



Paper No. SET/55/22	
	Tick One ✓
For discussion	
For approval	✓
For information/noting	

Date of Trust Board Meeting: 31 August 2022

Confidential or Public Agenda: Public Agenda

**Agenda item: SET Equality and Good Relations
Annual Progress Report 2021/22**

1.0 Introduction

The Trust as a public authority must produce an Annual Progress Report detailing how our statutory obligations for Equality and Good Relations are being met.

As well as the general rules against disability discrimination, the Trust must comply with two further duties arising from Section 75 of the Northern Ireland Act 1998 and Section 49A of the Disability Discrimination Act 1995 in that we are legally required to give **due regard to the need** to:

- promote equality of opportunity between people with a disability and people without (Section 75)
- promote positive attitudes towards people with a disability (Section 49A)
- encourage the participation of people with a disability in public life (Section 49A)

The Trust must also have in place a Section 75 'Equality Scheme' as well as a Section 49A plan (commonly called a 'Disability Action Plan'). While both documents outline procedural arrangements the Trust should follow to fulfil these duties, the Plan also contains action measures.

The Annual Progress Report if approved is submitted to the Equality Commission of Northern Ireland (ECNI). ECNI has responsibility for enforcing the legislative obligations and can investigate alleged breaches of duties.

2.0 Background Information

The draft Annual Progress Report 2021/22 has been tabled for Trust Board consideration and approval if in order.

Annual Progress Report 2021/22

The draft Report sets out - in Part A - key policy and service delivery developments in the promotion of equality of opportunity and good relations as well as detailing outcomes and improvements achieved.

Part B (Appendix 1) relates to S49A compliance in having due regard to the need to promote positive attitudes towards disabled people and to the need to encourage participation of people with a disability in public life. The content corresponds with our Disability Action Plan (2018-23) and our Year 4 (2021-22) achievements.

Equality and Human Rights Annual Progress Report 2021/22 – Newsletter

An annual Newsletter is published on the SET iConnect site which highlights the work of the Equality Team. The 2021/22 Newsletter is tabled for information.

3.0 Brief Summary of Key Points

Key Initiatives 2021-2022

- Action Based Plan and Disability Action Plan (2018-2023) - completed Year 4 of the 5 Year Action Plans
- Joint Equality, Good Relations and Human Rights Forum
- SET Multi-Cultural Forum established Spring 2021
- SET Disability Forum established 2022
- Face to Face and Telephone Interpreting to support service users' needs
- Equality and Human Rights Training – face to face and virtual
- Equality Screenings to support the Trust's approach to COVID-19
- Corporate Social Responsibility initiatives such as Time to Read

Key Initiatives 2022-2023

- Stakeholder engagement and consultation for 2023-2028 Action Plans
- Mandatory and Bespoke Training for staff, in person and virtual
- Continued support and facilitation of the SET Multi-Cultural Forum
- Continued support and facilitation of the SET Disability Forum
- Reverse Mentoring Pilot evaluation and roll out through the Trust
- Further virtual and face to face Working Well with Interpreters training sessions
- Trust Rebuild Initiatives and Equality Screening of Trust Delivery Plans.
- Equality Screening of Regional Services
- Continue our collaborative Regional Partnership with other HSC Trusts, DoH, BSO, ECNI and NI Human Rights Commission (NIHRC)

4.0 Recommendation for the Trust Board

The Equality Annual Progress Report 2021-2022 is presented to Trust Board **for approval** prior to submission to ECNI by end of August 2022.

Lead Director: Claire Smyth

Designation: Interim Director of Human Resources & Corporate Affairs

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