



| Title of Paper: <u>Equality Annual Progress Report 2023-2024</u> | | |
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| <u>For Decision</u> | <u>For Discussion</u> | <u>For Noting</u> |
| Requires majority decision prior to implementation or action. | Requires consideration and debate. | Contains information Members should be made aware. |

1.0 Background

As part of its Equality Scheme commitments, the Trust is required to produce an Annual Progress Report detailing our progress in fulfilling our statutory Equality and Good Relations Duties.

The following documents have been produced to meet this requirement:

- Annual Progress Report 2023-2024
- Part A Section 75 of the NI Act 1998 and Equality Scheme
- Appendix 1 – Equality Action Plan Progress Report Year 5 and Disability Action Plan Report: Year 5
- Annual Progress Report Newsletter 2024 - which can be accessed using this link: <https://www.canva.com/design/EqualityNewsletter2024>

The Equality Annual Progress Report was approved by the People & Culture Committee on 24 July 2024.

The Report is now presented to Trust Board for approval prior to submission to Equality Commission for Northern Ireland (ECNI) by 31 August 2024.

2.0 Key Issues

During the reporting period 1 April 2023 – 31 March 2024, the Trust has progressed a number of key initiatives:

Key Initiatives 2023-2024

- Continued co-chair and support for Staff Forums
- Multi-Cultural Forum; Carers Forum; Disabilities Forum
- Multi-Cultural Staff Celebration Event: September 2023
- Joint Equality, Good Relations and Human Rights Forum
- Launch of HSC Rainbow Pin
- Face to Face and Telephone Interpreting
- Equality and Human Rights Training – face to face and virtual
- Stakeholder engagement on 2024-2029 Equality and Disability Action Plans

In addition, the following projects are being taken forward this year:

Key Initiatives 2024-2025

- Staff Celebration of Diversity Event – September 2024
- Trust approval of 5 Year Equality Based Action Plan and Disability Action Plan 2024-2029
- Further support for the staff Multi-Cultural Forum
- Drop in Clinics for Staff Forums
- Disability Forum and Carers Forum
- Launch and implementation of AccessAble throughout the Trust
- Launch of Reasonable Adjustment Plan
- Evaluation and Trust wide roll out of Mutual Mentoring for staff.
- Delivery of Equality and Human Rights Training through a variety of delivery methods to meet staff needs.

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

Significant work is ongoing to support Directorates to comply with Section 75 statutory obligations and to raise overall awareness of Equality & Good Relations best practice.

4.0 Impact on Safety, Quality and Experience (SQE)

The team's efforts to promote diversity, inclusion and participation assist in supporting patients, service users and staff and aids better communication helping to improve service delivery.

5.0 Key Risks and Proposals to Mitigate

A key risk is a failure to comply with Section 75 statutory obligations.

The Equality Team will continue to work collaboratively and in partnership with other HSC Trusts, DoH, BSO, the Equality Commission, the NI Human Rights Commission and other key stakeholders to ensure as best as possible such risks are mitigated.

Lead Director: Claire Smyth, Director of People & Organisational Development

Date: 6 August 2024