

Equality and Human Rights Annual Progress Report 2018-2019



Each year the Trust produces an Equality and Human Rights Annual Progress Report which details how we fulfil our statutory equality, good relations duties and how we implement our Equality Schemes and Disability Action Plan.

This newsletter looks at a few highlights of the work carried out in 2018-2019.

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What is Human Trafficking?

Over fifty staff attended 'What is Human Trafficking?' lunchtime awareness sessions in Lisburn Health Centre, Downshire and Ulster Hospitals during February-April 2019.

The sessions were delivered by Gayle Bunting, Director, Invisible Traffick, which is a NI based charity working to address the issue of Human Trafficking.

The sessions raised awareness about the existence of Human Trafficking in NI helping staff to recognise the signs of trafficking and understand what to do if they suspect this is happening to patients/clients they see or in their own community.



Pictured at the Awareness Session in Lisburn Health Centre Gayle Bunting, Director, Invisible Traffick and Kathey Neill, Equality Officer, SET

FREEPHONE CONFIDENTIAL HELPLINE



How to recognise the signs of trafficking



SPEAK UP FOR THE VOICELESS!

LEARN THE SIGNS TO END TRAFFICKING

- Someone showing signs of physical and/or sexual abuse;
- Men visiting a particular house or street where you live both day and night;
- Someone showing signs of emotional abuse: fearful, won't make eye contact, too frightened to speak, trafficker speaking for them;
- Workers who are being threatened or beaten by their boss, using unsafe machinery;
- Workers looking ill and emaciated;
- Children or elderly persons begging in the street;
- A house with windows boarded up, but people coming and going.

Spotted any of the signs, can you help us to make the... **INVISIBLE... VISIBLE...**

INVISIBLETRAFFICK.org

The Journey – Invisible Traffick

On Wednesday 3 April 2019 Julie-Anne Eccles, Equality Assistant, SET, attended the launch of The Journey in the Long Gallery, Stormont. The event was sponsored by Kellie Armstrong, MLA and inspirational speeches were delivered by The Attorney General John Larkin QC, Justine Reilly, a survivor of human trafficking and Jim Gamble, CEO of Ineqe safeguarding group.



This pilot project has been developed with the aim of raising our young people's awareness of the dangers of human trafficking and to equip them to recognise the signs and indicators of this horrendous crime. This project is initially being delivered in secure residential units for young people, where a team of volunteers will be working with participants to encourage them to stay safe within their environment. Through a series of workshops the aim of the project is to raise participants' self-esteem and self-worth, whilst equipping them with the tools that will help them to stay safe and make good choices as they journey through life.

Stay connected to Invisible Traffick

invisibletraffick.org



Every Customer Counts Charter and Mental Health Charter



Pictured are left to right: John Gow (NI Ambulance Service), Myra Weir (South Eastern Trust), Vivienne Toal (Southern Trust), Barney McNeaney (Southern Trust), Ursula Doherty (Western Trust), Dr Evelyn Collins CBE (ECNI), Breige Donaghy (Northern Trust) and Jacqui Kennedy (Belfast Trust)

The South Eastern Health and Social Care Trust attended an event held on 31 January 2019 at Belfast City Hospital to mark the fact that all six Health Trusts across Northern Ireland have now signed up to two Equality Commission initiatives. These initiatives are the Mental Health Charter and the disability access initiative Every Customer Counts.

The Trusts, in signing up to the initiatives, have made a voluntary commitment to work to improve the working lives of any of their employees who are experiencing mental ill-health and to consider what steps they can take to help people with a disability access their services more easily.



Mrs Myra Weir, Director of Human Resources and Corporate Affairs, said *“The South Eastern Health and Social Care Trust welcomes the opportunity to sign up to the Every Customer Counts Charter and the Mental Health Charter. Both of these Charters underpin our commitment to our patients, service users, carers and our staff. The Trust continues to work to ensure that services and facilities are accessible and inclusive. We also have in place programmes and initiatives to ensure that our staff feel valued and supported”.*

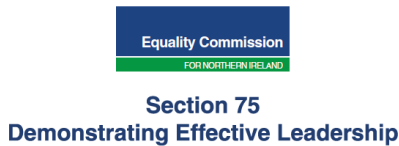
Also speaking at the event, Dr Evelyn Collins CBE Chief Executive of the ECNI said: *“It is most encouraging that all six Trusts have committed themselves to the principles and objectives of both these charters which can make a real difference to the lives of people facing difficulties. We welcome their commitment and hope it will encourage other organisations across the public sector to follow suit.”*



ECNI join EMT to discuss Effective Leadership Guidance

The Executive Management Team invited Patrice Hardy and Eileen Lavery from ECNI to join them at a Strategic EMT Meeting on 29 January 2019 for an update on, and discussion about, ECNI guidance on ‘Section 75 - Demonstrating Effective Leadership’.

In June 2018 the Equality Commission for Northern Ireland (ECNI) published their report entitled ‘Acting on the Evidence of Public Authority Practices’. The Report identifies a number of issues which the ECNI believe are fundamental to the effective implementation of the Section 75 duties. A key theme arising from the ECNI review was the importance of leaders in public authorities maintaining a clear focus on equality considerations, including mainstreaming and good governance throughout the business of the organisation.



Endorsed by David Sterling, Head of the Northern Ireland Civil Service

[Full Downloadable Guidance](#)

The ECNI has produced a short guidance on ‘Section 75 - Demonstrating Effective Leadership’. The aim of this guidance is to remind leaders, senior managers and decision makers what is required to ensure the effective implementation of the Section 75 duties. One of the actions for the Equality Commission was to engage specifically with Senior Leaders in public authorities and to remind them of their roles and responsibilities.

The January meeting with Patrice and Eileen was very useful and the Trust welcomes the continued supportive relationship and ongoing communication with the ECNI. As part of the Equality Action Plan 2018-2023, the Trust is leading the Regional Work to produce new Leadership Guidance for Health and Social Care Trust Board Members. This will incorporate the key principles of the ECNI guidance and will be launched in Autumn 2019.

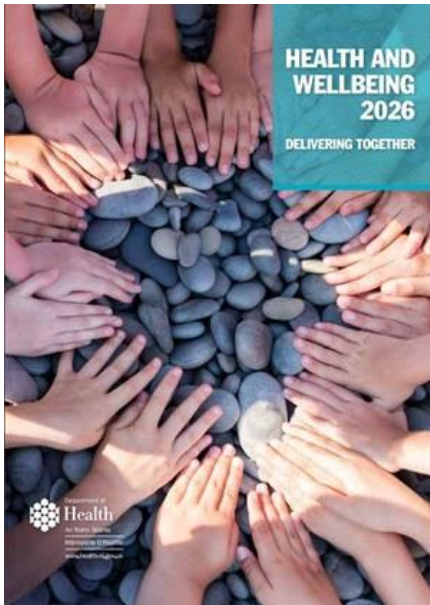




Equality Action Plan/Disability Action Plan 2018-2023

The Trust has successfully completed Year 1 of the 5 year Action Plans and continues to work regionally and locally to address these agreed actions. These plans were developed and consulted on regionally and approved in March 2018. Further updates are included in the Annual Progress Report appendices.

One of the actions identified for Year One was to establish a Joint Equality, Good Relations and Human Rights Forum.



Working together in partnership is a key way to drive improvement in health and social care as highlighted in the Regional Strategy Health and Wellbeing 2026: Delivering Together.

HSC Trust Equality Leads have a long and successful history of working together, and with others, to promote equality of opportunity, good relations and human rights for all the people of Northern Ireland.



This collaboration will be further enhanced through the Joint Equality, Good Relations and Human Rights Forum, comprising representatives from the 6 HSC Trusts and the Equality Commission for Northern Ireland, the NI Human Rights Commission and the Community Relations Council each year.



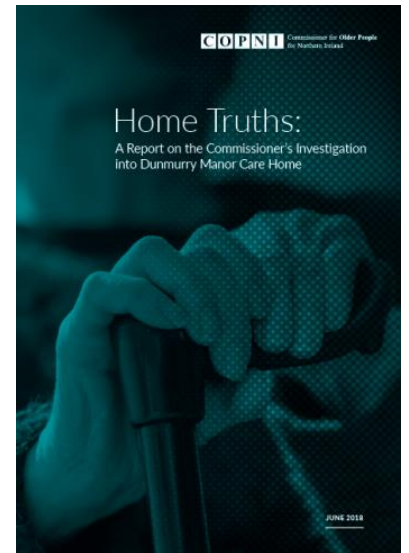
The first meeting of this Forum was held on 20 May 2019 with agreement to hold the forum three times in the next year

The Commissioner for Older People NI Home Truths Report Action 2018



Investigation findings as part of The COPNI Home Truths Report had recommendations relating to Human Rights. In response to these the Trust Action Plan included specific actions for the Equality Team which included:

- Attending Independent Sector Providers Forums to provide staff in care settings, training on the implications of human rights for their work
- Including Human Rights Case Studies in Practical Manager Training
- Adding a link to the Regional Equality, Good Relations and Human Rights Training Manual on the Trust website
- To prioritise training to areas of highest risk. During the past year nine additional training sessions were offered across localities with 219 Trust staff attending.



Transgender Inclusion in HSC



In January 2019 Transgender NI ran a workshop in Downpatrick to discuss issues around accessibility in Health & Social Care for transgender people.

Over 20 staff attended the half-day session in Downshire which covered topics such as:

- Appropriate language
- Experience of Health and Social Care services – good and bad
- Common problems including Transition Care, mental health & coping
- Legislation and regulatory framework
- Supporting trans people including making our practices accessible and inclusive



Regional Minority Ethnic Health and Social Wellbeing Advisory Group

South Eastern H&SC Trust is a member of the Regional Ethnic Minority & Migrant Health and Social Wellbeing Advisory Group. This was established by the PHA to advise on and support the planning, development and implementation of action to address the health and social wellbeing needs of ethnic minority & migrant communities in Northern Ireland. The group meets 3 times a year with members attending from across the public and voluntary sectors.

The aim of the Group is to provide leadership, advice and support for health and social care professionals, community and voluntary groups and others seeking to improve the health and social wellbeing of ethnic minority and migrant groups across Northern Ireland.



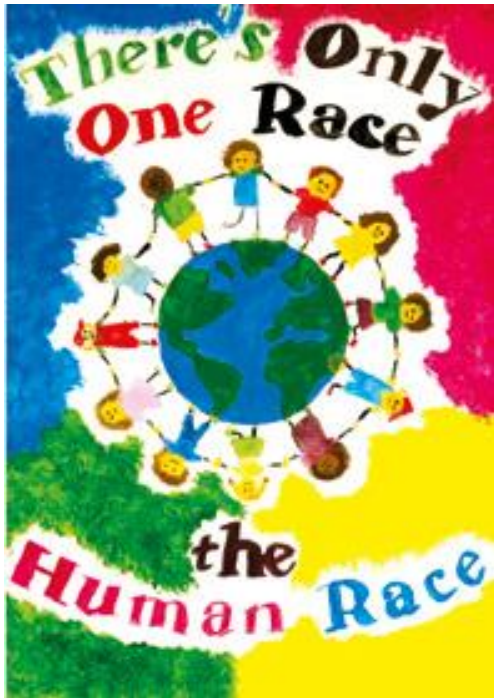
To promote, as appropriate, the integration of action to address ethnic minority and migrant health and social wellbeing issues, into all relevant health and social wellbeing programmes and plans, through consultation and partnership working with the statutory, community and voluntary sectors.

Newry, Mourne and Down Intercultural Forum



The Trust Equality Officer, Kathey Neill, is a member of the Newry, Mourne & Down Intercultural Forum which is an interagency partnership committed to working together towards an inclusive community to create opportunities that embrace diversity. It aims to adopt a strategic approach to identify the real needs of BME communities, maximise resources and opportunities to promote equity, diversity and interdependence. It aims to develop communication channels to encourage people to live, learn, work and play together and embrace a partnership approach encompassing all sectors of the community to create a shared future for all residents of Newry, Mourne and Down through positive action.





The Trust is a member of the Ards and North Down Intercultural Forum which is an umbrella body of statutory bodies and groups including Ards and North Down Borough Council, Police Service for NI, Department of Education, Czech Consulate, Alternatives and North Down YMCA. This forum meets five times a year and addresses Good Relations issues and ensures representation and access to services for Ethnic Minority communities in Ards Borough Council. The Forum has tried to be more informative sharing information on the UK Home Office and Brexit.

Vulnerable Persons Relocation Scheme

The Forum is part of the Vulnerable Persons Relocation Scheme (VPRS) helping local families to access English for Speakers of Other Languages (ESOL) classes and integrate in partnership with other voluntary agencies.



No Hate Here Sub Group



L-R Councillor Noelle Robinson, Nikki Dorrian (ANDBC), Chief Inspector Gerry McGrath, Lata Sharma (Chair)

Under the remit of the Intercultural Forum a No Hate Here sub group has been established. The No Hate Here sub group consists of community and voluntary groups, statutory agencies, including the Trust and businesses who have agreed to support the No Hate Here campaign across Ards and North Down Borough Council.

The initiative aims to support everyone who lives in the area regardless of race, religion or political opinion. The campaign encourages everyone to speak out against hate crime and hate incidents by reporting it to the PSNI.



L-R CI Gerry McGrath, Monika Coil-Gieruga (YMCA), Deputy Mayor Councillor Gavin Walter, Stuart Buchanan (YMCA), Donna Mackey and Ruth Farr (ANDBC)



Young people from Bangor Alternatives and North Down YMCA worked together to produce a 'NO Hate Here' video to encourage inclusiveness. The video can be accessed via the link below:

<https://vimeo.com/252121703/f6df2403e5>



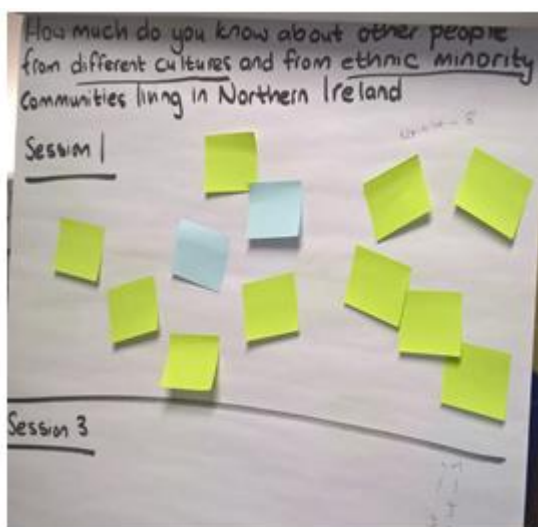
Shared Voices Sub Group

Developed in 2015 with 1st and 2nd generation ethnic volunteers and aimed primarily at raising awareness of the diversity within our society especially from a local aspect.

The purpose of the Shared Voices Programme is to challenge preconceived perceptions and myths that wider society may have towards ethnic minority groups. The programme will address these preconceptions through facts, figures, real life stories and interactive activities.



Kristiyene Boreland, Volunteer, Shared Voices Sub Group, Ards and North Down Intercultural Forum



Initially consisting of 3 workshops - Addressing Prejudice, Finding Common Ground and Acceptance of Difference a 4th workshop addressing 'No Hate Here' has been added to the programme.

Aimed primarily at post primary young people within a school environment and 30 minute periods. The programme has organically developed over the last few years to include primary schools, community groups and a partnership approach with PSNI and ANDBC 'No Hate Here' campaign.

During September 2018 – March 2019, volunteers delivered 27 workshops to 9 school classes, reaching 268 pupils.



The programme has showed a positive increase in the number of participants who are more favourable towards people from an ethnic minority background and now have a greater understanding of other cultural traditions. Pupils now feel they have things in common with people from other backgrounds or ethnic minority cultures.

Time to Read

Supported by the Department of Education, Time to Read is a Business in the Community (BITC) volunteering initiative opened to all Trust staff designed to help improve the literacy skills of primary school children and help them foster a love for reading. It aims to encourage self-confidence and improve social skills.

WHO is involved? Trust volunteers are assigned to help two primary school children

WHAT does it cost? It doesn't cost a penny, just your time

WHERE does it happen? In the primary school

WHEN does it happen? One hour each week to do one-to-one paired reading with children in a group environment

WHY get involved? Evidence shows that this literacy intervention works – personal development and a huge sense of achievement are just two of the benefits current volunteers experience

HOW does it work? BITC matches Trust volunteers with two children in a local primary school and make all the necessary arrangements. The initial commitment is for one academic year, with the option to extend. BITC provide training and handle the Access NI clearance process.

Did you know?

- 98% of participating schools rate Time to Read as 'excellent' or 'good' overall
- 100% would recommend Time to Read to other primary schools
- In the 2018-2019 academic year, 130 schools participated in the programme. They were supported by almost 500 volunteers from more than 60 companies across NI
- Enhanced intergenerational connection through the support of our retirees
- During 2018-2019 the Trust recruited 9 Time to Read volunteers and placed them in schools throughout the Trust's geographical area. These primary schools include Tonagh, Brooklands, Rathmore, Ballymagee, St Finian's, West Winds and Drumlins Integrated Primary Schools
- The Trust will be recruiting again in Summer 2019 to offer new recruits the opportunity to participate in the initiative



If you are interested in becoming a Time to Read volunteer please email:

Julie-Anne.Eccles@setrust.hscni.net

Time to Read Promotion Wednesday 12 December 2018



Ciara Mulgrew, Programme Executive, Natasha Hunsdale (Team Administrator) from BITC and Julie-Anne Eccles, Equality Assistant SET and Time to Read Volunteer supported a promotional stand on 12 December 2018 at the Oasis Canteen in UHD. Information on 'Time to' opportunities in Read, Count, Code and Digital Assist was shared with Trust staff with plans to promote at LVH and Downshire Hospital in the coming year.

Time to Read Celebration Event Monday 4 June 2018

Over 100 volunteers, supporting businesses, schools and the Department of Education gathered at the Lyric Theatre Belfast on 4 June 2018 to celebrate and recognise the success of Time to Read. Susan Thompson and Julie-Anne Eccles attended the Celebration Event. Myra Zepf, Author and NI Children's Writing Fellow read aloud to the audience 'A Child of Books' by Oliver Jeffers and Sam Winston. This is a lyrical picture book inspiring readers of all ages to create, to question, to explore and to imagine.

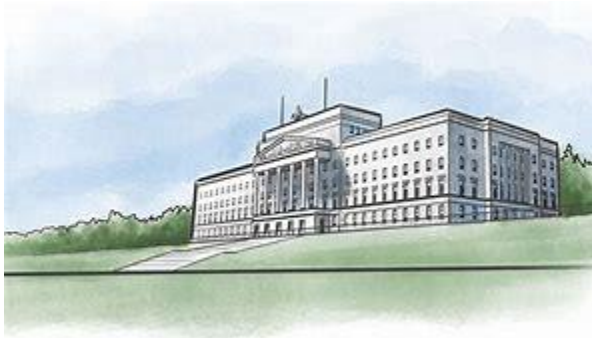


"I am a child of books. I come from a world of stories and upon my imagination I float."

Julie-Anne Eccles, Equality and Human Rights Department, SET was presented with a certificate by Myra Zepf for helping to improve literacy in NI for 6 years by volunteering at West Winds Primary School, Newtownard.



Time to Read Visit to Parliament Buildings



Time to Read Volunteers Dorothy Angus and Julie-Anne Eccles organised a workplace visit for West Winds Primary School pupils to Parliament Buildings on Tuesday 5 June 2018. This helps inspire the children about the world of work and gives them a greater understanding into different types of jobs. It's also great fun!

The visit to Parliament Buildings brought learning to life helping the pupils learn about the NI Assembly. This included an interactive presentation, a tour including a visit to the Assembly Chamber where they had the opportunity to take part in a lively debate, visiting the media facilities and a Question and Answer session with the MLAs. The pupils of West Winds Primary School thoroughly enjoyed their visit with one pupil showing a great interest and enthusiasm in becoming one of our future politicians.



West Winds Primary School P5 pupils who participate in the Time to Read programme on their workplace visit to Parliament Buildings

Time to Read Visit to Parliament Buildings



We had a surprise visit from Members of the Legislative Assembly from the Alliance Party, Sinn Fein and Ulster Unionist Party.



This was very interesting for the children as the MLAs shared powerful stories about what inspired each of them to become a politician.



The MLAs talked about the work they do in their own constituencies and how it is their role to represent the people living there, by listening to their views and helping them solve problems.



Charter Work Inspiration Programme

As part of the Trust Corporate Social Responsibility Action Plan 2018-2019, the Trust has been working with BITC to continue to engage in the Charter Work Inspiration Programme. The Trust recruited in January 2019 for a new cohort of participants.



Charter Work Inspiration

Occupation Area	Placements
Administration	1
Business Services, ICT	2
Catering	1
Clinical Child Psychology	1
Community Stroke Team	1
Day Care	12
Day Procedure Unit	1
Dentistry/Community Dental	5
Diagnostic Radiography	1
Dietetics	1
Labs	10
Medical Programme	189
Midwifery Career Day	66
Neonatal	1
Nursing	150
Occupational Therapy	4
Paediatric Nursing	3
Pharmacy	1
Physiotherapy	2
Radiography	6
Social Care	15
Speech and Language Therapy	2
Surestart	4
Total	479



During the period 1 April 2018 – 31 March 2019 the Trust facilitated 479 work experience placements, 148 students attended open days, staff attended job/careers fairs and schools requested support for interview practice sessions with pupils. This is a 31% increase on the previous year.

Open days were held in:

Occupation Area	Pupils attended
Dietetics	29
Labs	60
Pharmacy	32
Physiotherapy	27



Employment East Project

The Trust has been fully involved in the Employment East Forum which was a 30 month project to address workplace experience for the long term unemployed, provision of job fairs and to encourage partnerships with local schools. This Forum was chaired by Trust Chief Executive, Hugh McCaughey and attended by Equality Manager, Susan Thompson.

The Trust is delighted to have been working in partnership with Ashfield Girls' High School (AGHS) in the past year and has delivered a number of presentations to the Year 13 pupils. These have included information on the wide range of careers available in the Trust, alternative pathways to a career in HSC, preparation for interview skills and examples of a day in the life of someone from the Trust e.g. the Nursery Manager.



Kathey Neill, Equality Officer delivering a presentation on interview skills to Year 13 pupils at AGHS

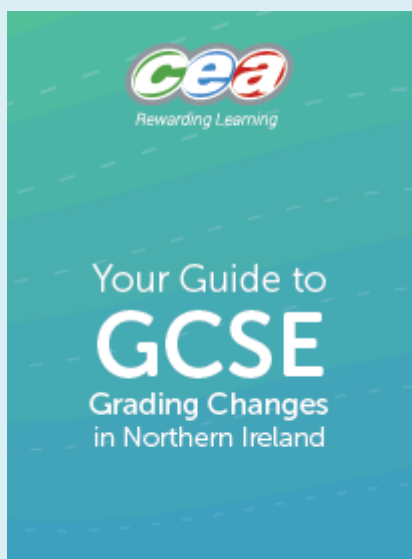


Myra Weir, Director of Human Resources and Corporate Affairs sharing her pathway to success with Year 13 pupils at AGHS



Susan Thompson, Equality Manager and Gloria Watson, Nursery Manager talking to pupils on a career in the Trust Nursery

Information sessions on GCSE Grading System



The Trust, in partnership with BITC, held three sessions in November to staff providing information on the changes to the GCSE grading system in Northern Ireland.

Information on this change coming into effect in summer 2019 was useful for staff who are involved in shortlisting, recruitment and selection and also for parents of those sitting these exams. A total of 43 staff attended the sessions in Lisburn Health Centre, Downpatrick and UHD with positive feedback from staff.

Workplace visit to UHD



Claire Gillan, Clinical Practice Facilitator and Liaison Nurse and Sharon Miller, Staff Nurse with Year 13 pupils from AGHS

In March the Trust welcomed a group of girls to a Workplace Visit at the Ulster Hospital. These pupils heard from a range of professions in the Hospital from Band 1-7 to give them an idea of what career opportunities are available in HSC. These included Play Specialist, Nursing Assistant, Sister, Ward Clerk, Patient Experience Team and Dietician.

Feedback from the pupils and Careers Teacher was incredibly positive and comments included:

"I am definitely set to work in paediatrics now!"

"I loved hearing from the nurses because I love the idea of helping people and of being a nurse in general."

"Thank you so much for all the information and for letting us walk around the wards to see what it was like."

"I enjoyed the visit because it really opened my eyes to what jobs are available and how many different areas there are, I learnt about the opportunities and fields you can get into in a hospital."

"I learnt which University pathways to take."

"I really enjoyed the visit. The nurses and other staff were incredibly informative, welcoming and kind. I learnt about qualifications needed for different roles in nursing in the hospital. It was very useful."

"I found the Play Specialist very interesting as I realised they have a large role in keeping families calm."

"My impression was they loved their jobs. I am extremely grateful for this opportunity."

"It was perfectly pitched and covered such a wide variety of job roles within a hospital setting, giving the pupils a unique opportunity to hear first-hand from the many different professional involved, as well as understanding of entry routes, specific degree courses, and progression routes within the Trust itself." Penny Bowers, Head of Careers

The Employment East Project was a time limited initiative due to the way it was funded. However, the Trust looks forward to the continued partnership with AGHS in the coming years and hopes to make the Trust the employer of choice for pupils at the school.



Ashfield Girls' High School

Challenging girls today, creating women of value for the future

Interpreting for Patients and Clients

Top 10 Languages in SET

Top 10 Languages	Total
Arabic	2853
Polish	1841
Lithuanian	800
Romanian	545
Latvian	403
Slovak	364
Bulgarian	358
Chinese – Cantonese	345
Russian	227
Chinese – Mandarin	204



Face to Face and Telephone Interpreting

The Trust continues to provide face to face and telephone interpreting for patients and clients who do not speak English as a first language. Staff book face to face interpreters for pre-planned appointments with telephone interpreting being available to patients who arrive at the Emergency Department or unexpectedly for treatment. From April 2018-March 2019 the Trust provided 8761 interpreting episodes with languages ranging from Arabic, Polish and Lithuanian to Kurdish, Tetum, Urdu and Bengali. This is a 21% increase on the previous year.



For quick access to thebigword NHS Telephone Interpreting Service please follow the steps in the link by clicking [here](#)



Working Well with Interpreters Training Sessions

To support staff a series of 'Working Well with Interpreters' training Sessions have been held throughout the Trust. These are provided in conjunction with the Northern Ireland Health and Social Care Interpreting Service and 87 staff have attended during 2018-2019 in the Ulster, Downe and Lagan Valley Hospitals. All relevant information and booking forms are available on the Equality and Human Rights I-Connect pages.

Northern Ireland Health and Social Care

Interpreting Service (NIHSCIS)

A total of 1,142 South Eastern Trust staff have registered to use the NIHSCIS online interpreting system since it went live in 2016 to 31 March 2019 and a total of 18,052 interpreters have been successfully booked via the system for appointments in various Trust locations.





Northern Ireland Health & Social Care Interpreting Service



location requests in SET for an interpreter during 2018-2019 were:

Location	No of requests
1. Maternity Outpatients	838
2. Outpatients	718
3. Speech and Language Therapy	322
4. Child Health	279
5. Health Visiting	276

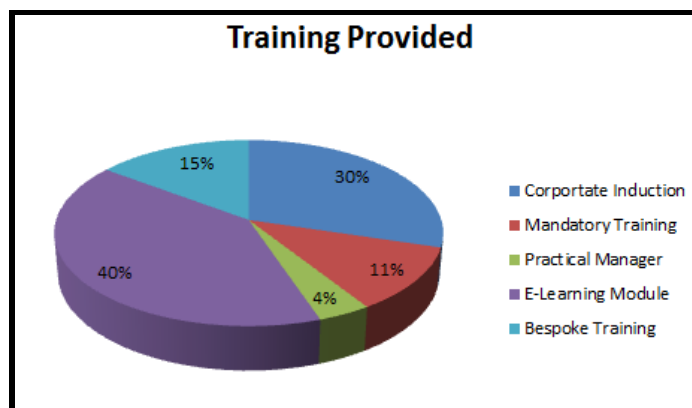
When to use Telephone Interpreting/Face to Face Interpreting

Telephone Interpreting	Face to Face Interpreting
	
<p>When to use telephone interpreting</p> <ul style="list-style-type: none"> • Primary Care appointments • When the content to be discussed is relatively simple • When it is preferable not to have another person in the room i.e. when anonymity or modesty might be a consideration • When there are health issues such as highly infectious diseases • When the appointment is 30 minutes or less, especially a primary care appointment • For quick inpatient sessions i.e. doctors rounds • For follow up appointments when a face to face interpreter is not essential • In an emergency situation where time is limited • To aid the booking of an appointment and establish patient's needs • When a face to face interpreter cannot be made available • NB: cost is £0.57 per minute*. <p>By selecting this service you indicate that you have read, understood and accepted the above guidelines</p> <p>Click here for further information regarding Telephone Interpreting</p>	<p>When to use face to face interpreting</p> <ul style="list-style-type: none"> • For a new patient's/client's initial visit • When the appointment is over 30 minutes • When the appointment is sensitive in nature i.e. delivering test results which may be distressing • Consultations involving two or more participants i.e. family conferences • When the patient/client has specific communication needs and/or where non-verbal cues are needed • When the patient/client indicates that they are not comfortable with telephone interpreting • For any sight translation where a document needs to be read to the patient/client • NB: cost is £20 + £5 prep for 1-60 minutes and £0.33 per minute thereafter (plus mileage)* • Out of Hours: cost is £30 for 1-60 minutes and £0.50 per minute thereafter (plus mileage)* <p>By selecting this service you indicate that you have read, understood and accepted the above guidelines</p> <p>Click here to create a request for Face to Face Interpreting</p>
<p>*Costs for services from NIHSC Interpreting Service and The Big Word are funded by the Health and Social Care Board</p>	



Training Update

The Equality Team deliver a wide range of training to ensure that staff are equipped with the necessary S75 knowledge and expertise to work effectively with each other and to ensure everyone can access our services. Training this year was provided to over 3000 staff.



This is a 15% increase on the previous year. Specific training has been delivered to Emergency Department Teams, Statutory Residential Home staff, Patient Experience staff, Pharmacy staff, CSSD, Ward Managers, Domiciliary Care staff, Nursing Assistants at their induction and Prison Healthcare Staff.

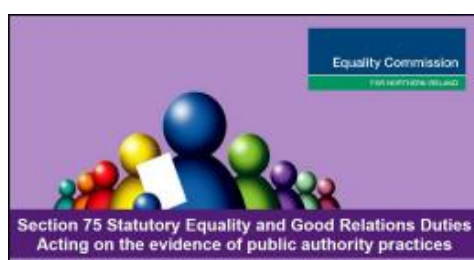
Supervisor Training in Patient Experience



Following discussions with senior management it was identified that it would be beneficial for our Patient Experience supervisors to undertake Equality & Human Rights Training specific for their role to ensure they had the knowledge and skills to more confidently deal with potential scenarios in their teams. The Equality Team devised a half-day session which has to date been delivered to 58 staff with more planned for the coming year.

e-LEARNING

The Trust's e-Learning module on Equality and Human Rights focuses specifically on Section 75 and Human Rights responsibilities. During the reporting year over 1200 staff completed this module and feedback has been very positive.



Equality Team win NI HPMA Organisational Development Learning and Development Award



The HPMA (NI) awards are local awards which recognise, reward and share outstanding work in Human Resources in HSCNI, by individuals and teams who have made a real difference to their organisation or department.

Pictured are left to right: Julie-Anne Eccles, Equality Assistant, Sponsor - Andy Shettle, Chief Product Officer, Selenity, Kathey Neill, Equality Officer, Susan Thompson, Equality Manager and Claire Smyth, Assistant Director, HR OWD

This year there was a new category “OD, Learning and Development Award” which demonstrated the strong link between OD/L&D initiatives and key business objectives. The Equality Team were delighted to be announced 2019 winners of the new award at the Awards Dinner for their initiative which looked at how they addressed the need to creatively rethink how to best deliver Equality Diversity and Human Rights Training to all staff in the Trust.

The judges’ comments included:

“This application demonstrated how training could be refreshed and delivery tailored to suit remote groups of staff. Return on Investment already outlines 15% growth in staff trained. Impressive to see such a positive increase in uptake of attendance for what is often seen as a tick box exercise that needs to be achieved for a clear business and governance need.”

Quarterly Screening Report



The Trust continues to Equality Screen all new and revised policies and proposals to identify any potential adverse impact for any of the nine Section 75 Equality categories. A total of 65 policies have been screened in 2018-2019 and the results of these screenings are published on the Trust website every three months in a Quarterly Screening Report to promote transparency and inform our staff, consultees and our Trust population. Copies of these can be found by clicking [here](#)



- Implementation of Year 2 Actions from Action Based Plan and Disability Action Plan 2018-2023
- Equality Screening of Transformation Funding Proposals
- Launch of Gender Identity and Expression Employment Policy
- Mandatory and Bespoke Training for Staff
- Working Well with Interpreters Training Sessions
- Promotion of 'Making a Difference' e-Learning module
- CSR initiatives and ongoing work in partnership with Ashfield Girls' High School
- Continue to work towards achieving Mental Health Charter & Every Customer Counts
- Consideration given to applying for Diversity & Inclusion Charter Mark

Contact Details

Susan Thompson
 Equality Manager
 Lough House,
 Ards Hospital,
 Newtownards
 BT23 4AS
 Tel: 028 91512177

Kathey Neill
 Equality Officer
 Lough House,
 Ards Hospital,
 Newtownards
 BT23 4AS
 Tel: 028 91512122

Julie-Anne Eccles
 Equality Assistant
 Lough House,
 Ards Hospital,
 Newtownards
 BT23 4AS
 Tel: 028 91512169

Get More
INFORMATION



on the Equality and Human Rights I-Connect Pages – click [here](#)



FOR

ALL
STAFF

Harassment may be unlawful even if a person does not intend their behaviour to cause offence. Saying “*I was only joking*” or “*it was a bit of banter*” is not a defence in law. Have a look at the Trust’s Policy Statement on Conflict, Bullying and Harassment in the Workplace Policy and Procedures for more advice and guidance.

In the last year for the Equality Commission NI, a total of 43% of its complaints were related to disability discrimination in service delivery.

Equality does not mean treating people the same. For equality of opportunity to be provided this often means treating people differently according to their needs.

It is ok for Trust staff to wear poppies/shamrocks provided they are displayed with decorum, at an appropriate time and with a sense of due proportion. This advice is in line with guidance from the ECNI.