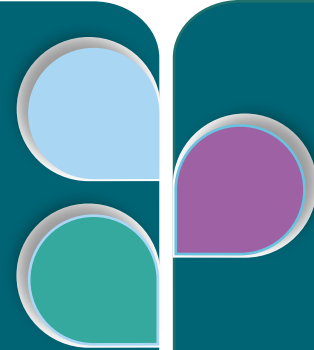


Equality Bites

Edition 11: January 2023



I'm delighted to welcome you to the latest edition of Equality Bites – an update on all things Equality at Belfast Trust. This is my first time to introduce this publication as the Director of Performance, Planning and Informatics and it is my pleasure to do so. So much has been achieved and it is great to bring some positive news in this edition of the newsletter.

Equality is at the heart of all we do in the Trust and it is clear from the articles in this edition of our newsletter that we go above and beyond to ensure that equality is a core part of our day to day work. At this time of year, it is helpful to take stock of the

achievements and challenges of the past 12 months and to look towards the coming year with a renewed vigour.

I hope that you will agree with me that while it is clear from reading this newsletter that much has been achieved, it's also important to continue with our efforts to make our services and workplace more accessible and equitable in 2023 and beyond. Do we proactively ask our service users and patients about what reasonable adjustments we can put in place to overcome barriers to access? Have our staff attended mandatory Equality training, Disability Awareness training, Human Rights Awareness training? Do we consider equality screening new proposals and policies in a timely way? 2023 offers us all an opportunity to further integrate Equality, Human Rights and Good Relations into all that we do. In particular, we will be publicly consulting on our draft five-year Equality and Disability Action plans. I look forward to hearing what our stakeholders say about our plans.

May I take this opportunity to wish our staff and service users, patients and visitors of Belfast Trust a very Happy New Year.

Alastair Campbell
Director of Planning, Performance and Informatics



Handing over our annual Christmas appeal donations to Belfast & Lisburn Women's Aid and the Welcome Centre

Belfast Trust Domestic and Sexual Violence and Abuse Support Service: A National Winner!

Belfast Trust Domestic and Sexual Violence and Abuse Support Service for staff and the recently developed online resource – the Domestic and Sexual Violence and Abuse toolkit - have won first prize in the National Healthcare People Management Association (HPMA) in the category of Social Partnerships for partnership working between employers and Trade Unions. This award recognised an initiative that fully demonstrates the benefits of true partnership working between employers and Trade Unions in the provision of health and social care.

Orla Barron, Corporate Planning and Equality Lead for the Trust leads the co-ordination of the Support Service and said that *“Winning this national award for the Trust’s partnership working with our Trade Union colleagues underpins the importance of working together to tackle domestic and/or sexual abuse. We remain committed to the fact that, as an employer of some 22,000 staff, we have a duty of care to them. This free, confidential service can help staff to access the help and support they need in difficult times. This award is for all the support officers, who carry out this voluntary role in addition to their substantive post and for all those who have been brave enough to come forward and seek help.”*

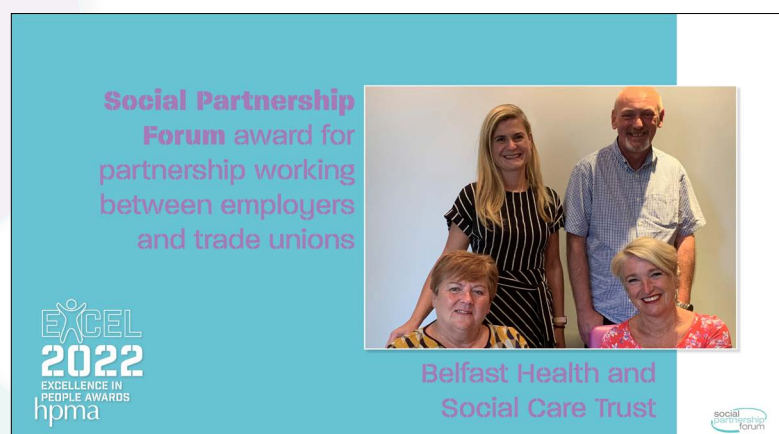
The Support Service has been co-delivered by Belfast Trust and Trade Union colleagues since 2008. Voluntary support officers are trained to offer practical and emotional support to any member of Trust staff, who is experiencing domestic and/or sexual abuse. This can include safety measures signposting to external expert organisations, relocation, salary advance or special paid leave for dealing with certain arrangements.

Since the onset of Covid, demand for the service has significantly increased – underpinning the fact that the “stay at home” didn’t necessarily meaning “staying safe” for some members of our staff.

Developing the digital toolkit means that any staff member can access the necessary information, support and advice and contact details, whilst at home, on their phone or any digital device. You can access the toolkit here - [DVSA Toolkit - 1 \(pagetiger.com\)](https://www.pagetiger.com/dvsa-toolkit-1)

The purpose of the online resource is to:

- Provide support and information for any staff affected
- Raise awareness
- Assure staff it is safe and acceptable to raise concerns.



Each year 15,000 calendars are designed and disseminated across the Trust to promote the Trust's Domestic and Sexual Violence and Abuse Support Service and to have contact details readily accessible and visible for any member of staff or concerned manager or team member.

Trust confidential domestic and sexual abuse support service for any staff member

You aren't alone and please don't suffer in silence...

... you can contact a trained support officer in confidence on **02895048667** or email domesticandsexualabusesupport@belfasttrust.hscni.net

A support officer can provide you with practical support in the workplace and emotional support. This can include safety planning measures, relocation, a salary advance or paid leave.

In an emergency call 999. The regional domestic and sexual violence helpline is open 24/7 (0808 802 1414) or email help@dsahelpine.org – it is available to anyone regardless of their gender, gender identity, sexual orientation, age, disability, race, or religious belief. Abuse can and does happen to anyone and does impact on people even when they are at work.

Scan this QR code for more resources/
Useful info:

Danger at home is a reality for 1 in 7 children.

Domestic and Sexual abuse increased during Covid.

'Staying at home' doesn't always mean staying safe

15 women have been murdered since start of the pandemic.

33,000

33,000 calls a year to PSNI – increase of 2000 calls since last year – one call every 17 minutes. 20% of overall crime

1 in 4 women and 1 in 7 men experience domestic abuse in their lifetime.

Please phone 02895048667 or email domesticandsexualabusesupport@belfasttrust.hscni.net

The Trust has a dedicated email address and telephone number for the Support Service.

Telephone – 028 9504 8667

Email – domesticandsexualabusesupport@belfasttrust.hscni.net



Domestic & Sexual Violence & Abuse
Support Toolkit

You aren't alone and please don't suffer in silence...

This toolkit aims to:

- Provide support and information to staff affected
- Raise awareness
- Assure staff it is safe and acceptable to raise concerns

WARNING

would you know what to do?

Our annual Christmas appeal

Belfast Trust staff once again showed unbelievable kindness in the annual Christmas appeal for Belfast and Lisburn Women’s Aid and the Welcome Organisation. We collected a huge amount of toys, clothes, toiletries and vouchers and financial donations. The Chief Executive and Finance Officer from Belfast and Lisburn Women’s Aid, Kelly Andrews and Liz Johnston and Kieran Hughes from the Welcome Organisation came to the Trust to receive the donations on Monday 19th December. Kelly said, “A massive thank you to staff for their continued support and generosity. We greatly appreciate it and will ensure the gifts and vouchers find their way to women and children in our service” and Kieran said, “This is brilliant – thanks so much to everyone who donated so generously.”



Legal Update: Race Law Reform

The Equality Commission is calling for changes to the race equality legislation in Northern Ireland. These changes are aimed at strengthening, simplifying and harmonising the race equality legislation so that individuals in NI have robust and effective protection against unlawful racial discrimination and harassment. Legislation should meet best international standards.




The Commission believes that the most effective means of reforming equality law in Northern Ireland remains by introducing comprehensive single equality legislation.

Priorities for Change


The Commission has highlighted five priority areas for change to the race equality laws:

- Harmonise and expand the scope of racial grounds
- Increased protection for individuals against racial discrimination and harassment by public bodies carrying out their functions
- Introduce protections against combined discrimination
- Greater protection for employees against third party racial harassment
- Expand the scope of positive action



Belfast Health and Social Care Trust
caring supporting improving together

Assistance Dogs



Assistance dogs need to concentrate to keep their owner safe. If you break that concentration, you could be putting the dog and its owner in serious danger!


DOs ✓

- ✓ Speak to the owner first
- ✓ Respect and allow the dog to work
- ✓ Allow the dog to rest
- ✓ Let the dog owner know if the dog approaches you as this may be unwanted behaviour that needs correcting

DON'Ts ✗

- ✗ Approach, touch or speak to the dog without the owner's permission
- ✗ Use eye contact with the dog
- ✗ Offer the dog food
- ✗ Allow other pets to interact with the dog
- ✗ Be offended if the owner does not want to interact or allow you to pet the dog – they may be in a hurry

**STOP
ASK FIRST**



PLEASE RESPECT ASSISTANCE DOGS AND THEIR OWNERS

For more guidance please see [Belfast Trust's Policy on the Accommodation of Assistance Dogs](#) or Contact equality.team@belfasttrust.hscni.net

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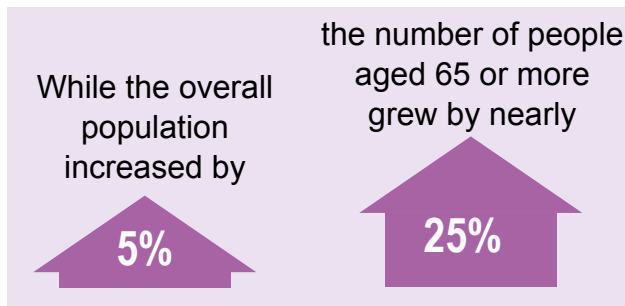
A closer look at equality and the 2021 Northern Ireland Census

Data from the 2021 Census is now available and paints a picture of an increasingly diverse Northern Ireland. Here are some stats that you might find interesting:

The usually resident population on census day 2021 was 1,903,175 – the highest ever.

Age:

The census data also showed that the population continued to age.



Ethnicity:

Census 2021 shows us that the population is also becoming more diverse. Minority ethnic groups have increased in size and the number of people living here born outside the UK and Ireland is up to around **one person in fifteen**, the highest ever recorded.



Census 2021 data on main language, passports and national identity all point to an increasingly diverse population.

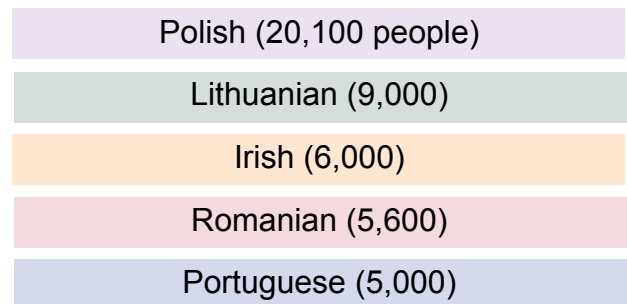
On census day 2021,

3.4% of our population, or 65,600 people, belonged to ethnic minority groups.

This is around double the 2011 figure (1.8% – 32,400 people) and four times the 2001 figure (0.8% – 14,300 people).

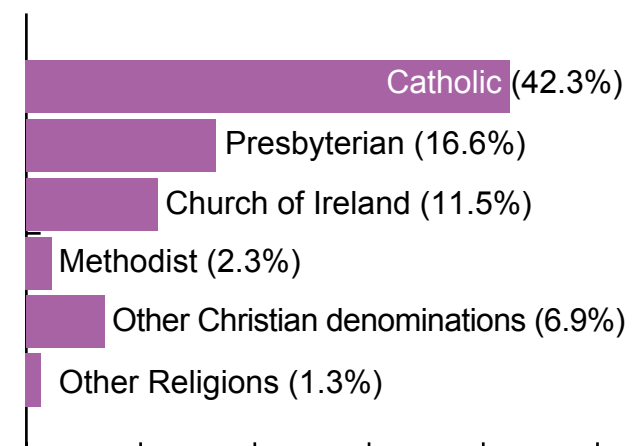
Languages spoken:

- On census day 2021, 4.6% (85,100 people) of our population aged 3 and over had a main language other than English. In 2011, English was not the main language of 3.1% (54,500 people).
- In 2021 the most prevalent main languages other than English were



Religious belief:

In 2021, the main current religions were:



In addition 17.4% of our population had 'No religion' – this is a marked increase on 2011 when 10.1% had 'No religion'.

Nationality:

In Census 2021, 814,600 people (42.8%) living here identified solely or along with other national identities as 'British'. This is down from 876,600 people (48.4%) in 2011.



In Census 2021, 634,600 people (33.3%) living here identified solely or along with other national identities as 'Irish'. This is up from 513,400 people (28.4%) in 2011.



In Census 2021, 598,800 people (31.5%) living here identified solely or along with other national identities as 'Northern Irish'. This is up from 533,100 people (29.4%) in 2011.



Caring Status:

Census 2021 recorded that **one person in eight** of the population aged 5 or more (or 222,200 people) provided unpaid care to a relative or friend who had a health condition or illness.



While people of all ages provided unpaid care, it was most common among those aged 40 to 64, at **one person in five** (or 124,600 people).

The census also found that 2,600 children aged 5 to 14 provided unpaid care.

Disability:

One person in four (24.3% or 463,000 people) had a limiting long-term health problem or disability, 40% of which were aged 65 or more (185,300 people).



The number of people with a limiting long-term health problem or disability increased from the 2011 to 2021 Census. The increase, from 374,600 people in 2011 to 463,000 people in 2021 (an increase of 23.6%), will be driven partly by our ageing population.

For the first time Census 2021 included 'Autism or Asperger syndrome' as a listed health condition and 35,000 people were recorded with this condition. Of this, 19,000 children (or **one child in twenty**) had 'Autism or Asperger syndrome' recorded.



A few key results for other listed conditions are:

Emotional, psychological or mental health
165,100 people (8.7%)

Deafness or partial hearing loss
109,500 people (5.8%)

Learning difficulty (for example dyslexia)
59,900 people (3.1%)

Blindness or partial sight loss
34,000 people (1.8%)

New Disability Equality online training resource

A fantastic new Regional Disability Equality Video resource has been produced for any staff member to avail of:

<https://vimeo.com/767570864>

The video has been co-developed by and features people with a disability. The Northern Trust Equality Unit led on this on behalf of the region equality teams. One of the co-presenters is Paul McGowan, who is a Disability Equality Officer in Mencap, and who plays a valuable role as a member of the Belfast Trust Disability Steering Group.

Contact the Planning & Equality team if you wish to receive an email link to the video, or if you require it in other formats.

Telephone – 028 9504 8734 or email equality.team@belfasttrust.hscni.net



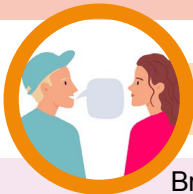
Tips on communication with people who are deaf or have hearing loss

Not everyone's communication needs are the same but everyone has the right to communicate and to understand and be understood



Aid lip reading, where possible. Wear an approved clear face mask or lower your own mask, if safe to do so. Clear masks are available from PPE stores – contact PPEOrdersEP@belfasttrust.hscni.net or extension 52776

Reduce background noise. If possible, move to a quieter area



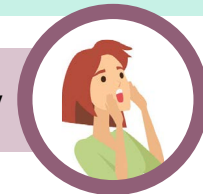
Get the person's attention before speaking and face them

British and Irish Sign Language (BSL/ISL) are structured differently to English. Registered Sign Language Interpreters must be booked for Sign Language users' appointments. Remote interpreting is available through SignVideo <https://signvideo.co.uk/>



Speak directly to the person and not the interpreter or anyone they have with them

Don't shout. Speak as you usually do. The deaf person or person with hearing loss will guide you if you need to modify your style



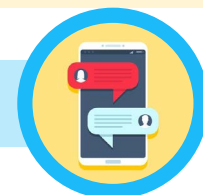
Use clear language and be straight to the point

Ask the person to repeat the information back, if necessary



Re-phrase if you are not being understood

Be brief and clear when writing things down. You can also use a speech-to-text app



If you need further information or advice, you can contact the Equality Team on 028 9504 8734 or email equality@belfasttrust.hscni.net or consult the Making Communication Accessible resource

Sign Language User Forum Influencing Service Delivery in Belfast Trust

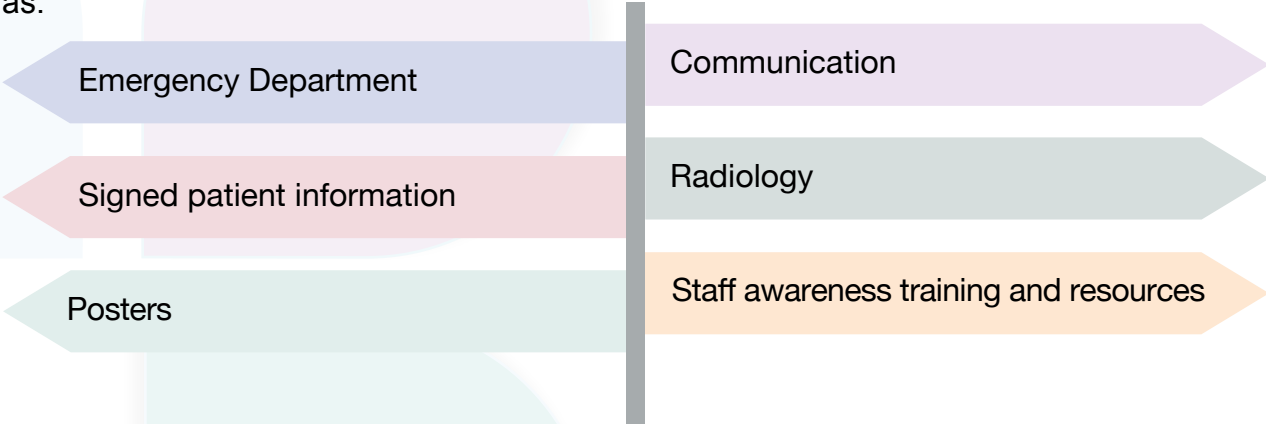
The Belfast Trust in partnership with the British Deaf Association and the Deaf Community have created a *Sign Language User Forum*. The aim of the Forum is to ensure that the lived experience of the Deaf community, using Belfast Trust services, impacts change and improvement.



To date the group have met five times this year to hear about different services within the Trust and understand more about involvement and engagement in Belfast Trust. We have also discussed a range of issues to better understand:



The Forum's concerns have led to Trust-wide discussion and change ideas in areas such as:



New members are always welcome. If you feel your service could be improved for the Deaf community and would like more information contact:

Jill McPeak Jillian.mcpeak@belfasttrust.hscni.net



Human Rights Day 2022

10th December marked International Human Rights Day. Next year marks the 75th anniversary of when the Universal Declaration of Human Rights was signed after the atrocities of World War 2. It professes that all human beings are born as equal and as such, outlines the indisputable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. Belfast Health and Social Care Trust is committed to providing the highest attainable standard of physical and mental health within available resources and works to respect, protect and promote the rights of all in everything that we do.

A few key principles of human rights are:

- Fairness
- Respect
- Equality
- Dignity
- Autonomy

It is clear to see how these link closely with the Health & Social Care Values, and with the way in which we as an organisation aspire to deliver our services and treat and value our staff. Human Rights means putting the person at the centre of all we do – treating people in a fair, respectful and dignified way and ensuring that a person has a say in the care and treatment they receive. It's also about ensuring equality of access to our services.

Facilitated online Human Rights Awareness training is now available to any member of staff. Sessions take place throughout the year. The next session will take place on 29 March 2023 – 10am - 12pm.

Sign up here - <https://forms.office.com/Pages/ResponsePage>

Every Customer Counts update – new seating installed in RVH

The Trust continues to progress with its 'Every Customer Counts' project, aimed at increasing access to our services for people with a disability – be that a patient, service user, carer or visitor. We carried out a number of 'mystery shop' exercises on the Royal Hospital site with service users who have a disability. Feedback from one of these mystery shops noted that there was nowhere to stop and rest along the ground floor corridor in the main Royal Hospital, something which may prove challenging for a person with a mobility issue or a physical disability. The Every Customer Counts Steering Group, working with Estates colleagues, sought to install some seating along this corridor in an effort to improve the patient journey. Seating was installed in December 2022.



Get involved!

Would you like to get involved in our work to improve access to our services for people with a disability?

Every Customer Counts is an initiative at Belfast Trust to identify barriers to access, and work to reduce and remove these barriers. People with disabilities have informed all of the outcomes of this work.

If this sounds like something you'd be interested in, either as a staff member or a service user, carer, or visitor, please contact Louise Neeson by emailing louise.neeson@belfasttrust.hscni.net or telephoning 028 9504 6519.



promoting
accessible
services

North West Migrant Forum Advancing Race Equality Awards 2022

The Advancing Race Equality Awards recognise individuals, teams, groups, or networks that have been leading action, removing barriers and enhancing the inclusion of and engagement with ethnic minority people across Northern Ireland – from the workplace to the delivery of services.

BHSCT won the Community Champion of the Year Award. This category recognised community champions who have gone above and beyond in the course of their work, service, and passions to challenge racial discrimination in workplaces and in society regarding our Ethnic Minorities Staff Network and the progress we have made since it was established in 2021.

We are excited to build on our successes to date and continue to build and grow the Network and implement our Action Plan and advance race equality across all that we do as a Trust employer and service provider.

If you would like to join the network email: AskEMNetwork@belfasttrust.hscni.net



REMINDER to Staff! - Why Your Equality Data Matters

We monitor our workforce across the nine equality grounds:

- To help us measure performance and improvement in relation to equality and diversity.
- To help us equality screen the impact of new policies and service proposals on staff.
- To meet our legal obligations under the Fair Employment legislation in NI.
- To help us report annually to the Equality Commission on the grounds of gender and community background.

Reminder: We are asking that staff who have not completed their equality monitoring details, or wish to change them, do this through the Employee Self Service section on HRPTS using this link [MY HRPTS LOGIN](#). For more information and a quick how-to guide for updating/amending your information, view our short [Employment Equality pagetiger](#).

Please be assured that your information is treated in the strictest of confidence. It is only accessible by you and the Trust's Equal Opportunities Monitoring Officers. The information is only ever released as anonymous statistical data covering groups large enough to ensure that no individual can be identified.

If you have any questions please email HREquality@belfasttrust.hscni.net

Menopause

Belfast Trust is delighted to be highlighted by the Equality Commission Northern Ireland publication on menopause in the work place. Click to read the article (page 8); [Promoting Equality in Employment for Women Affected by Menopause \(equalityni.org\)](#) and click here to access our resources; [Improving Working Lives \(sharepoint.com\)](#).

Parenting portal

As part of our bWell strategy and commitment to enhance employee wellbeing, the Trust is very excited to work again with Parenting NI and have launched a new, free, innovative digital resource for staff. The Parenting Family Portal is a one-stop-shop for parents and families and is available to all Trust staff. The Portal can assist working parents and carers of children and young people to navigate the various challenges that can present and it is hosted on our [bWell Website](#). Why not check it out today?

Disability Passport

We are pleased to launch our new Disability Passport. This is a document that an employee with a disability may choose to complete with their line manager. It provides a framework within which to discuss the employee's health and what adjustments can be made at work to support and assist them.

The purpose of the Passport:

- To ensure that everyone is clear about what adjustments have been agreed and a record of these has been made
- Reduces the time needed to reassess and renegotiate adjustments every time an employee changes jobs, is relocated or is assigned a new manager
- Provide an employee and their manager with the basis for future conversations about adjustments.

Disabled Employee Network

The Trust is planning to re-launch its Disabled Employee Network (DEN) in 2023. The Network aims to support disabled staff to play a full role in the Trust; promoting a positive, diverse, inclusive culture and raise the profile of important disability related issues. It provides staff with a disability with great networking opportunities and information.

We would love you to join us! [Click here](#) to register your interest

Or contact the Improving Working Lives team by emailing patricia.collins@belfasttrust.hscni.net or by telephoning 028 9615 9615.

Disability Accreditation

The Trust has been accredited as Disability Positive with AAA* accreditation status. The Trust scored more than 90% on the Employers for Disability Member Audit to self-evaluate progress in implementing good disability practice. This award recognises the commitment demonstrated by Belfast Trust in implementing an array of practical measures to attract and retain employees and service users with disabilities.



Belfast Trust Carers Support Service: New Strategy Update

The Carers Support Service team work to develop support for family/unpaid carers across the Trust.

[Click here to join the Carers information list](#)

A range of information and support is available to carers and also to staff to enable them to engage and provide support to carers within their service area.

Belfast Carers Network met recently at a workshop to develop the new Carers Strategy from 2023 onwards. The network reviewed the actions under the existing four priorities:

- Reaching Carers of All Ages
- Developing Carer Support Pathways
- Supporting Carer Health and Wellbeing
- Communicating with and Involving Carers.

Next steps include more engagement with carers in late February/March with a full public consultation on a draft strategy planned in June 2023.

If you are interested in the work of the Carers Support Service and/or getting involved in developing the new strategy go to: [Carer Support Services \(sharepoint.com\)](#)



Date for your Diary: Inaugural Staff Adult Community and Older Peoples Services (ACOPS) Involvement Conference 2023

Personal and Public
Involvement (PPI)



Involving you,
improving care

A half day (9.30-13.30) conference is taking place on 9th March 2023.

Hosted by the ACOPS team, the event seeks to provide an opportunity to reflect, share and learn about all the meaningful engagement work that has taken place to date and to develop a plan of further involvement activities for 2023.

Further details will be released soon!

TILII Translates goes from strength to strength

TILII Translates is an easy read translation service involving an advocacy group of men and women with a learning disability. With funding from the Health Improvement team in Belfast Trust, TILII Translates translation service has expanded into making accessible films.

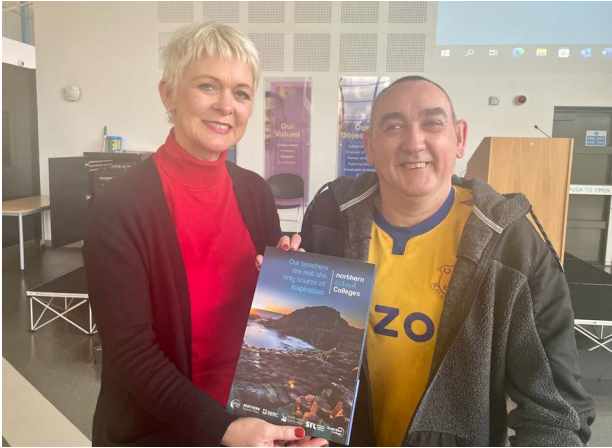
Through their translation service, TILII Translates have been translating information into easy to understand formats so that people with a learning disability understand difficult information, make informed choices and are more independent in terms of health care. The key to easy reads is the use of simple words, avoiding jargon, using short sentences to explain key messages and pictures to help explain what is being said. The team of experts by experience found that not only is their translated information used by people with a learning disability but also is popular with people who find reading and writing difficult or do not speak English as their first language!

With support from Belfast Trust, some of the TILII Translates members were trained in film making. This involved attending Belfast Met College and studying for a Level 2 OCR accreditation or Belfast Met Certificate in Film Making. An award ceremony was recently held in Belfast Met Springfield Road Campus to celebrate the group's achievements.



TILII Translates are currently working on an Oral Health video for Belfast Trust and have already produced a film in relation to advance care planning.

If you are interested in translating your document into easy read or video format please contact: tiliitranslates@arcuk.org.uk or Estella.Dorrian@belfasttrust.hscni.net/ 07842 656588



Sighted Guide Scheme at the Royal Victoria Hospital

If you are blind or have sight loss, you can now pre-book a person who will act as a Sighted Guide at no cost for your next trip to the Royal Victoria Hospital, as a service user, patient or visitor.

There are more than 30 trained Sighted Guides available to assist anyone who is blind or has sight loss to reach their destination safely and independently.

This service is available

Monday – Friday, 8:30am – 5pm upon request.

To book, please telephone or text 0738 594 1991 or email info@shopmobilitybelfast.co.uk



Working together



Excellence



Openness & Honesty



Compassion

HSC Values

We welcome any feedback on this newsletter.

Please email louise.neeson@belfasttrust.hscni.net or telephone 028 9504 6519