



Western Equality and Human Rights Forum
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WESTERN EQUALITY AND HUMAN RIGHTS TEAM REPORT August – September 2006

1. MAINSTREAMING EQUALITY, GOOD RELATIONS AND HUMAN RIGHTS

1.1 5 Year Review of Equality Schemes:

a) Recommended actions: Meetings have been held with Trevor Millar, Manus Doherty, and Sorcha Dougan. Dates are set for meeting with Maureen Gormley and Brieghe Donaghy. The recommendations have also been discussed at the Altnagelvin E and HR sub group and will be included on the agenda of Foyle's E and HR sub group in October.

b) Summary leaflet (Appendix 1) This will be sent to anybody who contributed to the 5 year review, and can also be made available to all our staff. We intend to have it translated into Polish, Lithuanian and Chinese and have it available on the web site.

1.2. Annual Progress Report to ECNI: Approval received from Altnagelvin Trust, SLT, Westcare. FHSST have requested some additional information to be included. Awaiting response from WHSSB.

1.3 Priorities for Action: (Appendix 2). To be approved

1.4 Altnagelvin Trust's Equality and Human Rights sub group: Agenda included:

- Domestic Violence Posters, leaflets and emergency information cards
- § 5 year Review recommended actions
- § Annual Progress Report to ECNI 2005-2006
- § Screening Master class: Actions
- § Staff Information days on NIHSS Interpretive Services

1.6 Support for Screening and EQIA:

Organ.	Dept	Policy	Screening/EQIA	Officer
WHSSB	Acute Services	PCCI	Screening	HS

WHSSB	FPSU	July 13th	Screening	HS
SLT	Family Support and Early Years	Interagency Forum on DV	Screening	HS
SLT	Carers Support Office	Carers Strategy	Screening	HS
SLT	Finance	Changes to advertising vacancies	Screening	RK
SLT	4 Oaks	Operational policy	Screening	RK
SLT	Directorate of Social Work	Integrated children's services project	Screening	RK
SLT	Supporting people project	Review of information for service users	Screening	RK

1.7 Screening Leaflet: Feedback from all WEHRF members has been received. Some adjustments to the leaflet will be made before sending to Michael Robertson in Westcare's graphics Unit. The draft booklet will then be circulated for final approval.

2. IMPROVING ACCESIBILITY OF INFORMATION AND SERVICES

Language Line

Roisin has been working with Bernie Mallon (SLT) and Joe Brogan (pharmacy WHSSB) to set up a pilot of language line in the Western area. This will be financed by WEHRF for six months and assessed at the end of this period. Altnagelvin are also considering joining the pilot.

Roisin has met with Senior social workers (SLT) and northern sector pharmacy group to raise awareness of the service.

Interpreting information cards

There has been a delay in the production of the Interpreting information cards, this is to ensure that all information (including language line) are included on the card.

Bernie Mallon is arranging a schedule of awareness raising and training to proceed when the card is in circulation.

Information days Altnagelvin

Two Interpreting information days will take place in Altnagelvin on the 26th and 27th of September.

3. IMPROVING SERVICE USER INVOLVEMENT AND CONSULTATION PROCESSES

3.1 Consultee list: update and new data base: All Consultees are being circulated to update contact details. A data base is being prepared by Sarah.

3.2 Western Community Development Steering Group: Agenda included:

- WASOP (Western Area Statutory Outreach project) evaluation;
- CD strategy: action plans from each organisation;
- User engagement Steering group:

3.2.1 User engagement Steering group: The CD Unit has established this steering group to support good practice with regards user involvement within all Western HSS organisations.

a) Protocol for User engagement (Appendix 3): This has been developed by the CD Unit and endorsed by the Board Commissioning Group. Martin Quinn is hoping to pilot the protocol as part of the PCCI consultation. Additional feedback is welcomed.

In all WEHRF screening and EQIA guidance notes we now refer to the protocol.

b) Record Keeping of Consultations: lack of record keeping by Western HPSS organisations of both proposed consultations and completed consultations, was raised as a concern by the group. I informed the group that, under s75 there is an obligation to keep track of equality consultations. One of the key actions from the 5 year Review is to improve our record keeping systems

3.2.2 Community Development Operational Group: This is a new sub group of CD SG. Roisin will attend as the WEHRF representative.

4 PROMOTING POSITIVE STAFF ATTITUDES TO DIVERSITY

4.1 Training

Date	Trust/Brd	Dept.	Focus	Length	Nos.	Trainer
11/09/06	SLT	Domestic and Catering	Induction	4 X 45min	13	RK

4.2 Future Training:

- a) Leadership and Development Programme for Ward Managers: Managing Diversity: One day workshop 19th September 2006. Lecture Theatre 2 MDEC: Facilitators: see Appendix 4 for programme details
- b) Age Discrimination Legislation: 10th October: Skills Centre, Dental Suite, Strabane: Facilitators: ECNI
- c) Screening Master classes: 6th and 13th October in ABHQ and Tyrone and Fermanagh Hospital: Facilitator: John Kremer

- 4.3 “Promoting Equality” Fund (WEHRF):** Appendix 4 applications have been received (hard copies circulated)
- 4.4 Web site:** Roisin and Sarah have completed a one day training in web site development provided by Ecom in conj with it dept. It is anticipated that further soft ware changes will be completed by the end of November.

5. REGIONAL EQUALITY AND HUMAN RIGHTS STEERING GROUP
(WEHRF represented by Michael Gormley and Hilary Sidwell)

Key agenda areas:

5.1 RPA:

- a) Presentation by Vivien Walker (Project Director HR):** Equality screening has been integrated throughout process. Reported that current discussions include considering aspects of equality for inclusion in shared services.
- b) Presentation by Anne Basten (CSA)** Anne circulated a draft paper based on a round table discussion held in Antrim Hospital in August and attended by Equality managers from health organisations across NI. Feedback was provided and Anne will redraft the paper for wider circulation. (Appendix 5).

5.2 Human Rights Commission: presented a briefing paper on health and Human Rights (Appendix 5). HRC is intending to organise a Conference in early 2007 on HR and Health.

5.35 Year Review seminar: A seminar is to be held on October 19th for health staff to assess learning from the 5 Year Review.

6.Accessible Formats sub group (WEHRF is represented by Roisin Kelly): The next meeting of the Accessible formats working group will take place on the 11th of October. Westcare design team are currently working on the format and design.

7. Monitoring:

7.1 ECNI Seminar on Monitoring Guidance Booklet: ECNI are intending to produce a Guidance booklet on Monitoring. Participants included representatives from different public sector organisations. Participants were keen that the guide should set a minimum standard that all public authorities should adhere to. It is hoped to have the draft booklet prepared for circulation by the end of November.

8. Study Visits

8.1 Centre for Equality and Human Rights NHS Wales: (Appendix 7)
Information on equality mainstreaming and monitoring.

8.2 **Kings College Hospital: (Appendix 7)** Information on a new system that ensures ongoing user feedback and organisational flexibility to respond to that feedback.

9 STAFF ISSUES

9.1 **Administration Officer:** Sarah Crawford has been recruited through Rutledge Agency and joined the team on Monday 31st July. The post is currently being advertised through the CSA internal trawl. Interviews will be held on October 12th.

10. SEMINARS ATTENDED

Month	Focus	Organiser	Venue	Officer
August	Working towards Racial Equality and Service Delivery	Equality Unit Royal Group of Hospitals	Royal Hospital and St Mary's College	HS and RK
September	Minority communities in action – sharing success and looking ahead	Incore – University of Ulster	Millennium forum – Derry	RK

11. MEETINGS ATTENDED

Month	Who	Focus	Officer
Sept	INGAGE	INGAGE Board Meeting	HS
Sept	Dept Agriculture	Equality Manager	HS
Aug	Mothers Voices	Research into Maternity services	HS
Aug/Sept	Bernie Mallon x 3	Language line	RK
Aug	Community Development operational group	Consultation data base	RK
Aug	Senior social workers meeting – SLT	Language line and other interpreting and translation services	RK
Aug	Eamon Lynch	CSA – procurement for translations	RK
Aug	Joe Brogan	Language line	RK
Aug	Northern sector pharmacy group	Language line and other interpreting and translation services	RK

12. FUTURE PRIORITIES

- Prepare Action plan based on 5 year review HS
- Equality Fund HS
- Provide Screening support and training HS and RK
- Organise 2 Screening Masterclasses and Age Seminar HS
- Run one day workshop for ward managers 19th September HS

- Complete screening booklet HS
- Regional elearning tool HS
- Review Consultee List SC and HS
- Web Site development SC and RK
- Newsletters RK
- Staff Pocket Card on accessing an interpreter RK
- Supporting pilot of language line RK

Hilary Sidwell

Western Equality and Human Rights Coordinator

September 2006

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