



Health and Social
Care Board

12-22
Linenhall Street
Belfast
BT2 8BS

Equality Scheme

**Our plan about how we are going to
treat people fairly and make things
better for staff and people who use our
services**



Easy to read

November 2011

This is a shorter version of the Equality Scheme for the Health and Social Care Board. It was approved by the Equality Commission for Northern Ireland on *4th October 2011*



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 Equality Scheme you can contact the Equality Unit, Business Services Organisation

Contact:



Telephone: 028 90535531

	<p>For Text Relay if you are deaf and have a text phone and want to contact someone who is not deaf use 18001 028 90535531</p> <p>Some one else will help you to talk to this person using your text phone.</p> <p>Text phone 028 90324980</p>
	<p>Fax: 028 9053 5641</p>
	<p>Email: Equality.Unit@hscni.net</p>

You can also ask for a copy of the full Equality Scheme in other formats such as large print or audio.

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Message from the Chief Executive



My name is John Compton. 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 sure that in the work that we do everyone is treated by their needs and not treated badly because of their difference.

The Head of Corporate Services makes sure that day to day work in relation to equality issues gets done.

Equality staff in the Business Services Organisation helps us to carry out our equality work.



This book is about our Equality Scheme.

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

Scheme means a plan. This is a plan about what we are going to do about equality. This is to help make things more fair and equal for people.

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.

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

When we say “good relations” we mean building relationships.

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 .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 we need to do to make things fairer and to make equality better at work and in services.

When we say “consultations” we mean when we contact people to find out what they think about what we are doing.

When we say accessible this means making sure every one can use some thing.

When we say “screening” we mean we look at our work to see if there are any inequalities. Things that we do where people are not treated fairly. We look at what we can do to make things better.

When we say accessible formats we mean things like Braille, Easy Read, large print, symbols, translations, and sign language.

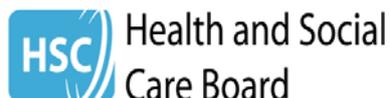
When we say “Corporate Plan” we mean an outline of our business.

When we say “Commissioning Plan” we mean an outline of the health and social care services for everybody in Northern Ireland.

There are nine different groups of people that we look at. A list of these people is on Pages 14 to 16.

There are three good relations groups. A list of these is on Page 16.

About the Health and Social Care Board



This is our logo

We were set up in April 2009.

We are a public authority. A public authority means organisations that look after things like health, social care, hospitals, schools, housing and roads.

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

What is an Equality Scheme?

Like any other public authority the Health and Social Care Board has to follow the law on treating different people fairly. We want to look at ways how we might change about how we think about and treat other people.

Equality means different sorts of people being treated fairly and according to their needs.

Equality Commission

FOR NORTHERN IRELAND

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.

We a made a list of some things that we are going to do to make things fairer

We will use our Corporate Plan and Commissioning Plan and check out how well we are doing on the actions in our audit of inequalities.

Our Equality Scheme



The Equality Scheme puts in one booklet information that tells you what we are going to do to make sure that people are treated fairly and by their needs and that people have equal chances.

Our Equality Scheme is about everyone



Our staff

People who use our services

It is also about other organisations that work with us.

We will use our Equality Scheme to help support equality and diversity.

Actions in our Equality Scheme



As part of our Equality Scheme we plan to do a number of things.

Each year we will write a report that tells the Equality Commission and the public how well we are doing with our Equality Scheme.

We will check out throughout the year how well we are doing and tell our senior managers and our board members.

We will keep up to date information about those who use our services and our staff.

We will make sure that training is available to our staff.

We will look at our policies and check if there are any equality issues. This is called screening of policies.

If there are big inequalities we will carry out more work on our policies. This is called an Equality Impact Assessment.

We will make sure that our information is easy to understand.

We will provide information in accessible formats like large print, audio, Easy Read or translated for people who do not speak English or in sign language for people who are deaf.

We will make sure our consultations are open to everyone.

We will keep our consultation list up to date.

We will look at complaints as they come in and where we can we will fix them.

We will make sure that those we are in contact with also know about our Equality Scheme.

 Equality Commission

FOR NORTHERN IRELAND

In our report to the Equality Commission each year we will report on progress on these things.

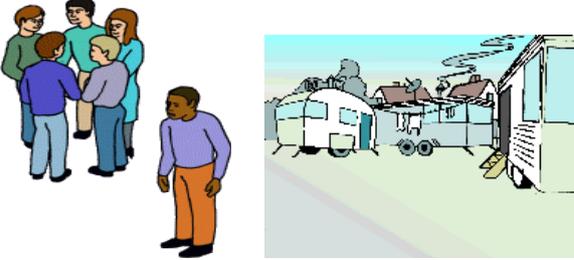


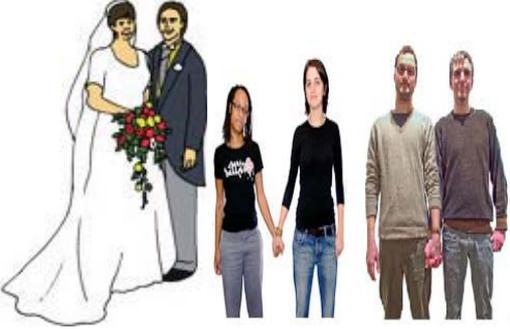
We will do this each year.

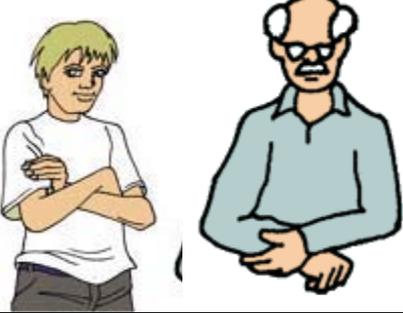
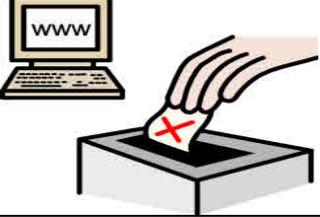
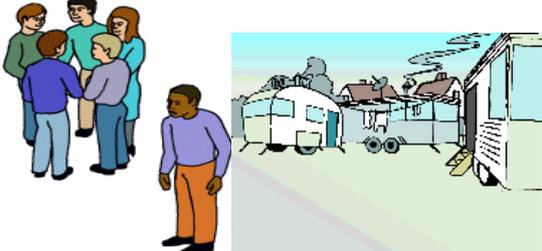


What does the law say?

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

Nine Equality Categories	
	<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 a man and woman attracted to each other, two men attracted to each other or two women attracted to each other</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 (between two men or between two woman), single, widowed or divorced</p>

	<p>Younger people and older people</p>
<p>Three Good Relations Categories</p>	
	<p>Religion</p>
	<p>Political opinion</p>
	<p>Race</p>

How you can contact us

If you would like to contact some one in the Health and Social Care Board about the Equality Scheme or about equality issues

You can meet or contact: Michael Bloomfield, Head of Corporate Services.

	028 90 553731
	<p>For Text Relay use 18001 028 90553731</p> <p>Text phone 028 90324980</p>
	michael.bloomfield@hscni.net

Thank you

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To contact Inspired Services: www.inspireservices.co.uk

We are also grateful to Mencap (Northern Ireland) for helpful feedback received.