

Equality Scheme



This is an easy read summary of the main things that are in our Equality Scheme

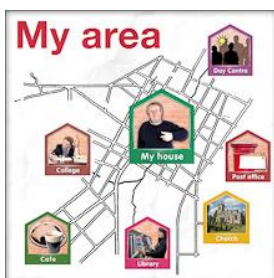
Easy read

Who we are



We are the **Belfast Health and Social Care Trust** or Belfast Trust for short. We are one of 5 health and social care trusts in Northern Ireland.

It is our job to give health and social care services to people who live in Belfast and part of the Borough of Castlereagh.



More than 340,000 people live in the area we look after.

20,000 people work for the Belfast Trust.

We are responsible for



- hospitals



- children in care



- older people



- people with a disability – learning difficulty, mental health disability, physical disability, sensory impairment and so on.



We want to help people to have an equal chance to get good healthcare and the services that they need.



We do this by working with other groups so they can help us to plan and give people services.

Equality Scheme

The Equality Scheme is our plan about



- how we find out what people want
- checking up on how our plans affect people
- training for staff
- making sure our information is up to date and easy to use.



The Equality Scheme is a plan about how we will try to make sure that the Trust treats everyone in a good and fair way.

That means treating everyone using the Trust's services and everyone who works for the Trust in a good and fair way.

The Equality Scheme will help make sure nobody finds it hard to use our services or to work for us, because of their

- gender
- ethnicity
- religion
- marital status
- caring responsibilities
- age
- disability
- sexual orientation
- political opinion.



Asking people what they think



This is called **consultation**.

We will ask people what they think of our plans.

We want to hear your ideas about how we can do things better.

Some of the ways we will consult with people are



- meetings and groups with people who use our services, carers and the public



- questionnaires



- we will contact people by email with the choice to take part or not take part in a consultation.

Checking up on how the work we do is affecting people



Our Senior Management Team will ask our managers and our staff to make sure this Scheme works well.

We will check how our plans will affect people. This check is called an Equality Impact Assessment.

It is about making sure that the things we do will not have a bad effect on any group of people.

Training for staff



Everybody working for the Trust will help to make this Equality Scheme happen.

We want the staff who work for us to get the training they need to do a good job.

We want all our staff to have the chance to learn more about equality and how to give services in a fair way.



Staff will get training

- at training days
- through learning on computers.



We want to make sure our staff are treated fairly and with respect.



Information for you

We want people to have up to date and easy to use information.



We will do our best to make sure that all our information is available in different ways.



We will work with people to make sure they are able to tell us what information is easy for them to use.

For example,

- easy read
- braille
- audio CDs.

Making a complaint



If you are not happy or want to make a complaint about the Trust we always want to know what you think.



We need to know if we are not doing a good job so we can do better in the future.

You can get help to make a complaint at the Patient Client Council. They are not part of the Trust.



Contact them


www.patenclientcouncil.hscni.net



free telephone 08009170222

The Trust Complaints manager can also give you information about making a complaint.

Contact



The Complaints Team
Manager
6th Floor, McKinney House
Musgrave Park Hospital
Stockmans Lane
or
Belfast
BT9 7JB



Telephone: 028 90 630023



Email
complaints@belfasttrust.hscni.net




Website
www.belfasttrust.hscni.net

Health & Social Inequalities
Manager
First Floor, Graham House
Knockbracken Healthcare Park
Saintfield Road
Belfast
BT8 8BH

Telephone: 028 90 960069
Textphone: 028 90 566755


Email
orla.barron@belfasttrust.hscni.net

Review



The Trust will check this Scheme in 3 years so that we can make sure we are doing things in the best way.

This is called a review.



The Equality Commission of Northern Ireland has to say if they agree with our Equality Scheme.

What words mean



Gender – a man or woman or someone who is transgender. See below



Transgender - people who feel that the body they were born with is not right for them. They may want to change from being a woman to a man or a man to a woman.



Ethnicity - People come from many different backgrounds and cultures. Your ethnicity is the culture or background that you come from.



Religion – for example Catholic, Protestant, Hindu and so on.

Marital status – if you are married, single, divorced or widowed.

More what words mean



Caring responsibilities – if you look after a friend or someone in your family because they are ill, old or have a disability.



Disability – this includes people who have problems with their mental health, a physical disability, loss of sight or hearing.

Sexual orientation – your sexual orientation is about who you are attracted to and might want a relationship with.

For example

Heterosexual – men who are attracted to women and women who are attracted to men.



Lesbian - a woman who is attracted to other women.



Gay - a man who is attracted to other men.





Bisexual - a person who is attracted to both men and women.



Political opinion – the political party or ideas that you think are right.