their cervical smears.



People from different backgrounds don't look for help when pregnant.

Tackling domestic and sexual abuse.



Young people who have been in trouble with the police need help to improve their health.

3. EQUALITY ACTION PLAN



This is what we decided we need to do to make things better. Some of the actions are already in place and some are new.

People are getting older, living longer and having less children.

What do we need to do?

We need to provide support for people who look after someone including going out, having a break or going on holiday.



We need to make more information available online.



How will we do this?

As part of the Health & Wellbeing 2026 publication, we will:

- Consult on Reform of Adult Social Care and Support by Spring 2020;
- Create a patient space online for dementia patients;
- Support young people with caring responsibilities and are developing a plan to support families; and
- Continue the ongoing rollout of the electronic version of the 'carer support tool' with HSC Trusts increasing the number of carer assessments offered by 10%, every year.

We will also carry out a Review of Urgent and Emergency Care to meet the needs of the rising proportion of older people in the population. We will start a public consultation in late 2019.

The differences between people living in poor areas and people living in rich areas, for example, people in poorer areas have more risk of mental health problems, a shorter life and obesity.

What do we need to do?

We want better health and wellbeing for everyone.



We want to encourage people to eat healthily and exercise more.



How will we do this?

We will progress the Executive's commitment in *Making Life Better 2013-2023* to create the conditions for individuals, families and communities to make sure that "all people are enabled and supported in achieving their full health and wellbeing potential."

We will undertake a mid-term review of Making Life Better 2013-2023 by March 2020.

We will progress actions in the Fitter Future For All - Framework 2012 - 2022 to prevent and address overweight and obesity by encouraging and supporting people to eat healthily and participate in physical activity. We will:

- reduce the level of obesity in adults and children by 2022;
- review short term outcomes every three years; and
- review short term outcomes for 2019 -2022 and plan to implement in June 2019.

You can see the reviews here: <https://www.health-ni.gov.uk/articles/obesity-prevention> and here: <https://www.health-ni.gov.uk/publications/fitter-future-all-outcomes-framework-2015-2019>

What do we need to do?

We want less alcohol and drug harm.



We want to encourage more mothers to breast feed.



How will we do this?

We are reviewing our plans to reduce the level of alcohol and drug related harm and have planned for 2019 – 2020 to:

- Consult on the introduction of measures for Minimum Unit Pricing for alcohol. (We need Executive approval to start);
- Start a pre-consultation on a possible new substance misuse strategy.

You can see how we are doing here:

<https://www.health-ni.gov.uk/publications/alcohol-and-drug-misuse-strategy-and-reports>

We have a plan called “Breastfeeding - A Great Start 2013-2023”.

- A group meets to review the plan often.
- The review of the first five years of this plan was published in August 2018. The Review can be found at:
<https://www.health-ni.gov.uk/articles/breastfeeding>
- We are planning legislation to protect mothers’ breastfeeding in public but this needs a Health Minister and Executive approval.

What do we need to do?

We want to have a smoke free community.



How will we do this?

We have a plan to reduce the number of smokers by 2020, including;

- Children;
- Pregnant women;
- Manual workers; and
- Adults.

A group meets to review this plan and changes it when needed. A mid-term review report is expected by end of May 2019.

We want to reduce the number of suicides



We have a plan called “Protect Life 2”.

We want to reduce suicide by 10% over the next 5 years.

The type of life experience we have when we are young can affect our health.

What do we need to do?

We want to support children and young people to be healthy.



How will we do this?

We hope to have a plan called “Looked After Children”, to support children and young people in care, by June 2019.

(We need Ministerial/ Executive approval before we can publish)

We have a “Healthy Child, Healthy Future Programme” to support parents and enable children and their families to have good health and wellbeing. We will set up a group to look at the Programme and make any changes needed, by May 2019.

We hope to have an Adoption and Children Bill by late spring 2019. (We need Ministerial approval for this).

People from different backgrounds and their health needs.

What do we need to do?

We want to provide better services for people with different backgrounds.



How will we do this?

We will make information accessible and translate it if required.

We will respond usually within 5 working days.

The Departments Racial Equality Champion will ensure that the Department of Health provides better services for people with different backgrounds.

Older people with dementia need more support.

What do we need to do?

We want to improve services for people with dementia and their carers.



How will we do this?

The Department of Health is working with the Executive Office and Atlantic Philanthropies to complete a Dementia Project Phase 2 by June 2019.

Younger people and men who have sex with men have more sexual health issues.

What do we need to do?

We want to reduce the number of sexually transmitted diseases including HIV.



How will we do this?

We are developing a new Regional Sexual Health Action Plan 2019-2023 to help:

- reduce the number of sexually transmitted infections including HIV;
- young people make informed choices before engaging in sexual activity; and
- tackle discrimination on HIV, STIs and sexual orientation.

Young women are not having smear tests.

What do we need to do?

We want to increase the number of young women having cervical smear tests.



How will we do this?

- We will encourage women between the ages of 25 and 29 to have a smear test;
- The Public Health Authority will review the numbers and report to the Department of Health;
- We will look at effectiveness of the social media campaign;
- We will continue with our education programme to raise awareness and help women decide what to do.

Women from different backgrounds don't look for help when pregnant.

What do we need to do?

We want to provide safe maternity care for all.



How will we do this?

We are looking at:

- How we support pregnant women from different backgrounds including Black and Minority Ethnic women in Northern Ireland; and
- Ways to encourage women to contact their midwife with concerns, including adding information in the Pregnancy Book and Maternity Hand-Held Record and putting maternity information on NI Direct.

Tackling domestic and sexual abuse.

What do we need to do?

We want to support victims of abuse.



How will we do this?

We have a plan called “Stopping Domestic and Sexual Violence and Abuse” and we will publish a Year 4 Action Plan for 2019/20, by April 2019.

Action Plans can be found at:

<https://www.health-ni.gov.uk/publications/stopping-domestic-and-sexual-violence-and-abuse-northern-ireland-strategy>

Young people who have been in trouble with the police need help to improve their health.

What do we need to do?

We want to support young people who have been in trouble with the police to improve their health.



How will we do this?

We have a plan to improve the health of young people within the justice system by:

- Getting approval for the “Improving Health within Criminal Justice Strategy and Action Plan” during 2019; and
- Reviewing this plan after 3 years.

4. DISABILITY ACTION PLAN



Disability Discrimination Act 1995 (DDA 1995) – the law about disability says that the Department of Health has to:



- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life.

It also says that the Department of Health has to write a Disability Action Plan which shows how they will do this.



The Department of Health will assess the impact of all new plans and policies to promote opportunities for disabled people by making changes and adjustments.



The Department of Health talked to disabled people and their views have been included in the new Disability Action Plan.

What do we want to change?

We want to raise awareness of disability and diversity within staff teams.



By 'diversity', we mean individual differences whether it be physical, age, race etc.



How will we do this?

- We will train staff on issues around disability and diversity.
- We will tell staff about disability/diversity issues and events.
- The Department will attend meetings, with all the Northern Ireland Civil Service Departments, on the issue of disability and diversity.
- Information will be shared and talked about with Health and Social Care organisations.
- The Department has established a DoH Dignity and Diversity Action Team to help create a more diverse and positive working environment, free from bullying, harassment and discrimination, and will listen to what they say.
- The Department is also helping staff who are parents and carers for a child with a disability to meet to offer each other support.
- The Department, as part of NICS, is signed up to the Mental Health Charter to ensure support for managers and staff and promote mental health and wellbeing in the workplace.

What do we want to change?

We want to raise awareness of difficulties faced by disabled people, and make sure they are listened to.



The Braille Alphabet

⠁ ⠃ ⠅ ⠇ ⠉ ⠋ ⠍ ⠏ ⠑ ⠓ ⠕ ⠗
a b c d e f g h i j
⠌ ⠎ ⠐ ⠒ ⠔ ⠖ ⠘ ⠚ ⠜ ⠞ ⠠ ⠡
k l m n o p q r s t
⠠ ⠡ ⠣ ⠥ ⠦ ⠨ ⠩
u v w x y z



How will we do this?

We will involve disabled people and groups through consultation to talk to them and get their views:

- We will make sure that all our information, materials and meetings are accessible to everyone.
- We will use twitter to ask people what they think.
- We will meet with people and groups before we do consultations.
- We will produce information in Plain English and user friendly formats. This will include Easy Read.

All information will, where possible, be made available in other formats on request:

- We will provide alternative formats, which may include Braille, audio formats (CD, mp3 or DAISY), large print, usually within 20 working days.
- We will look at how best to communicate with children and young people, people with disabilities (in particular people with learning disabilities) and minority ethnic communities. Where appropriate, this will include Easy Read.

What do we want to change?

We want to support disabled people already working in the Department.



How will we do this?

We will offer at least one work experience placement per year for disabled people.

We will participate in the annual International Job Shadowing Day in April each year to offer a minimum of 1 placement within the Department of Health.

We will support any recommendations from the Department of Finance who are responsible for Human Resource issues, and the NICS Disability Champion and Working Group(s).

What do we want to change?

We want to make life better for disabled people.



How will we do this?

As part of the Long Term Conditions (LTC) Policy Framework to support people with long term conditions we will continue to work to:

- Increase access to patient education programmes and support self-management to improve patient care;
- Continue to implement the Diabetes Strategic Framework;
- Encourage and support the use of technology in care pathways to support people living with long term conditions including the Magic project on stroke to improve stroke care in the community following hospital discharge;
- Improve services for people living with chronic pain;
- Ensure that a holistic approach is taken to support people living with more than one long term condition and require tailored support to help them manage their conditions effectively; and
- Continue to support carers and ensure their views are heard, for example through the Public Health Agency's '10,000 more voices' initiative, in order to improve people's experience of health and social care.

We will also attend meetings of the Regional Long Term Conditions Implementation Group report every year on what we have done and will do.

What do we want to change?

We want to make life better for disabled people.



How will we do this?

To deliver the Mental Capacity Act we will:

- Produce rules;
- Produce codes of practice (guidance); and
- Train staff.

No date has been agreed and needs Executive agreement and will depend on the money which is available.

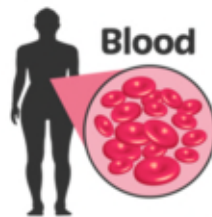
We will have a Regional Trauma Network to:

- Improve individual, family and community experience of mental health trauma care;
- Employ 40 new staff for Mental Health Services;
- Improve results for people who have been affected by conflict; and
- Work with partners to make sure the service works well.

We hope to begin Phase I in September 2019 but services will depend on the money which is available.

What do we want to change?

We want to make life better for disabled people.



How will we do this?

We will develop a Service Framework for Mental Health:

- We talked to the public in 2018 and are changing the Framework after what they told us.
- A list of agreed standards will be produced in 2019/2020.
- A project to gather data will be developed by 31 March 2021.
- Trusts will report to the Health and Social Care Board every year.

Through delivery of the Autism Strategy (2013-2020):

- We will write a report on our progress on the Autism Act every 3 years.
- The next Report will be published this year (2019/2020).

To deliver the UK-wide Rare Diseases Strategy by 2020:

- We will publish a report on progress in February 2018.
- A special group in Northern Ireland looks after the rare diseases plan and oversees delivery.

What do we want to change?

We want to make life better for disabled people.



We want to support disabled people with personal development and social inclusion.



How will we do this?

To deliver better services through the Housing Adaptations Services Action Plan:

- We will continue to work with Department for Communities and the Housing Executive including the adoption and rollout of a Housing Adaptations Toolkit to help disabled and older people better understand proposed housing adaptations.

(Publication of the Housing Adaptations Final Report and Action Plan need Ministerial and NI Executive agreement).

To deliver on the Service Framework for Children & Young People, including children with a disability:

- We hope to launch our Service Framework in 2019/2020.
- We hope to provide better services by:
 - better access to person-centred information;
 - more involvement in decision-making;
 - interventions and treatments at the right time;
 - more levels of independence;
 - access to respite and palliative care.

What do we want to change?

We want to support disabled people with personal development and social inclusion.



We want to ensure that the Department is responsible for their disability duties within their business planning process and Disability/Equality Action Plans, and Equality Scheme.



How will we do this?

As part of the wider program of reform of services under Deliver Together, the Department launched a public consultation on reshaping hospital-based stroke services on 26 March 2019. The consultation will run for 12 weeks and focus on hospital-based stroke services and the need to consider these services in the context of wider stroke services including rehabilitation. The aim is to significantly change stroke services for the better, saving lives and reducing disability.

- The consultation will run until June 2019.
- The Department aims to consider responses and produce a Consultation Outcome Report within the 2019/20 year.
- Details and scale of change will be agreed following consultation.
- We will make sure that all Arm's length Bodies complete the work for their disability duties.
- We will review, and if needed, update the Department's Equality and Disability Action Plan every year.

This document is based on the draft Equality and Disability Action Plans, issued for consultation in December 2017, which were produced in conjunction with Compass Advocacy Network (CAN), 20 Seymour Street, Ballymoney BT53 6JR.