

Disability Action Plan – Draft 2017 - 2022



Contents	Page
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Alternative Formats	3
1) Introduction	5
2) Why we have produced a Disability Action Plan	6
3) Working in Partnership	7
4) What is in our Disability Action Plan for 2017 – 2022	8
Section 2 – Supporting full participation of disabled people by improving accessibility	11
Section 3 – Supporting full participation of and positive attitudes towards disabled people in our workforce	13
Equality Teams in your area	16

Alternative Formats

This document is available in alternative formats including:

- Large font
- Audiocassette
- Braille
- Computer Disc
- Main minority ethnic languages
- DAISY
- Easy-read
- Electronic version.

English: This document can be made available in minority ethnic languages, on request, to meet the needs of those not fluent in English. Please see contact details of the Equality Units on page 16.

Polish: Aby wyjść naprzeciw potrzebom osób, które nie mówią biegle po angielsku, ten Plan Działania może być udostępniony w językach mniejszości etnicznych na życzenie.

Lithuanian: Šis veiksmų Planas pareikalavus gali būti pateiktas tautiniu mažumu kalbomis, kad atitiktų sklandžiai nemokančių anglų kalbos poreikius.

Portuguese: O Plano de Ação está disponível, à pedido, em outras línguas, para atender às necessidades das pessoas que não são fluentes na língua Inglesa.

Tetum: Aksaun Planu ida né,se bele fo ou halo iha liafuan etnika minoria sira nian, nebe bele husu, para bele ajuda ba ema sira nebe la hatene koalia lian Inglés.

Latvian: Šis darbības plāns var būt pieejams mazākumtautību valodās pēc pieprasījuma, lai palīdzētu tiem, kam ir nepietiekamas angļu valodas zināšanas.

Russian: Сейчас план проводимой работы может быть доступен так же на языках этнических меньшинств, по просьбе тех, кто не владеет свободно английским языком.

Czech: 'Aby byly uspokojeny potřeby těch, kteří nemluví plynule anglicky, je možné tento návrh Akčního plánu na požádání poskytnout v jazycích etnických menšin.'

Slovak: Tento Akčný Plán môže byť na požiadanie dostupný v jazykoch národnostných menšín z dôvodu zabezpečenia potrieb tých, ktorí nie sú spôsobilí mu porozumieť v angličtine.

Chinese- (Cantonese): 這行動計劃草案將會根據需求被翻譯成各種小數族裔語言去迎合那些英語不流利的人士的需要。

1. Introduction



Welcome to our new draft Disability Action Plan. Our Plan sets out actions we in health and social care will take forward collaboratively over the next five years in partnership with disabled people. It creates actions that will improve our services, promote positive attitudes to people with a disability and encourage opportunities for disabled people to participate fully in public life. It also shows our commitment to mainstreaming disability issues and placing disability issues at the core of what we do.

The actions and priorities in this Plan were influenced by what disabled people told us, research on inequalities relating to disabled people and other strategic drivers such as the Department of Health’s “Health and Wellbeing 2026: Delivering Together” Strategy.

Our Plan is a living document. It is designed to be flexible and responsive to changing circumstances over the five year period. It will be reviewed on an on-going basis, with annual reports submitted to the Equality Commission for Northern Ireland (ECNI). The reports will provide an annual update on each action and will be available on our websites.

The principles of *Fairness, Respect, Dignity, Equality and Autonomy* will inform the implementation of our Plan which can be read alongside our Equality Action Plan for 2017 - 2022. We wish to thank everyone who has helped us produce our draft Plan. We value the experiences and expertise people shared with us and remain committed to working in partnership to deliver the actions.

2. Why we have produced a Disability Action Plan

Under **Section 49** of the **Disability Discrimination (NI) Order 2006**, referred to as the “**disability duties**”, we are required when carrying out our functions to:

- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life

The law requires Trusts to submit a Disability Action Plan (DAP) to the ECNI Equality Commission for Northern Ireland (ECNI) showing how we intend to fulfil these “disability duties”.

We also have a duty to promote and protect human rights both as service providers and employers. We are committed to meeting our duties under both the **Human Rights Act 1998** plus the nine other international human rights treaties including the **United Nations Convention on the Rights of Disabled People**.

Whilst we have these legal responsibilities, we believe that promoting positive attitudes and encouraging participation in public life is part of our core business and that we will lead by example in addressing inequalities and barriers that disabled people experience ultimately to improve health outcomes. Our Plan will help meet our goals of reducing health and social inequalities and improve health and well-being.

3. Working in Partnership



Health and Social Care Trusts and the Northern Ireland Ambulance Service Trust have worked in partnership with disabled people and representative organisations to develop this Plan. **Co-design** has been at the centre of how our draft Plan has been produced. It was designed for and with people who are disabled including staff, service users, carers and representative groups from the community and statutory sectors. At the start of writing this Plan we looked at what we had done so far to make a difference for people who are disabled. Next we read up on what other organisations said is good practice and then did our own research on the inequalities that still persist. All this helped us think about what else we could do to make a difference.



We then had a workshop in January 2017 and listened to many people with disabilities, carers and representatives from disability organisations. We asked people at the workshop:

- What has worked well and what needs improved?
- What actions could bring about the improvement?
- Who ought to be involved?

We were told about issues concerning access to information, accessing appointments, other people's attitudes, how people are supported in work and how they find getting a job. Our Plan has been built around these ideas.

To read the report written about our workshop, please go to <https://view.pagetiger.com/Outcome-Report>

4. What is in our Disability Action Plan for 2017 - 2022

The following tables outline our actions for the next five years. This Plan is designed to be flexible and responsive to changing circumstances and needs. Our Plan will be reviewed on an on-going basis and when the Equality Commission publishes their statement on key inequalities in health. We will report annually via our S75 Annual Progress Report to the ECNI which is submitted at the end of August each year and available on all of our websites or by contacting the Equality Units.

Section 1 – Promoting positive actions and increased participation through training, awareness and resources

Disabled people have told us that promoting well-informed social attitudes to disability is central to securing the right to equality for all disabled people. We are committed to providing training and resources to support our staff in the implementation of our disability duties.

What we will do	How we will measure what we have done	When
<p>We will develop for staff a welcome pack with information about accessibility such as:</p> <ul style="list-style-type: none"> • arrangements for sign language interpreting • provision of auxiliary aids • disability etiquette • alternative formats 	<ul style="list-style-type: none"> • Accessible welcome pack available for disabled service users to improve access to services • Improved service user and carer experience • Resource available for staff to support them to meet the needs of disabled service users and carers 	<p>Year 2</p>

<p>We will co-design and deliver bespoke disability equality training for frontline staff in partnership with disabled people.</p>	<ul style="list-style-type: none"> • Consistent staff training and awareness raising, co-designed and delivered, where appropriate, across health and social care. • Increased staff awareness on disability equality and how to promote positive attitudes and participation in public life. • Disability equality training that will reflect all disabilities (including hidden, autism, sensory). ▪ Disability equality training that will challenge negative stereotypes / attitudes about disabled people 	<p>Year 2</p>
<p>We will support the regional initiative to promote awareness of Hospital Passports and undertake actions accordingly.</p>	<ul style="list-style-type: none"> • Promotion of initiative across all the health and social care organisations • Improved communication between staff and service users with a learning disability • Improved experience for people with a learning disability across health and social care when accessing hospital services • Enhanced support for staff to meet the needs of service users with a learning disability. 	<p>Year 1</p>
<p>We will work with the consortium of mental health</p>	<ul style="list-style-type: none"> • Public commitment made to helping employees get through difficulties at work 	<p>Year 1-5</p>

<p>organisations and the ECNI to ensure health and social care is signed up to the Mental Health Charter.</p>	<p>caused by mental illness.</p> <ul style="list-style-type: none"> • Workplace that welcomes and supports staff with a mental health issue. • Development of best practice models that ensure services are accessible to people with a mental health issue. • Availability of long-term sustainable information and training support that will help managers to identify and offer help and support to staff with a mental health issue. 	
<p>We will continue to support the implementation of the Regional Physical and Sensory Disability Strategy</p>	<ul style="list-style-type: none"> • Promotion of regional sensory awareness e-learning programme • Improve awareness among staff on how to ensure people with sensory impairment have access to information, services and supports. 	<p>Year 1</p>

Section 2 – Supporting full participation of disabled people by improving accessibility

We have done much work over the years in enhancing the accessibility of health and social care services but disabled people continue to tell us that barriers to full accessibility remain. We are committed to working with disabled people on the initiatives listed below to improve accessibility for and participation of disabled people when accessing our buildings, information and services.

What we will do	How we will measure what we have done	When
<p>We will join the Equality Commission 'Every Customer Counts' initiative to try and ensure that services and the physical environment is accessible.</p>	<ul style="list-style-type: none"> • Public commitment to 'Every Customer Counts' and formal sign up by being a campaign signatory. • Health and social care services accessible and open to all potential service users and carers. • Raised awareness of three good practice guides to illustrate reasonable adjustments which have been made by various service providers in a range of sectors. • Share practical examples of how to improve services for disabled service users and carers 	<p>Year 1-5</p>
<p>We will work with representative groups to develop an accessibility checklist to ensure that health and social care</p>	<ul style="list-style-type: none"> • Accessibility checklist for health and social care facilities developed in partnership with ECNI and voluntary and community sector. • Health and social care facilities accessible 	<p>Year 2</p>

<p>facilities are considered accessible spaces for all.</p>	<p>for service users and carers.</p> <ul style="list-style-type: none"> • Information from checklist to support prioritisation of programme of accessibility works. • Resource developed to promote best practice in the built environment including autism friendly spaces. • Promotion of best practice when working with colleagues on modernisation projects or new builds • Guidance available on autism friendly spaces and Promote principles of autism friendly spaces and services 	
<p>We will review how we communicate with and seek feedback from disabled people (staff and service users) about health and social care and develop guidance to ensure effective engagement in the future.</p>	<ul style="list-style-type: none"> • New methods of seeking feedback and communication identified such as Citizen Space • Use of all available media (including social media) considered • Guidance available for staff to ensure effective engagement with disabled people • Improved development of policy and practice by drawing on wide range of views and experiences 	<p>Year 2</p>
<p>We will work with disabled people to make sure we are ready for the introduction of new</p>	<ul style="list-style-type: none"> • Actions plans available to ensure readiness for forthcoming legislation 	<p>Year 1-5 – as and when legislation enacted</p>

legislation including: <ul style="list-style-type: none"> • Mental Capacity • Age Discrimination (Goods / Facilities/Services) 		
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Section 3 – Supporting full participation of and positive attitudes towards disabled people in our workforce

We know that there continues to be gaps between the proportion of disabled people employed in health and social care compared with non-disabled people. We are committed to ensuring that disabled people are afforded equality of opportunity in respect of entering and continuing employment in health and social care. We will work in partnership with disabled people to make sure our employment policies and practices and working environments are as inclusive and accessible as possible.

What we will do	How we will measure what we have done	When
We will work in partnership with Recruitment Shared Services to promote a review of recruitment and selection processes to promote equality and ensure any barriers that may discourage a disabled	<ul style="list-style-type: none"> • Barriers to recruitment and selection process removed/reduced • Best practice model developed in relation to online recruitment • Increased applications from people with a disability 	Year 2

person from applying are identified and mitigated action as appropriate		
We will work with staff, schools and disability organisations to promote health and social care as a disability friendly employer.	<ul style="list-style-type: none"> • Development of our work placements and employability programmes • Improved awareness of the Trust as a disability friendly employer through increased work placements and promotion at careers conventions 	Year 1 and ongoing
We will review opportunities for staff to disclose their disability.	<ul style="list-style-type: none"> • Staff encouraged to declare that they have a disability • Promotion of the benefits of disclosure and importance of monitoring • Increased awareness of the importance of staff keeping personal equality monitoring records up to date (via HRPTS) • Increased staff disclosure and staff supported • Robust equality monitoring statistics to ensure meaningful analysis to support decision making and benchmark workforce profile 	Year 2
We will work in partnership with disabled people and Occupational Health Services to ensure that disabled people are	<ul style="list-style-type: none"> • Promotion of revised best practice guidance on employing persons with a disability • Development and delivery of bespoke equality and human rights training to 	Year 1-3

supported to continue in employment.	<p>Occupational Health staff</p> <ul style="list-style-type: none"> • Awareness campaign to highlight the benefits of referral to Occupational Health - for staff and for managers. • Improved support for disabled staff • More robust reasonable adjustment process 	
We will review the Employment of Persons with a Disability Policy in partnership with disabled people and trade union representatives and extend the associated guidance.	<ul style="list-style-type: none"> • Guidance updated to take account of any new research and to ensure issues relating to hidden disabilities / autism / mental health / negative attitudes and stereotypes is included • Promotion of guidance across health and social care 	Year 1
We will develop guidance on supporting people with autism in employment in partnership with representative organisations.	<ul style="list-style-type: none"> • Co designed guidance produced which will raise awareness among staff of reasonable adjustments for people with autism • Promotion of guidance across health and social care 	Year 2-4

Equality Teams in your area: Contact Details

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