



Northern Health
and Social Care Trust

Disability 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.

Context

Health and Social Care Trusts in Northern Ireland have worked collaboratively and in partnership with individuals and representative organisations to develop a Disability Action Plan to demonstrate how they will fulfil their duties to promote positive attitudes towards disabled people and to encourage participation by disabled people in public life. This collaborative approach is intended to maximise the positive impact on disabled persons living and working in all Trust areas, ensuring consistency and equity across the region in terms of service provision and employment.

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 to meet our “Disability Duties”.

We are committed to ensuring meaningful and effective involvement and will continue to engage with a wide range of key stakeholders on the implementation of this Plan. The Trust recognises that not all people with a disability will choose to be represented by disability groups and the views of harder-to-reach groups can be overlooked. We are committed to supporting the sustained engagement of hard-to-reach groups and individuals in taking forward this Plan.



The Trust’s Disability Consultation Panel includes members with a range of disabilities and ensures disabled people and representative organisations are involved in decision making. During 2016 the Disability Consultation Panel appointed Ms Torie Tennant as its new Chairperson.

We will continue to support the Disability Consultation Panel and will work with members to ensure the effective implementation of both our regional Disability Action Plan and our local Plan.

The actions that the Trust intends to take forward locally are outlined in the table below. All actions detailed below will be discussed, developed and delivered in collaboration with people with disabilities and disability advocacy groups. When working with disabled people we are committed to making the necessary adjustments to ensure meaningful participation by all involved. Our action plan covers a 5 year period and will be flexible, adaptable and responsive to changing circumstances and needs. 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. We commit to reviewing it on an ongoing basis and amending it as necessary. We will report annually via our Disability Action Plan 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.

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. If you would like any further information please contact the Trust's Equality Unit – see contact details below.

Equality Unit
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Actions	Measures	Timescale
We will Review our Disability Equality Training in partnership with disabled people to ensure that is reflects awareness of and our commitment to the 'disability duties'.	<ul style="list-style-type: none"> • Training review group established • Current training programme reviewed • Identification of good practice that already exists • Model of co-delivery established • Increased awareness among staff of disability duties 	Year 2 and ongoing
We will work with sign language users in the Trust area to ensure a smooth transition into the new regional sign language interpreting service.	<ul style="list-style-type: none"> • Support BSO in development of new service • Provide guidance for Trust staff on new procedures • Inform service users of new process 	Year 2 and ongoing
We will review the current processes and systems available for booking appointments for outpatient clinics and identify methods to improve accessibility for people with sensory disability.	<ul style="list-style-type: none"> • Review group established – membership to include service users • Review of current processes and systems used in the Trust to check if these meet the needs of the service users • Improved access for disability groups to booking systems in acute services • Improved patient experience and outcomes • Patient confidentiality maintained 	Year 1
We will review our library of accessible information and ensure staff are aware of the availability of alternative formats.	<ul style="list-style-type: none"> • Availability of material reviewed • Gaps in material identified • New material in alternative formats sourced from other Trusts and organisations • Promote availability of translation library 	Year 1 and 2

Actions	Measures	Timescale
	<ul style="list-style-type: none"> • Increased awareness among staff of need for alternative formats and availability of library of material. 	
<p>We will provide training for managers to provide them with the skills and resources to support members of their team who have a disability.</p>	<ul style="list-style-type: none"> • Review current training in partnership with Disability Consultation Panel members • Survey staff with a disability to identify how support could be provided • New training developed and 4 sessions provided for managers each year • Increased awareness among managers of the range of ways to support staff with a disability 	Year 2
<p>We will work in partnership with our Disability Consultation Panel to review our current methods of involving disabled people and develop new guidelines for staff.</p>	<ul style="list-style-type: none"> • Develop baseline of current methods of involvement used • Engage with disabled people specifically when developing our Personal and Public Involvement Strategy to ensure their specific needs are addressed • PPI Strategy that identifies the most effective methods of involving disabled people in decision making 	Year 1 and ongoing