



Belfast Health and
Social Care Trust

caring supporting improving together

Equality and disability action plans



2017 - 2022



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Welcome



These are our new equality and disability action plans.



Equality means treating everyone in a fair way.

Diversity means that it is good to have people from all different backgrounds working together and using our services.



This plan sets out what the Belfast Health and Social Care Trust will do over the next 5 years.



Belfast Health and Social Care Trust wants to improve health and wellbeing and make sure everyone has an equal chance to have good health.

A fair chance



Under the law we must give an fair chance to people of different:

- Religions

Religions are different faiths like Christianity, Islam, Judaism and many others.



- Political opinions

Political opinions are where people feel strongly about the different parties in the government or local council.



- Race



- Age



- Sexual orientation

Sexual Orientation is when people are attracted to someone of the same sex or the opposite sex



We must give an equal chance to:

- Men, women and people who are **transgender**



Transgender is where someone has changed their gender



- People who are married, single, divorced or living together



- People with and without a disability



- People with and without children or other people who depend on them

Our plans



Fairness in our services

We plan to use new ways to communicate with people like laptops, tablets, and smart phones.



We will carry on working with the Northern Ireland Human Rights Commission to make sure people get their rights.



We will carry on with our work to promote good relationships between people of different:

- Religions
- Political opinions
- Races





We will work with service users and their carers to develop new services.



We will hold events that help more people to know about:

- People who are lesbian, gay, bisexual or transgender



- Carers



- Being fair to people of all races



- Being fair to people of all religious beliefs



We will carry on improving our plans for work with carers.



We will work with Trade Unions to do something about people who have been brought to this country to be abused and work for no pay.



We will make sure that the people working on new projects like the New Children's Hospital think about Equality and Diversity.

Supporting our staff



Our staff are very important. we need to treat them with dignity and respect.



All our staff should work well with other staff and service users in a fair way.

We plan to:



- Work with the Belfast Domestic and Sexual Violence Partnership to provide information, advice and guidance about domestic and sexual violence



- Work for good working relationships between all our staff. We will give everyone a fair chance to get a job with the Trust



- Help staff who have a difficulty with reading to use a computer system that reads out the information for them



- Run some new training courses for staff which will help them to understand:
- Working well with people from different backgrounds



- Working with people who have recently come to the UK



- Working with people who need some adjustments so they can work



- Look at what we need to support more older workers in our Trust



- Carry on making sure that we are equally fair to women and men at work



- Work to try to get a fair number of people from all different communities in our workforce



- Support our staff who are responsible for looking after someone at home



- Check that our staff have good health and wellbeing



- We will make sure our staff have a good balance between their home life and their work life



- We will quickly deal with any bullying harassment at work

Disabled people



We want to help disabled people to be more involved through:

- Helping us to train our staff
- Making services more accessible to disabled people
- Better attitudes towards our disabled workers



Better trained staff

We will look at how we train our staff to understand how to be fair to disabled people.



We will work with disabled people to create new training information.



We will hold staff meetings about disability issues.



We will keep staff up-to-date with disability issues.

We will provide information for staff about how to be fair to disabled people.



We will give some training about disability to the members of the Trust Board.



We will look at how we provide information in Easy Read.



Making services more accessible

We will join in with **Every Customer Counts**.



Every Customer Counts is a set of guidelines from **Equality Commission for Northern Ireland** that help people of all ages and all abilities to access your services.



We will work with disabled people on our Disability Steering Group.



We will look at improving our Shopmobility service.



We will look at how disabled people can get information about us online.



We will check that our buildings are accessible.



We will look at improving the way patients can get better information about their health and treatment.



Better attitudes towards our disabled workers

We will work with schools so we can have work placements for disabled young people.



We will make sure that disabled people are supported properly to work with us.



We will give training to managers about good ways to support disabled workers.



We will help managers to think about their staff's health and wellbeing.



We will support our Disabled Employee Network which supports staff who are disabled.

For more information



If you need more information please contact:

Orla Barron
Equality Lead
Belfast HSC Trust



Tel: 028 9504 6567



Mobile: 0782 514 6432



Email:
orla.barron@belfasttrust.hscni.net