



Health and Social
Care Board

12-22
Linenhall Street
Belfast
BT2 8BS

Audit of Inequalities and Action Plan

What we did and what we plan to do?



Easy to read

December 2010

This is a shorter version of a report called Audit of Inequalities and Action Plan, Health and Social Care Board.



You can also get a copy by looking on our website:

www.hscboard.hscni.net

If you want us to send you a paper copy of this report you can contact the Health and Social Care Board.

Contact: **Anne McGlade**

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You can get copies of the longer report or the report in other formats

by contacting the **Health and Social Care Board**

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We would like you to tell us what you think about our Action Plan.

We would need you to tell us by 18th March 2011.

We tell you how you can do this on Page 22

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What some words mean?

When we say “we” in this report we mean the Health and Social Care Board.

When we say “Scheme” we mean our Equality Scheme.
(We will provide our Equality Scheme in easy read too).

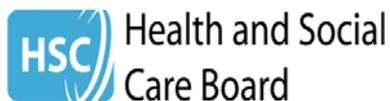
When we say “equality” we mean different people being treated fairly and getting the same chances in their lives.

When we say “inequalities” we mean when people are not being treated fairly and are not getting the same chances as other people.

When we say “audit of inequalities” we mean a check on what we are doing in the Health and Social Care Board. We looked at what we are doing and whether this makes things fairer and gives better chances.

When we say “action plan” we mean a list of things the Health and Social Care Board need to do in the next 2 years to make things fairer and to make equality better at work and in services.

About the Health and Social Care Board



This is our logo

What do we do?

The Health and Social Care Board is part of health and social care in Northern Ireland.

We do things like:

- Finding out what services people in Northern Ireland need to keep healthy
- Finding out what things people need to live by themselves in the community
- We do not provide the services but fund other organisations that are called Trusts and other voluntary and private organisations and individuals to do so.
- Services include, for example, hospital services, doctors, dentists, social services for children and adults.
- We need to make sure services are good quality and check out that they are.

- We also need to make sure there is enough money in the budget to pay for the services.
- We also employ staff.
- We have to make sure that we obey the laws about employment, services, equality and rights.

Commissioning	Social Care and Children
Planning for safe and effective health and social care services for everybody in Northern Ireland	Ensuring services are in line with the law and helping adults and children to live independently
Performance and Service Improvement	Integrated Care
Making sure that people deliver the services that we have contracted for	Managing contracts with Doctors, Pharmacists, Dentists and Optometrists
Financial Accountability	Corporate Services
Making sure that we spend money wisely and don't spend more money than we have	Supporting the business of the Health and Social Care Board

Equality Commission

FOR NORTHERN IRELAND

Why are we doing this work?

The Equality Commission checks out each year what we are doing to make sure we obey the equality laws.

We must think about equality when we plan our services for the public and for staff.



This year, as well as asking us to write a new Equality Scheme, the Equality Commission asked us to carry out an audit of inequalities. This was to check out what things we could do better.



The Equality Commission also asked us to write an Action Plan.

What we did to find out if things were not fair?

The first thing we did was to make a list of all the things that we do in the Health and Social Care Board.

We looked at both services we buy and our role as an employer of staff.

We looked at how the things that we do affect different sorts of people?

There are nine different groups of people that we are asked to look at. A list of these people is on Pages 18 to 20.

We used other reports and information about staff and services.

We also checked out websites and used things that people told us from other meetings about their different needs.

We made a list of things that showed that we were not giving people a fair chance.

Our Action Plan



In our action plan we have made a list of things that the HSCB needs to do to make equality better for services and for staff.



We will use our Action Plan to check out how well we are doing.



What will we do?

Our Action Plan says that we will do things like:

- Look at the information we collect and look at ways that we can fill some gaps across the equality groups.
- Store this information in one central place.
- Make sure that staff use this information when they are making decisions about services and employment.



We will do much of this between now and April 2012

What change or difference will it make?

Our information will be more complete.
It will be stored in one place so easier for staff to use

Who will do it?

The senior management team will lead on this for the Health and Social Care Board. We will work with other organisations too.



What will we do?

- We are going to look at our reports and information and make sure that they are easy to read.
- We will involve others in checking what we are doing.



We will do much of this between now and April 2012

What change or difference will it make?

People who use our services will be able to understand what we do.

Who will do it?

The Programme Director for Corporate Services and communications staff will lead on this.



What will we do?

- When we design services we will make sure that staff use equality information.
- We will involve people more in our work on commissioning services and in decisions that affect them.



We will do much of this between now and April 2012

What change or difference will it make?

Our commissioning decisions will take account of the things that people say they need

Who will do it?

The Director for Commissioning will lead on this.



What will we do?

- We are going to set up a group to look at heart services.
- We will look at better ways to reduce heart problems.
- We will look at good things that are happening in other cities.
- We will work with doctors and others in local areas to set up a new scheme.
- We will tell others about how well we are doing.



We will do much of this between now and 2013

What change or difference will it make?

Our services will better suit people's needs.

Who will do it?

The Health and Social Care Board will lead on this. We will also work with the Public Health Agency.



What will we do?

- We are going to look at mental health.
- We will take equality into account when designing services.
- We will look at how people can get more help from their doctors.
- Make sure that people across Northern Ireland get the right access to mental health care.



We will do much of this between now and 2013

What change or difference will it make?

Our mental health services will better suit people's needs.

Who will do it?

The Director for Commissioning and Director of Social Care and Children will lead on this. We will also work with the Public Health Agency.



What will we do?

- We are going to look at carers services.
- We will look at the information we collect.
- We will set up a carers forum.
- Look at how we decide how carers get short breaks.
- We will look at the needs of young carers.



We will do much of this between now and 2013

What change or difference will it make?

The services we design for carers including young carers reflect what people say they need.

Who will do it?

The Director for Commissioning will lead on this. We will also work with the Public Health Agency.



What will we do?

- We are going to make sure that our staff are trained in equality issues.
- We will carry out a survey to find out what staff know about equality issues.



We will do much of this by between now and April 2012

What change or difference will it make?

That staff understand the importance of equality in the work that they do.

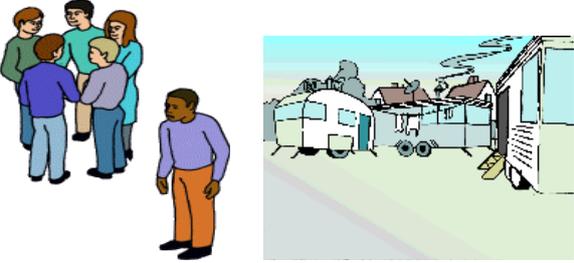
Who will do it?

The Programme Director for Corporate Services will lead on this. We will also work with the Business Services Organisation.

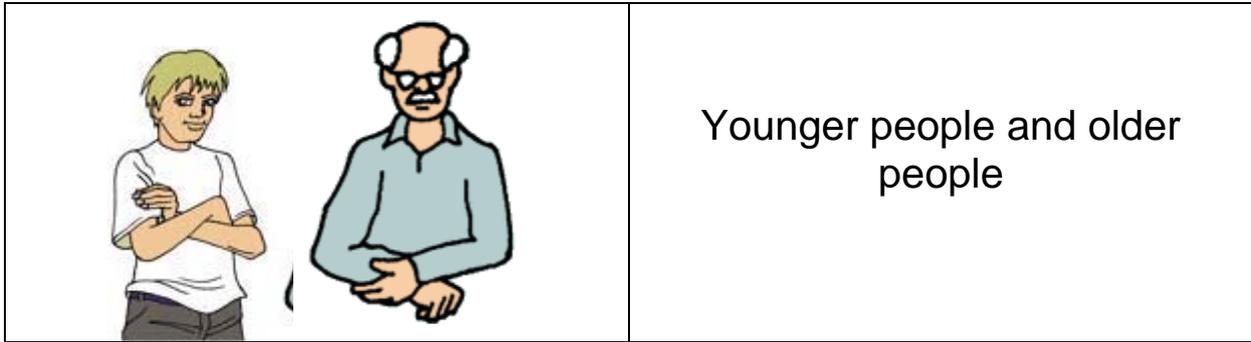


What does the law say?

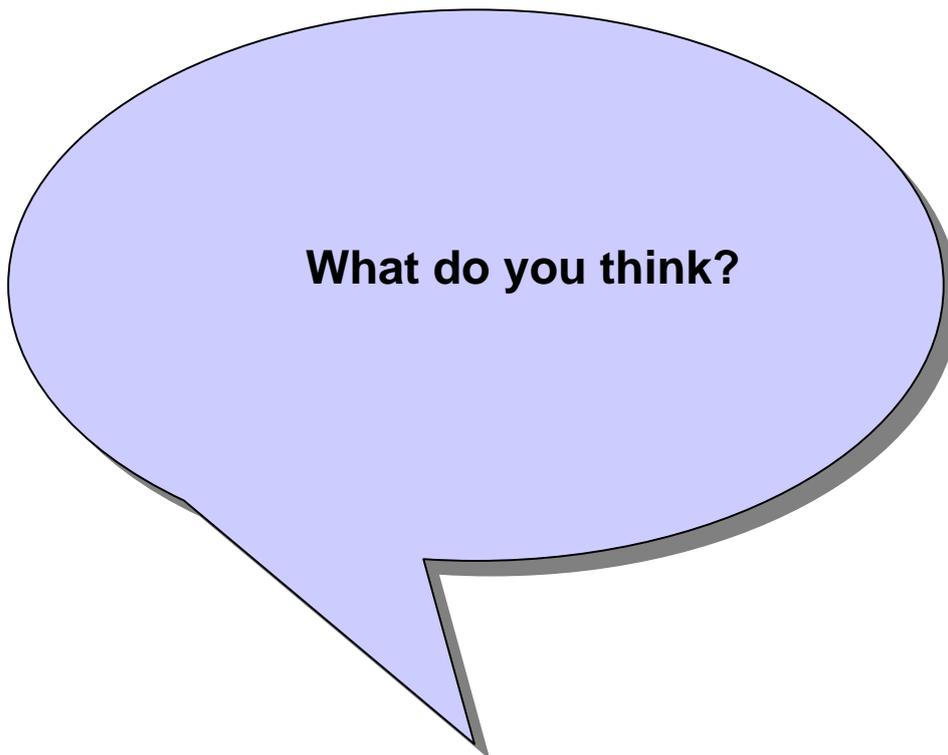
The law says that the people we need to treat fairly are:

	<p>Men and women</p>
	<p>Disabled people</p>
	<p>People from ethnic minorities. These are people who come from another country or whose families came to Northern Ireland from another country. It includes Irish Travellers</p>

	<p>People with different religions or beliefs</p>
	<p>People who have different sexual orientations. Sexual orientation means whether someone is attracted to men, or women or both</p>
	<p>People with different political views</p>
	<p>People who care for their children or care for other adults who are sick or have a disability</p>
	<p>People who are married, in a civil partnership, single or divorced</p>



Younger people and older
people



What do you think?

We would like you to tell us what you think about our action plan.

If you would like to tell us what you think you can meet or contact:

Anne McGlade

	Telephone: 028 90535577
	For Text Relay use 18001 028 90535577 Text phone 028 90324980
	Email: anne.mcglade@hscni.net

Please tell us what you think by

18th March 2011

Thank you

About what you tell us

The Health and Social Care Board may want to share what you tell us with others.

We will usually put the comments we get into a report that others can see.

If you want to keep what you tell us private please tell us why you think we should do this.

We will think about your reasons for keeping your information private if we are asked to share information but we cannot promise to keep it private.

