

17 August 2021

Pride 2021 – Belfast Trust Logo and Equality Impact Assessment

1. Whether formal approval has been granted for the modification of official HSC logos (e.g. on Facebook) in support of Gay Pride 2021?

The Belfast Trust logo itself was not amended but rather it had a different and temporary background during Pride week. Corporate Communications temporarily amended the background. Neither Corporate Communications nor Human Resources (HR) sought approval for this change, as it was a temporary adjustment.

The decision was made between our Corporate Communications Team and Human Resources and Equality and Corporate Planning leads.

The Trust (led jointly by HR and Equality and Corporate Planning) ran a social media campaign this year in support of Pride.

The temporary background change, for one week, was part of that campaign. The logo itself did not change but rather was merged with the 'Allied with Pride' campaign colours.

2. Where the Equality Impact Assessment for any such approval can be viewed online?

No Equality Impact Assessment (EQIA) or equality screening was completed as the temporary modification of our logo was part of our celebration of diversity and in accordance with our statutory equality duties under Section 75 of the Northern Ireland Act 1998, our HSC Trust values and in response to feedback from our staff and representatives from the LGBTQ+ community and voluntary sector. Belfast Trust, as a public authority, is committed to the promotion of equality of opportunity amongst the nine protected groups (which include both gender and sexual orientation). We are a sizeable employer of and service provider to people from diverse backgrounds and we aim to be inclusive, respectful and compassionate to our patients, service users, carers and staff.

We celebrated Pride week with a variety of interviews, awareness raising pieces, social media and artwork. The temporary additional background to the Trust logo, involving a rainbow and statement that Belfast Trust supports Pride, was a visible sign to members of our staff, our patients and service users who are from the LGBTQ+ communities that we welcome them alongside those from every other Section 75 category – this includes people of different gender, sexual orientation, race, religion, political opinion, age, disability, caring responsibilities or marital status.

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Throughout the year, we mark International Day of Disability, Carers Week, Anti-Racism Week, Good Relations Week and Men's Health Week – none of which are subject to an equality screening or EQIA. All of these have been listed in our 5-Year Equality Action Plan.

In accordance with our approved Equality Scheme, we are committed to promoting equality of opportunity and good relations. We use the tools of screening and Equality Impact Assessment to assess the likely impact of a policy on the promotion of equality of opportunity and good relations. In carrying out these assessments, we relate them to the intended outcomes of the policy in question and follow Equality Commission guidance. The purpose of screening is to identify those policies that are likely to have an impact on equality of opportunity and/or good relations for people within or across the nine Section categories.

In the interests of openness and transparency, Belfast Trust publishes quarterly screening outcome reports on its website, www.belfasttrust.hscni.net, for all policies that it is required to screen.