



**Eastern Health And Social Services Council**

**Section 75 Northern Ireland Act 1998**

**Progress Report**

**1 April 2005 To March 2006**

**August 2006**

# EQUALITY COMMISSION FOR NORTHERN IRELAND

## Public Authority Progress Report 2005 - 2006

### Template to assist Public Authorities to report on implementation of the equality and good relations duties under Section 75 of the NI Act 1998

The information required from public authorities will be based on the period from **1 April 2005 to 31 March 2006**. Please ensure that it is submitted to the Commission by **31 August 2006**, electronically (by completing this template) and in writing, with a signed cover letter from the Chief Executive or, in his/her absence, the Deputy Chief Executive.

This year's progress report template is significantly different from earlier guidance, reflecting the work that many authorities will be undertaking on their five year review of equality schemes. It is important that the authority reports on what it views as being relevant in terms of progress made on the implementation of the statutory duties from April 2005 to March 2006.

Please enter information at the end of each Section in the template.

Name of public authority (Enter details below)

Eastern Health and Social services Council

Equality Officer name and contact details (Enter details below)

Sean Brown  
Tel: 02890 321230  
E-mail: sean.brown@ehssc.n-i.nhs.uk

## **Section 1: Strategic Implementation of the Section 75 Duties**

- **Outline evidence of progress made in developing equality and good relations objectives, performance indicators and targets in corporate and annual operating plans during 2005-06. Your response should include any targets for 2006-07.**
- **Please provide details of the direct resourcing of Section 75 work during 2005–06. This should include staff appointed/directed (*not names*) and details of any budget allocation, to specifically deliver equality scheme commitments.**

The equality agenda has been incorporated into all aspects of the EHSSC work programme. Section 75 has given the Council a firm foundation on which to challenge service providers to provide equity for all service users of HPSS.

In particular the Council adopted a specific work theme on Diversity and Exclusion within its annual work programme. Council recognises the need to ensure equal access to high quality services for all patients and users as individuals. Council recognizes also that for some patient/user groups specific initiatives are necessary to achieve this for all people. In 2005/2006, Council part funded (£3000) the post of Health Advocacy Worker with the Chinese Welfare Association in pursuit of this aim. This was a follow up to an initial support funding of £3000 in 2004/2005. Through this pilot the Council aimed to address adequately and well the needs of one excluded community and to apply the lessons learnt from this in a model of practice/action for the Council it can apply then to other identified minority groups within its catchment area. In addition the Council is a key stakeholder in the setting up of a Northern Ireland Chinese Patients Forum.

The Council work programme and all staff have specific objectives in relation to equality. These objectives were reviewed on a quarterly basis and Council members updated on progress.

The Council employs a senior manager with duties related to the equality agenda. The equality agenda would apportion £5,000 to the overall salary of the manager.

In addition the Council has committed the following funds in promotion of section 75 commitments

- December 2005 -Anti racism training £350
- Leaflet translation - £1568
- Chinese Health advocacy project - £3000

As an independent organisation which represents the views and opinions of the general public in all areas of health and social services mainstreaming the need to promote equality into the work of the Council is essential to it fulfilling its primary role. This commitment is reflected in Council planning for 06/07.

The Council is a member of the Eastern Area Equality Best Practice Group. The Group meets on a quarterly basis.

## **Section 2: Screening & Equality Impact Assessment (EQIA)**

**2a) If a Screening Report has not yet been submitted to the Commission please advise us on the current position with regard to producing this report and forwarding to the Commission.**

As a small organisation the Council is provided with administrative support by the EHSSB. All administrative policies including recruitment and selection are screened by the Board.

The EHSSC will cease to exist on 31<sup>st</sup> March 2008 and will be replaced by the Patient Client Council. As a result, no new policies will be formulated by the EHSSC.

**2b) If a Screening Report and EQIA Timetable has previously been submitted to the Commission please provide an update (using the matrices in Appendix A) of policies subject to EQIA during 2005-06, new/proposed/revised policies screened during 2005-06, ongoing EQIA monitoring activities and 2006-07 EQIA timetable.**

The EHSSC will cease to exist on 31<sup>st</sup> March 2008 and will be replaced by the Patient Client Council. As a result, no new policies will be formulated by the EHSSC.

### **Section 3: Training**

**• Outline staff and Management Board/Committee training during 2005-06 associated with the Section 75 duties/Equality Scheme requirements (Provide details of types of training provision e.g. general awareness raising, specialist training on EQIA, Screening and Consultation). Provide a summary of any training evaluations and comments on the benefits of such training.**

Council staff undertook a number of training sessions on the equality agenda. They included

- May / Equality Vision training  
Training based on the Equality Vision video produced by the Eastern Area Equality Best Practice Group of which the Council is a member
- June / Disability Discrimination training  
In House training, including an audit of Council facilities from the perspective of the DDA
- December / Racial equality training  
Training provided by NICEM for ½ day and was attended by all staff
- February – Good Relations training  
Training provided by Trademark through the Eastern Area Equality Best Practice Group
- March Equality Screening training  
Specialist training provide by the EHSSB

The feedback on all of the sessions was positive. In particular the training by NICEM was thought provoking and very well received

### **Section 4: Communication**

**• Provide details of how the authority communicated progress on delivery of the statutory duties during 2005-06.**

- **Provide details of any review of communication activities during the year to ensure effective communication on progressing the statutory duties.**

The Council provided quarterly updates to its members on progress against its statutory duties. Members were given an opportunity at public meeting to question and comment on the updates.

The Council prepared and submitted its 5-year review on its Equality scheme to the Equality commission in May 06.

### **Section 5: Data Collection & Analysis**

- **Describe any systems that were established during 2005-06 to supplement available statistical and qualitative research, including consideration given to using internal organisational data and external networks.**
- **Describe any systems established during the year to monitor the future adverse impact of policies that were subject to EQIA.**
- **Detail any research undertaken/commissioned during 2005-06 to obtain data/information relating to the nine equality categories.**

No new systems were established during 2005-06 to supplement available statistical and qualitative research

No new systems that were established during 2005-06 to monitor the future adverse impact of policies possibly subject to EQIA.

No research was undertaken/commissioned during 2005-06 to obtain data/information relating to the nine equality categories.

### **Section 6: Information Provision, Access to Information and Services**

- **Outline what action has been taken during 2005-06 to develop arrangements for the provision of information in accessible formats.**
- **Detail any initiatives/steps taken to improve access to services.**

The Council reviewed its information leaflets in 05/06. Subsequently the Council made its core information leaflets available in languages including Latvian, Portuguese, Russian, Irish, Lituanian, Mandarin, Ukranian, Urdu and Braille. The cost of the leaflet translation was £1568. All leaflets are also available on CD.

### **Section 7: Complaints**

- **Identify, during 2005-06, the number of Section 75 complaints:**
  - **received by the authority;**
  - **resolved by the authority;**
  - **which were not resolved to the satisfaction of the complainant; and**
  - **which were referred to the Equality Commission.**

There were no complaints made to the Council on Section 75

### **Section 8: Scheme Timetable**

- **Provide an update of your equality scheme implementation timetable (covering all the scheme commitments), identifying any changes since your previous report. Please detail any planned actions outstanding.**

The Council submitted its 5-year equality scheme review in May 06. there are no outstanding actions to be addressed.

The EHSSC will cease to exist on 31<sup>st</sup> March 2008 and will be replaced by the Patient Client Council.

### **Section 9: Consultation, Participation and Engagement**

- **Provide details of the processes adopted to engage with representative groups during 2005-06.**
- **Outline measures taken to enhance the level of engagement that were successful and unsuccessful.**

The Council Chief Officer undertook extensive engagement with community and voluntary groups in 05/06. This took the form of

meeting groups in their own environments and seeking their views to inform the Council's work.

The groups included:

- ❑ Lagmore Community Forum
- ❑ Chinese Welfare Association
- ❑ Northern Ireland Council for Voluntary Action
- ❑ Disability Action
- ❑ Mater Hospital Community Forum
- ❑ Users Forum
- ❑ Glen Community Group
- ❑ North Belfast Partnership
- ❑ Lagan Valley Hospital Consumer Group
- ❑ Youth Action Ni
- ❑ Saintfield Patient Participation Group
- ❑ Men to Men (men's health)

### **Section 10: The Good Relations Duty**

**Provide details of steps taken to implement or progress the good relations duty during the year. Please indicate any findings or expected outcomes from this work.**

The Council is a co-signee to the Eastern Area Equality Best Practice statement on Good Relations launched in 11 March 2005.

Council staff received training in 05/06 on Good Relations. The training was delivered by Trademark.

### **Section 11: Additional Comments on Mainstreaming**

**The main aim of the statutory duties is to mainstream equality of opportunity and good relations considerations into the functions of the authority, leading to better policies and service delivery. Please provide any additional information/comments you think may be relevant.**

As an independent organisation which represents the views and opinions of the general public in all areas of health and social services mainstreaming the need to promote equality into the work of health and personal social services is essential to the Council fulfilling its primary role. The Council has found the statutory duties a valuable tool in promoting equity in service provision for all communities in Northern Ireland.

## Section 12: Concluding Questions

12A) Does the authority believe its work on implementing the statutory duties during 2005-06 produced positive benefits for the organisation? **YES** ✓ if yes please complete the following

**No**

	Very noticeably	Noticeably	No real change
i) Increased awareness of equality issues in policy making		✓	
ii) Increased ability to ensure policies are designed and targeted to reflect equal opportunities objectives			✓
iii) Increased awareness of good relations issues in policy making		✓	
iv) Increased ability to ensure policies are designed and targeted to reflect good relations objectives			✓
v) Increased awareness of equality issues in service delivery		✓	
vi) Increased ability to ensure services are designed and targeted to reflect Section 75 requirements			✓

12B ) Does the authority believe its work on implementing the statutory duties during 2005-06 produced positive benefits for groups within the Section 75 categories?

**YES** ✓ if yes please complete the following

**No**

	Very noticeably	Noticeably	No real change
Persons of different religious belief			✓
Persons of different political opinion			✓
Persons of different racial groups			✓
Persons of different age			✓
Persons with different marital status			✓
Persons of different sexual orientation			✓
Men and women generally			✓
Persons with and without a disability			✓

Persons with and without dependents

√

**Please go to Question C over**

### **QUESTION 12C**

**If you answered yes to QUESTION 12 B,** for each of the categories where a noticeable or very noticeable change has occurred, please give examples of those changes to policies or practices which have resulted in positive change. If the change was a result of an EQIA please tick the appropriate box in column 3:

	Policy or Practice	Tick if result of EQIA
Persons of different religious belief	•	
Persons of different political opinion	•	
Persons of different racial groups	•	
Persons of different age	•	
Persons with different marital status	•	
Persons of different sexual orientation	•	
Men and women generally	•	
Persons with and without a disability	•	
Persons with and without dependents	•	

## Appendix A

## Screening & EQIA Update

Please enter details relating to the authority's progress using the following matrices.

### i) EQIA Timetable – 2005-06

<b>Title of policy EQIA underway during April 2005- March 2006</b>	<b>Stage (as per Steps 1-7 of EQIA Process) As at end March 2006</b>	<b>If joint-EQIA please state partner authorities</b>	<b>Outline any adjustments to policy intended to benefit individuals from the nine equality categories and outline the relevant categories affected.</b>	<b>Were adjustments to policy a result of <u>A</u>ssessment of adverse impact/ <u>C</u>onsultation, or <u>B</u>oth <i>Please enter A, C or Both</i></b>	<b>If EQIA decision making stage completed, is amended policy being implemented? <u>Y</u>es/<u>N</u>o</b>
1.					
2.					
3.					
4.					
5.					

### ii) Ongoing Screening Activities 2005-06

<b>Title of policy subject to screening during April 2005- March 2006</b>	<b>If joint policy please state partner authorities</b>	<b>Was initial screening decision changed following consultation? <u>Y</u>es/<u>N</u>o</b>	<b>If Screening completed is policy being subject to EQIA? <u>Y</u>es/<u>N</u>o</b>	<b>If EQIA planned indicate year for assessment</b>
1.				
2.				
3.				
4.				
5.				

iii) Ongoing EQIA Monitoring Activities 2005-06

Title of EQIA subject to Stage 7 monitoring during April 2005- March 2006	If joint policy please state partner authorities	Indicate if differential impacts previously identified have reduced or increased	Indicate if adverse impacts previously identified have reduced or increased
1.			
2.			
3.			
4.			
5.			

iv) 2006-07 EQIA Time-table

Title of EQIAs due to be commenced during April 2006 – March 2007	Existing or New policy? Please enter E or N below.	If joint-EQIA please state partner authorities	Please indicate expected date of completion of EQIA Stage 6 i.e Decision making stage
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			