



Northern Health  
and Social Care Trust

# Equality Action Plan – local actions 2017 - 2022

**Alternative Formats:** Some people may need this information in a different format for example a minority language, easy read, large print, Braille or electronic formats. Please let us know what format would be best for you. Contact the Equality Unit on 028 2766 1377 or [equality.unit@northerntrust.hscni.net](mailto:equality.unit@northerntrust.hscni.net).

## Context

Health and Social Care Trusts in Northern Ireland have worked collaboratively and in partnership with individuals and representative organisations to develop an Action Plan to ensure the promotion of equality of opportunity and good relations in the work that we do. In addition to these regional actions, this Plan details the local actions the Northern Health and Social Care Trust will take forward over the next five years.



Our vision is “To deliver excellent integrated services in partnership with our community”. The principles of equality are a strong element of our vision and it is also a strong element of the culture we want to create. We want to work in partnership with individuals, representative groups and our trade unions to ensure our service are welcoming to everyone and our staff feel comfortable at work. Our new ‘CORE’ values of Compassion, Openness, Respect and Excellence will now underpin all that we do. The new vision and values were developed as a result of robust engagement.

Our Equality Scheme sets out what we do in our daily work to comply with our Section 75 responsibilities to promote equality of opportunity and good relations. In accordance with the Equality Commission Northern Ireland’s guidance, we have developed this draft local action plan to prioritise local actions which will have most impact on those inequalities that still exist and make a positive difference to those using our services and our staff. The actions have been informed by our audit of inequalities, our own local knowledge and our engagement with stakeholders. Our action plan covers a 5 year period and will be flexible, adaptable and responsive to changing circumstances and needs. We commit to reviewing it on an ongoing basis and amending it as necessary.

We want to engage with everyone who has an interest and a stake in the delivery of our Plans. We want the conversation to include those who use our services, carers, local communities and Trust staff. Our Plans will be issued for consultation from August – November 2017 for a period of 14 weeks to maximise opportunities for participation. We will then produce an outcome report based on the findings of our consultation and table this along with the finalised plans at our Trust Board for approval.

We would like to acknowledge the contributions made by the individuals and representative organisations that have worked with us on the development of our Plans. Their contributions have helped to inform our Plans and ensuring we continue to promote equality in all that we do.

The following table outlines our local actions for the next five years. While the majority of our actions are identified as beginning in year one and two it is important to note that realising the actions may take the full lifetime of the Plan. This Plan will be reviewed on an on-going basis and when the Equality Commission publishes their statement on key inequalities in health. We will report annually via our S75 Annual Progress Report to the Equality Commission for NI which is submitted at the end of August each year and available on all of our websites or by contacting the Equality Unit.

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Actions	Measures	Timescale
<p>We will develop an Equality Training Programme to ensure that our mandatory equality training is delivered to all Trust staff including our medical staff and to those who do not have access to a computer.</p>	<ul style="list-style-type: none"> <li>• 30 minute E-Learning Training Programme for staff and managers and Equality and Diversity Staff Training Manual available for all health and social care staff.</li> <li>• Local strategy to increase uptake of training.</li> <li>• Improved access to equality and diversity training for those with access to computers.</li> <li>• Improved access to training for staff who do not have access to a computer through provision of the Staff Training Manual.</li> <li>• Improved local uptake of equality training.</li> </ul>	<p>Year 1 and ongoing</p>
<p>We will test effective models of engagement, including the Deliberative Democracy model, to establish an ongoing engagement process to support our Reform and Modernisation Programme (RAMP)</p>	<ul style="list-style-type: none"> <li>• Deliberative Democracy event in partnership with NIHRC and Newcastle University</li> <li>• Analysis of deliberative democracy as method of engagement.</li> <li>• Establishment of 4 locality engagement forums across the Trust area</li> <li>• Evidence of effective engagement in all RAMP projects</li> </ul>	<p>Year 1 and 2 and ongoing</p>
<p>We will review our procurement processes and develop guidance to ensure that S75 and effective engagement is embedded into service specification development and tendering processes.</p>	<ul style="list-style-type: none"> <li>• New guidance for staff who are involved in procurement.</li> <li>• Increased awareness of S75 good practice when developing service specifications and tendering.</li> <li>• Evidence that S75 is embedded in procurement processes.</li> <li>•</li> </ul>	<p>Year 2</p>

Actions	Measures	Timescale
We will review and update our Good Relations Strategy Action Plan in partnership with representative groups to ensure effective ongoing implementation.	<ul style="list-style-type: none"> <li>• Review group established</li> <li>• Survey of staff and service users/carers</li> <li>• New Good Relations Action plan developed in partnership with representative organisations</li> </ul>	Year 1 and 2
We will work in partnership with carers on the implementation of our Carers Support Action Plan to support both family carers and carers in our workforce.	<ul style="list-style-type: none"> <li>• Ongoing development of carer led Carers Pathway Steering Group</li> <li>• Carers Support Action Plan detailing how carers will be supported</li> <li>• Identification of good practice that already exists</li> <li>• Establish project in partnership with Carers UK to support our staff who are carers using creative and innovative technology.</li> </ul>	Year 1
We will work with trade union colleagues to ensure the issues raised in the staff survey are addressed.	<ul style="list-style-type: none"> <li>• Staff Survey Corporate Action Plan Sub Group will ensure that the Trust meets the objectives set out in the Staff Survey Corporate Action Plan</li> </ul>	Year 1 and ongoing