



Disability Action Plan

1 May 2014 – 30 April 2017

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 Disability Action Plan can be made available in minority ethnic languages, on request, to meet the needs of those not fluent in English.

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

Lithuanian: Šis veiksmy dėl neįgalumo Planas pareikalavus gali būti pateiktas tautinių mažumų kalbomis, kad atitiktų sklandžiai nemokančių anglų kalbos poreikius.

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

Tetum: Planu ida né, husi Disability Action, hakerek ho lián oin-oin husi minoria etnika sira, nebe bele husu, ba ema nebe la hatene lian Inglés.

Latvian: Šis Invaliditātes Darbības Plāns var būt pieejams mazākumtautību valodās pēc pieprasījuma tiem, kam nav pietiekamu angļu valodas zināšanu.

Russian: Сейчас план работы по инвалидности может быть доступен на языках этнических меньшинств по требованию, чтобы помочь тем, кто не владеет свободно английским языком.

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

傷殘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。

Slovak: Tento náčrt Plánu akcie pre postihnutých ľudí môže byť na požiadanie dostupný v jazykoch národnostných menšín, aby pokryl potreby tých ktorých nie sú spôsobilí porozumieť mu v angličtine.

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Disability Action Plan- Northern Health and Social Care Trust

Contents

	Page
Foreword	5
1. Introduction	7
• Commitments	7
• Reporting Arrangements	8
• Functions	8
• Public Life Positions	10
2. Previous Measures	11
3. Review of Previous Plan 2012-14	12
4. How the Plan will be Published	13
5. Proposed actions for lifespan of second Disability Action Plan - 1st May 2014 to 30 April 2017.	13

Foreword

This Disability Action Plan (hereinafter referred to as 'the Plan') for the Northern Health and Social Care Trust has been produced in partnership with the other four Health and Social Care Trusts within Northern Ireland. It is demonstrated that this approach has been successful and is in keeping with Equality Commission's guidelines which state that partnership working, if carried out effectively, can help pool resources and maximise the impact of measures.

The other organisations involved are:

- The Belfast Health and Social Care Trust
- The Southern Health and Social Care Trust
- The South Eastern Health and Social Care Trust
- The Western Health and Social Care Trust.

This Plan has the full endorsement of the Trust Board who are committed to implementing it effectively.

When disability discrimination legislation was amended in 2006, public authorities were required to demonstrate how they would fulfil their duties to promote positive attitudes towards disabled people and to encourage participation by disabled people in public life. Health and Social Care Trusts took the opportunity to further strengthen existing partnerships with disability organisations. Indeed, these partnerships have been instrumental in helping to achieve the successful outcomes in previous Disability Action Plan and HSC Trusts propose to continue with a similar approach in this Disability Action Plan 2014-17.

Similar to the previous Disability Action Plan, common priorities have been identified. The Trusts agreed that it would increase the effectiveness of their Plans to agree key actions which all of the Trusts could take forward both on a regional and local basis. This collaborative approach is intended to maximise the positive impact on disabled persons living and working in all five Trust areas, ensuring consistency and equity across the region in terms of service provision and employment.

The Trust looks forward to ongoing work with individuals and organisations to ensure the successful implementation of this Plan.

Signed by:



A handwritten signature in black ink that reads "Paul Cummings".

A handwritten signature in black ink that reads "Bob McCann".

Paul Cummings
Senior Director of
Corporate Management

Bob McCann
Chairman

1. Introduction

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Trust is required, when carrying out its functions, to have due regard to the need to:

- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life ('the Disability Duties').

Under Section 49B of the DDA 1995, the Trust is also required to submit to the Equality Commission a Plan showing how it proposes to fulfill these duties in relation to its functions.

1.1 Commitments

The Northern Trust is committed to effectively implementing and mainstreaming the Disability Duties and this Plan.

Resources

The Trust is committed to allocating all reasonable, additional resources (in terms of people, time and money) required to implement this Plan.

Internal Arrangements

The Trust will put appropriate internal arrangements in place to ensure that the Disability Duties are complied with and the Plan is successfully implemented. The Head of Equality within the Trust will have operational responsibility for ensuring the implementation and monitoring of the Plan. The Trust's Equality Steering Group will monitor the implementation of the plan. Regular and Annual Progress Reports will be provided through the normal reporting structures, i.e. the Trust's Senior Management Team and Trust Board.

Communication to staff

The Trust will ensure effective communication of the Plan to staff and will provide training and guidance. All staff will be provided with information on the Plan via staff meetings, the Trust's magazine, intranet and e-mail.

Training

The Trust is committed to providing ongoing training for staff on the Disability Equality legislation and Disability Equality Training.

Consultation

The Trust is committed to ensuring meaningful and effective public involvement and participation. To inform the development of this Plan, the Trust, at both a regional and local level, will continue to engage with a wide range of key stakeholders including consultation with disabled people.

The Trust recognises that not all people with a disability will choose to be represented by disability groups and by only involving those individuals or groups who regularly respond to consultation, the views of harder-to-reach groups can be overlooked. We are committed to supporting the sustained engagement of hard-to-reach groups and individuals in taking forward this Plan. The Trust will ensure that people with disabilities and disability advocacy groups are involved when implementing, monitoring and reviewing the Plan or deciding any further actions to be included in the Plan.

1.2 Reporting Arrangements

The Trust confirms its commitment to submitting Annual Progress Reports on the implementation of this Plan to the Equality Commission and carrying out a review of this Plan, in line with current review arrangements for Section 75 of the Northern Ireland Act 1998. This will ensure the alignment of Section 75 and disability duties. The Trust will continually liaise with Section 75 groups to ensure there is relevant and up-to-date information for the effective implementation and monitoring of the Plan.

A copy of this Plan, the Trust's Annual Progress Reports and review of this Plan will be made available on the Trust's web site www.northerntrust.hscni.net. We confirm our commitment to submitting an Annual Progress Report on the implementation of this Plan to the Equality Commission and a review will be in line with Equality Commission guidelines.

1.3 Functions

1.3.1 Background to the Trust

The Northern Health and Social Care Trust is a statutory body which came into operation on 1 April 2007.

The Northern Trust directly employs approximately 12,000 people and it has an annual budget of £619 million. The Trust is geographically the

largest health and social care trust in Northern Ireland - it operates from approximately 150 locations and provides services to a population of over 460,000 people.

1.3.2 Key Functions of the Northern Health and Social Care Trust

The Northern Health and Social Care Trust (the Trust) was established on 1 April 2007 under the Northern Health and Social Services (Establishment) Order (Northern Ireland) 2006.

The Health and Personal Social Services (Northern Ireland) Order 1991 Article 10(1) defines the nature and function of the Trust as a major employer and provider of health and social care services.

The Trust provides a wide range of hospital, community and primary care services. Working in collaboration with GPs and other agencies, staff deliver locally based services in Trust premises, in people's own homes and in the community. The Trust purchases some services including domiciliary care, residential and nursing care from independent and community/voluntary agencies.

The Trust provides a range of health and social care services, the majority of which are provided in peoples' own homes. We also provide community based health and social care services including day centres, health centres and residential care, from approximately 150 locations.

We provide acute services from Antrim Area Hospital, Causeway Hospital in Coleraine, the Mid Ulster and Whiteabbey hospitals. Services are also provided from the Braid Valley, Dalriada, Moyle and Robinson hospitals.

Holywell Hospital is a psychiatric hospital based in Antrim. It is the base for a wide range of mental health and addiction services.

Delivering safe and effective services which are accessible and responsive to the needs of patients, clients and carers is central to the Trust's role.

The Trust acknowledges its responsibilities when buying services from other providers. The Trust will ensure that the obligations under the Disability Duties will be reflected in contractual arrangements made with those providers.

The Trust also has the power to exercise statutory functions which embrace all the activities undertaken by the Trust including the recruitment/employment of its staff, financial arrangements, contracted-out services and staff training, maintenance of its property and the delivery and development of services, including the purchase of equipment and facilities needed to do this.

The Trust carries out its business in the following ways:-

- undertake assessments of needs
- developing strategies to address those needs
- setting and monitoring quality and performance standards
- carrying out reviews of service areas
- resource allocation and financial management
- setting service agreements with purchasers of care
- human resource management in relation to its staff, and
- corporate and clinical governance, i.e. ensuring safe practices.

1.4 Public Life Positions

The range of public life positions over which the Trust has responsibility include:

- Involvement in the appointment of Non-Executive Directors
- User forums, consultation panels, partnerships and alliances with the voluntary and community sectors which inform the design and delivery of services and policy development
- Volunteering Projects
- Mentoring Schemes
- Supported Employment Provision e.g. Triangle Supported Employment and Compass Advocacy Network

Trust staff are also members of a wide range of partnerships. They will use their influence to raise issues in relation to the participation of people with disabilities where under-representation is apparent. The Trust is aware that there is currently an under-representation of disabled people in public life positions.

2. Previous Measures

Under the Disability Discrimination Act 1995, the Trust has undertaken a number of previous measures to promote positive attitudes towards disabled people and to encourage their participation in public life. The Trust works closely with people with disabilities as well as disability advocacy groups. Already there are many examples of imaginative good practice in existence, some of which are outlined below.

2.1 Promoting positive attitudes towards disabled people

- Employability Projects
- Section 75 Action Based Plan
- Policy on the Employment of People with Disabilities
- Reasonable Adjustments Guidance
- Reasonable Adjustments Training for Managers
- Disability Etiquette Guide
- Equality Training
- Corporate Induction Programmes
- Selection & Recruitment Training
- Disability Equality Training
- Discovering Diversity E-learning Modules

2.2 Encouraging the participation of disabled people in public life

- Workplace policies
- Employability projects
- Personal and Public Involvement (PPI) Strategy
- Policy screening
- The promotion of schemes such as Supporting People Initiatives and Direct Payments
- User Forums
- Advocacy Services

3. Review of Previous Plan 2012-14

Substantial progress has been made since the Trusts published their first Disability Action Plans in December 2007. The Trusts has previously carried out a five year review of their original Plans and the key achievements of our second DAP for 2012-14 are listed below.

In addition to this, HSC Trusts S75 Annual Progress Reports detail achievements re the implementation of the Disability Action Plans. These are submitted to the Equality Commission for Northern Ireland by the 31 August each year.

Outlined below are the key achievements during the lifespan of the second DAP

- Regional conference held in November 2013 on the UN Convention on the Rights of Persons with Disabilities (UNCRPD) attended by over 50 delegates. Key speakers included the Chief Commissioners from both the Equality and Human Rights Commission, Acting Chief Executive Disability Action, Senior DHSSPS representatives and MENCAP staff. The event was positively evaluated by those in attendance;
- An interim Service User and Carer Reimbursement Policy was introduced and rolled out in the Trusts. This has been a positive development in terms of encouraging disabled persons participation in public life;
- The launch and local implementation of the Making Communication Accessible Guidelines – which are aimed at making information and communication more accessible for persons with a range of disability;
- Promotion of the Trust's Discovering E-Learning Training Modules including the module on disability – aimed at promoting positive staff attitudes towards persons with a disability;
- Incorporation of Real Network DVD on UNCRPD into disability equality training;

- Promotion of a range of placement and mentoring opportunities for person with disabilities across the Trust – to promote the inclusion of persons with disabilities in the workplace;
- Completion of a baseline survey of HSC staff to identify levels of disability within Trusts – to promote a culture where persons with a disability are valued and supported in the workplace;
- An increasing range of materials have been produced in easy read. Work has also commenced with local organisations where adults with learning disabilities can transcribe HSC material in easy read.

4. How the Plan will be Published

When the Plan is submitted to the Equality Commission for Northern Ireland it will be placed on the Trust's website and intranet and will be available from the Trust's Equality Unit ([see page 3 for contact details](#)).

The Plan will be produced in clear print and plain language and will be available in alternative formats, including large print, DAISY, Braille, Easy-read, audio cassette and computer disc ([see page 2 for details](#)).

5. Proposed actions for lifespan of Disability Action Plan – 1st May 2014 to 30 April 2017

The actions that the Trust intends to take in this plan are outlined in the table on page 15. These were developed from the ongoing engagement with disabled people and representative groups. Their generosity in making their time, expertise and experiences available to use has been invaluable in shaping these actions and their ongoing involvement will be an integral part of this Plan's implementation.

5.1 Guiding Principles on the Implementation of the Plan

- All actions detailed below will be discussed, developed and delivered in collaboration with people with disabilities and disability advocacy groups.
- When working with disabled people we are committed to making the necessary adjustments to ensure meaningful participation by all involved.

- The Trust will recognise and take into account the varying needs of people with different disabilities. The Trust will also address the needs of people with multiple identities, such as ethnic minority women with disabilities, children and elderly people with disabilities etc. and will take account of these in the implementation of the following Plan.
- The Trust recognises the benefits of working in partnership with a range of other organisations in the implementation and review of this Plan.
- HSC Trusts will continue to comply with the UNCRPD in the implementation of this action plan.

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
Involvement in Public Life			
<p>Trusts have already established a number of involvement mechanisms for disabled people to be involved in decision-making. In addition to this the Trusts will work regionally in partnership with disability groups to enhance participation in public life positions.</p> <p>The Northern Trust will continue to facilitate and support its Disability Consultation Panel and 'The Forum' – for adults with a learning disability, to ensure effective representation and input to decision making.</p>	Ongoing	<p>Create greater awareness of opportunities in public life positions.</p> <p>To develop skills for participation in public life positions among disabled people.</p> <p>Addressing the under representation of disabled people in public life positions.</p>	All Trust Equality & PPI Leads
Accessible Information			
To increase accessibility to information, the Trust will increase			All Trust Equality & PPI Leads

Measures	Timescale	Performance indicators/targets	Responsible
Participation in Public Life			
<p>the number of its documents produced in an easy-read format and to ensure that this information is readily available in an online easy-read library.</p>			
<p>Conduct a base-line audit of current documents produced in easy read.</p>	<p>By end of April 2015</p>	<p>Evidence of increased number of Trust documents produced in easy-read.</p>	<p>All Trust Equality & PPI Leads and Communication Departments</p>
<p>Scope out capacity for easy read options via social enterprise modules.</p>	<p>By end of April 2015</p>		
<p>Work regionally to develop a comprehensive list of providers of accessible formats for persons with disabilities.</p>	<p>End 2017</p>		

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
Staff Training – Mental Capacity Legislation			
New Mental Capacity Legislation – to be consulted on during 2014.	Over the life span of the current DAP and subject to annual review	<p>Training to be delivered to HSC staff</p> <p>Training will assist staff to more fully understand the principles of the legislation and the mechanisms and frameworks needed to translate the Act into practice.</p> <p>Production of guidance and reference materials.</p>	DHSSPS, Social Work Training Teams
Staff information Leaflet UNCRPD			
To develop leaflet specifically for HSC staff on the UNCRPD	Year 1	To create greater awareness the importance of human rights and disability considerations across service provision and policy formulation across HSC.	Trust Equality Leads
Staff Training – Discovering Diversity			
Ensure the continued staff uptake and access to the e-learning Discovering Diversity disability module.	Ongoing	<p>Base-line established 2014/15.</p> <p>Increased skills and knowledge in areas such as the UNCRPD Convention rights.</p> <p>Increased compliance</p>	Trust Equality Leads

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
		with Convention in Trust policies and strategies.	
Adults with learning disability involvement in recruitment			
Trust to train 8 adults with a learning disability to be voting members of recruitment and selection panels for Trust staff.	Training completed by end September 2014 and ongoing thereafter	<p>Greater involvement of service users in recruitment and selection of staff in keeping with Trust's PPI agenda.</p> <p>8 service users trained for recruitment and selection panels.</p> <p>Service users involved in recruiting staff within the Learning Disability service.</p>	Trust Equality Lead, 'The Forum' – for adults with a learning disability and Learning Disability Service Leads
Promoting a culture that supports disabled employees			
<p>Promote a culture that supports disabled employees.</p> <p>Provision of timely reasonable adjustments.</p>	Ongoing	Showcase best practice examples i.e. personal success stories of persons who have who have been involved with the Trust through volunteering or employment.	Trust Equality Leads and Communication Departments

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
Development of Trust Personal and Sexual Relationship Policy for adults with a learning disability			
Work in partnership with service users who use learning disability services to develop a NHSCT Personal and Sexual Relationship Policy	Year 1	<p>Policy developed and consulted on in partnership with service users</p> <p>Policy approved and associated training programme delivered across the Trust</p> <p>Increased staff awareness of the rights of and appropriate support for service users</p>	Learning Disability Service Lead, Head of Equality
Implementation of the Northern Ireland Autism Strategy			
Participate in World Autism Awareness Day	April 2014 and annually thereafter	Planned improvements in accessibility to goods and services.	Trust Equality Leads
Promote, organise and deliver autism awareness training for all relevant front line staff.			
Disseminate Autism Factsheet.	March 2015	Support families living with autism, including more access to	

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
		information about support and services available.	
Regional Accessible Communication Guide			
Working with disabled people and representative organisations to ensure that all relevant information provided by health and social care is available in an accessible format for people with a disability by reviewing the Accessible Communication Guide.	May 2014	<p>Updated guidelines on good practice and minimum standards available to all Trust staff.</p> <p>Launch of reviewed guidance across all Trusts.</p> <p>Increased staff awareness of accessible communication good practice.</p>	Trust Equality Leads
Sign Language Communication			
To contribute to the Regional Support Services Review (RCSSR) Task and Finish Group established to scope and review sign language communication support services provision for health and social care in Northern Ireland.	March 2015	<p>Completion of regional sign language communication support services scoping exercise. Profile of need, uptake of service and cost regionally.</p> <p>Developing a regional minimum standard for future commissioning and delivery of services.</p>	Lead HSCB

Measures	Timescale	Performance indicators/targets	Responsible
Promoting Positive Attitudes			
		Engagement with service users in relation to the range of options identified and completion of value for money appraisal on each option.	
Assistance Dogs Policy			
To develop and consult on an Assistance Dogs Policy for implementation across all HSC Trusts.	March 2015	<p>Improved access to services for assistance dogs users.</p> <p>Increased staff awareness of the needs of assistance dogs users.</p> <p>Review implementation of policy one year after dissemination through secret shopper project.</p>	Trust Equality Leads