



<b>Title of Paper: <u>Equality Action Plan 2024 - 2029</u></b>		
<b><u>Disability Action Plan 2024 - 2029</u></b>		
<b>For <u>Decision</u></b>	<b>For <u>Discussion</u></b>	<b>For <u>Noting</u></b>
Requires majority decision prior to implementation or action.	<del>Requires consideration and debate.</del>	<del>Contains information Members should be made aware.</del>

## 1.0 Background

The 5 Health and Social Care (HSC) Trusts and the NI Ambulance Service (NIAS) work collaboratively on the promotion of equality of opportunity to share good practice and facilitate regional consistency.

The Trusts have been working together to develop and consult on a five year Equality Action Plan and Disability Action Plan

The following documents have been developed as part of this process (attached):

- Audit of Inequalities – to note
- Consultation Feedback Report – to note
- Equality Action Plan 2024-2029 – for approval
- Disability Action Plan 2024-2029 – for approval

## 2.0 Key Issues

### **Brief summary of key points contained in the paper/s**

The Equality Action Plan 2024 - 2029 has been informed by an Audit of Inequalities and focuses on actions to achieve better accessibility in service provision and to promote inclusion and diversity for those who work in health and social care.

The Disability Action Plan 2024 - 2029 has been developed to outline the measures which we take to fulfil the disability duties under Section 49A of the Disability Discrimination Act 1995 (as amended), which are to promote positive attitudes towards people with a disability and encourage their full participation in public life.

The draft Plans were shaped and developed with input from a range of stakeholders during three pre-consultation online listening events.

On 5 June 2023 we commenced a public consultation on the Plans, providing the opportunity for interested parties to comment on the proposed content and to share ideas, knowledge and experiences to inform the final plans. Two consultation listening events were held at the end of September 2023. The Trusts then took the necessary time to carefully consider feedback, amend the Plans and develop the Consultation Feedback Report, prior to bringing forward for approval.

### **3.0 Resources Implications (inc Organisational, Financial, Human Resources)**

The Action Plans support the Trust commitment to provide the necessary resources to fulfil its Equality requirements.

### **4.0 Impact on Safety, Quality and Experience (SQE)**

The Action Plans aim to support and improve the ongoing experience of both service users and staff.

### **5.0 Key Risks and Proposals to Mitigate**

The Action Plans have been endorsed by the People and Culture Committee on 10 April 2024 and are now presented to Trust Board for approval prior to submission to Equality Commission for Northern Ireland (ECNI).

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**Date:  
29 May 2024**