

Equality 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 equality action plan by looking on our website:

www.hscboard.hscni.net

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

Contact: Michael Bloomfield – Director of Performance and Corporate Services

A blue icon of a telephone handset on a base.	Telephone: 028 95363265
A blue icon of a text relay device with a screen and a handset.	For Text Relay use 18001 028 95363265
A white icon with a red square and an '@' symbol.	Email: michael.bloomfield@hscni.net



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You can get copies in different formats

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



Telephone: 028 95363265



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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 everyone, including people outlined in equality legislation.

We want to make things better for our staff too.

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



This book is about our Equality Action Plan.

Equality means different sorts of people being treated fairly and having the same chances.

This is a plan about what we are going to do about equality over the next 3 years. This is to help make things fairer and equal for people.





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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 an equality action plan.



This law is section 75 of the Northern Ireland Act 1998.

We must think about the needs of different sorts of people when we plan our services for the public.

We also must think about staff who have different needs.



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 different needs.



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How we revised our equality plan?



The first thing we did was ask staff to tell us what they thought they could do for people with different needs through their work, to treat them fairly.

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 different sorts of needs.



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

We then asked all staff what they thought of the list and give us more ideas.



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What is in our Equality 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 try and make it easier for people to make a complaint if they have a problem with a health or social care service, if they would like to.



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What is in our Equality Action Plan?

What we will do?

- ✓ We will provide better services for adults with autism.
- ✓ We will make more people aware of dementia and the services available.
- ✓ We will improve the services we offer for people with dementia.
- ✓ We will make our social services more accessible and let people choose the social service that is best for them.



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What change or difference will it make?

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

Everyone will find it easier to get information that they understand.

People will find it easier to complain if they have a problem with a health or social care service.

Adults with autism will get a better service.

Everyone will know what services are available for people with dementia.

Social Care services will be more accessible for people that need them.

People using Social Care services will have a greater choice in what the service they get looks like.

We will have better information on the differences of our staff.

We will involve people in decisions about services that they use.



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