

Disability Action Plan

Of the Health and Social Board

What we did and what we plan to do.



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April 2013 (Revised July 2015)



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You can also get a copy of this disability action plan by looking on our website:

www.hscboard.hscni.net

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

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You can get copies in different formats

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



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Message from the Chief Executive

My name is Mrs Valerie Watts. I am the Chief Executive of the Health and Social Care Board.

The Chief Executive makes sure that all our work gets done.

We want to make things better for people with a disability who use our services.

We want to make things better for staff with a disability.

The Chief Executive makes sure that day to day work in relation to disability actions gets done.



This book is about our Disability Action Plan.

We want people with disabilities to be treated fairly and have the same chances as people who don't have a disability.

This is a plan about what we are going to do over the next 3 years.



This is to help make things better for people with a disability.



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About the Health and Social Care Board



What do we do?

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

We were set up in April 2009

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.



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Table 1: Directorates within the Health and Social Care Board

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
Transforming your Care	eHealth and External Collaboration
Plans for making changes to health and social care over the next five years	Overseeing the strategic development of Information and Communication Technologies (ICT) services across the region



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The law says that we need to have a disability action plan.



This law is the Disability Discrimination Order 2006

We must think about different people with disabilities when we plan our services for the public.

We also must think about staff who have a disability.



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



Each year we will write up what we have done.

In 3 years we will check to see what else we could do.



Our plan says that we will listen to the views of people with a disability.



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How we revised our disability plan?



The first thing we did was ask staff to tell us what they thought they could do for disabled people through their work.

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 people with disabilities.



We made a list of things where we could do things better.

We then asked all staff, including staff with a disability and carers what they thought of the list and give us more ideas.



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What is in our Disability Action Plan?

What will we do?

Our Action Plan says that we will do things like:

- ✓ We will look at how we can make our information easier for people to get.
- ✓ We will look at how we can make our information easier for people to understand.
- ✓ We will use plain language.
- ✓ We will look at ways to make our website easier to use.
- ✓ We will produce information in different ways.
- ✓ We will train our staff to tell them about disability issues.
- ✓ We will work with disabled people to provide guidance to help staff to do things better.
- ✓ We will try to find out how many staff have a disability.



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What is in our Disability Action Plan?

What we will do?

- ✓ We will try to find out how many people look after someone with a disability.
- ✓ We will make sure that our meetings suit people with disabilities and carers.
- ✓ We will provide more information about our work.
- ✓ We will offer work placements for disabled people.
- ✓ We will look at better ways to get more disabled people to apply for work with us.
- ✓ We will look at how we can support staff with disabilities.
- ✓ We will work with disabled people to check out how well we are doing.



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What is in our Disability Action Plan?

What we will do?

- ✓ We will improve awareness of disabilities for staff working in communities.
- ✓ We will make it easier for disabled people to complain about a poor level of service, if they would like to.
- ✓ We will involve disabled people in our work around dementia and pain management programmes.



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What change or difference will it make?

Our information will have more positive images of people with disabilities.

Disabled people will find it easier to get information that they understand.

Meetings will be better suited to the needs of people with disabilities.

There will be better information on the numbers of staff with disabilities.

There will be more support for staff with a disability.

People with disabilities will better involved in decisions that are important to them.

People with disabilities will get a better chance to work with us in work placements.

When people find out what we do they may want to apply for jobs with us.



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