

Section 75 Annual Progress Report 2024/25

Trust Board 25 September 2025



Southern Health
and Social Care Trust

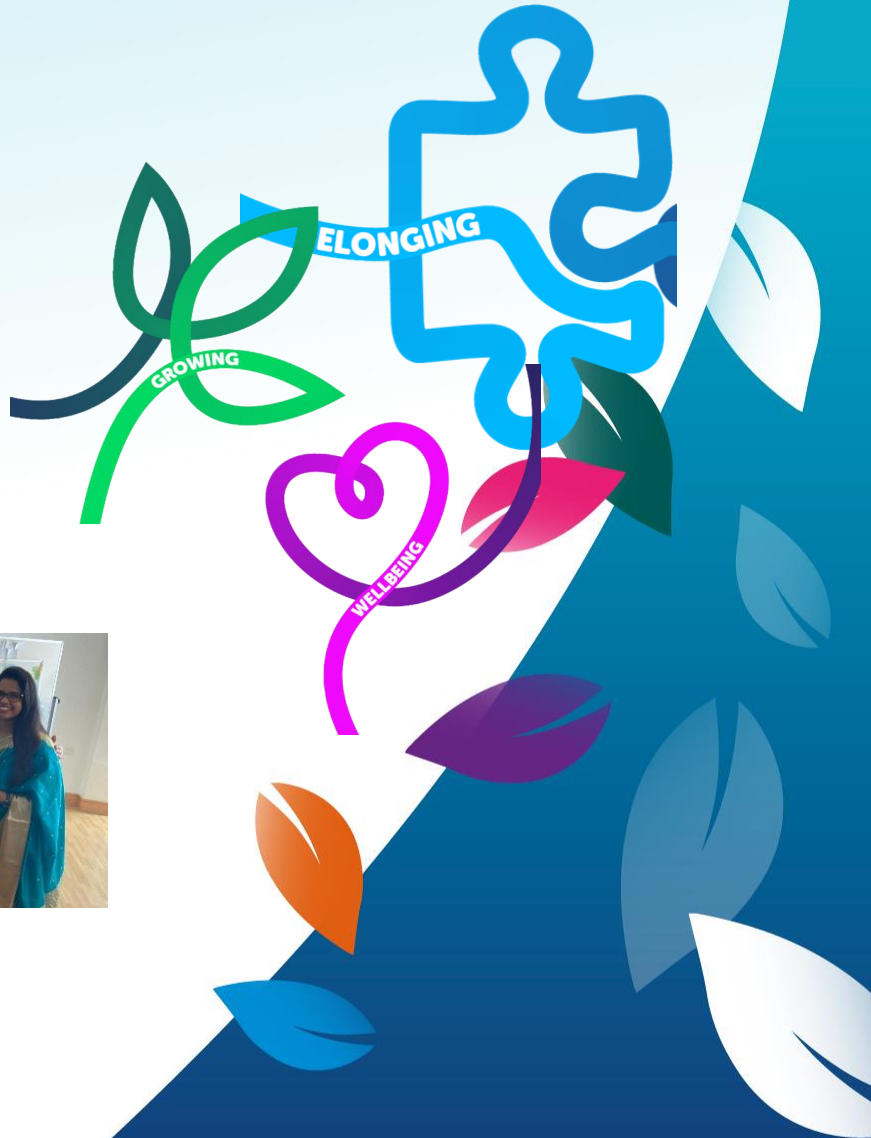
TOGETHER, IMPROVING CARE, TRANSFORMING LIVES

Equality, Diversity & Inclusion Team - Tel: 028 375 64151

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Through our EDI plans and associated activities, and in line with our vision and strategy 2030 and People Framework we aim to address discrimination and promote a fairer, more representative workplace and patient experience.

In line with our Trust's 3 People Priorities (Wellbeing, **Belonging** and Growing) within our People Framework, belonging is a key element. In the last number of years, in the Southern Trust we have developed a number of initiatives with the aim of promoting more inclusivity for our staff and service users.



Some key successes for 24/25.....

Addictions Service

Trust Community Addictions Service co-produced a podcast with service users that have used the Addiction Service (past and present) to share real, powerful stories about addiction, recovery and hope with the aim of helping to reduce the number of DNAs. To protect anonymity the service users used pseudonyms, and their experiences can be heard on the podcast.



New women's health hub for Daisy Hill Hospital

A new women's health hub has opened at DHH offering rapid access for gynaecological and early pregnancy support. The hub which is staffed by gynaecologists, obstetricians, specialist nurses and midwives, aims to make sure that women get the most suitable care in the right place, as quickly as possible.



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Handheld pocket translation devices

Promoting Wellbeing Team & Primary Care Multidisciplinary Teams launched a new handheld pocket translation device to help improve communication between staff and patients who do not speak English as a first language in CAH, DHH and GP practices across the Trust area.

The pocket-sized digital kit can translate up to 108 languages through audio or text in real time. Service user feedback found that 100% found the device easy to use, 95% found the device improves patient contact and 96% felt the device should be available in all health care settings.



Purple Heart Project – Dementia



A project to support patients living with Dementia or experiencing confusion during their visit to hospital was rolled out across Craigavon and Daisy Hill Emergency Departments.

The Purple Heart project was developed by Craigavon Area Hospital ED Sister Shauna Colyer in support of patients coming into the department with dementia and was launched as part of Dementia Action Week.



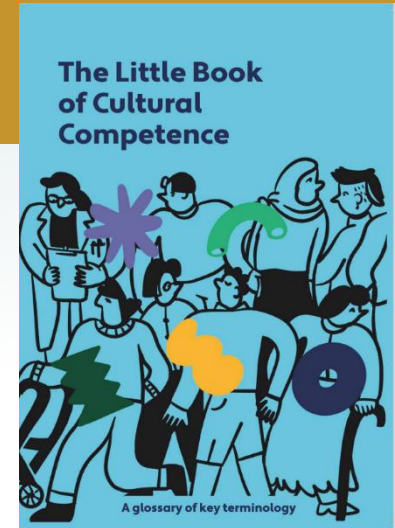
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A Cultural Competency Framework

The Framework was launched on *5 February 2025* by the Minister of Health. This new regional framework will help HSC staff to improve their confidence and competence in engaging with and providing services to people from a range of diverse cultural backgrounds.

The framework, which is underpinned by staff training and resources, includes the ‘**Little Book of Cultural Competence**’. At the launch event Health Minister Mike Nesbitt said: *“This regional framework is an important step as part of our broader efforts to create an environment of inclusivity and equality within healthcare. I am delighted to say that this initiative will provide our staff with the necessary tools to enhance patient care and help reduce health inequalities right across Northern Ireland.”*



The Little Book of Cultural Competence is a go to guide for understanding 10 essential terms around cultural competence. Each section unpacks a key term by sharing a real-life account, addressing common misconceptions, and offering suggestions to assist in cultural competence journey.

Culture Night 9 May 2024

On Thursday 9 May 2024, staff joined together for our second Culture Night In DHH in Newry. Over 120 staff, senior management and Trust Board members attended.

It was an evening in celebration of our International Staff and the cultural diversity within the Southern Trust. The night included traditional dancing and entertainment with nationalities from Brazil, Philippines, Portugal, Pakistan, India, Nigeria and Zimbabwe represented.



SHSCT CULTURE NIGHT
MUSIC | FOOD | DANCE

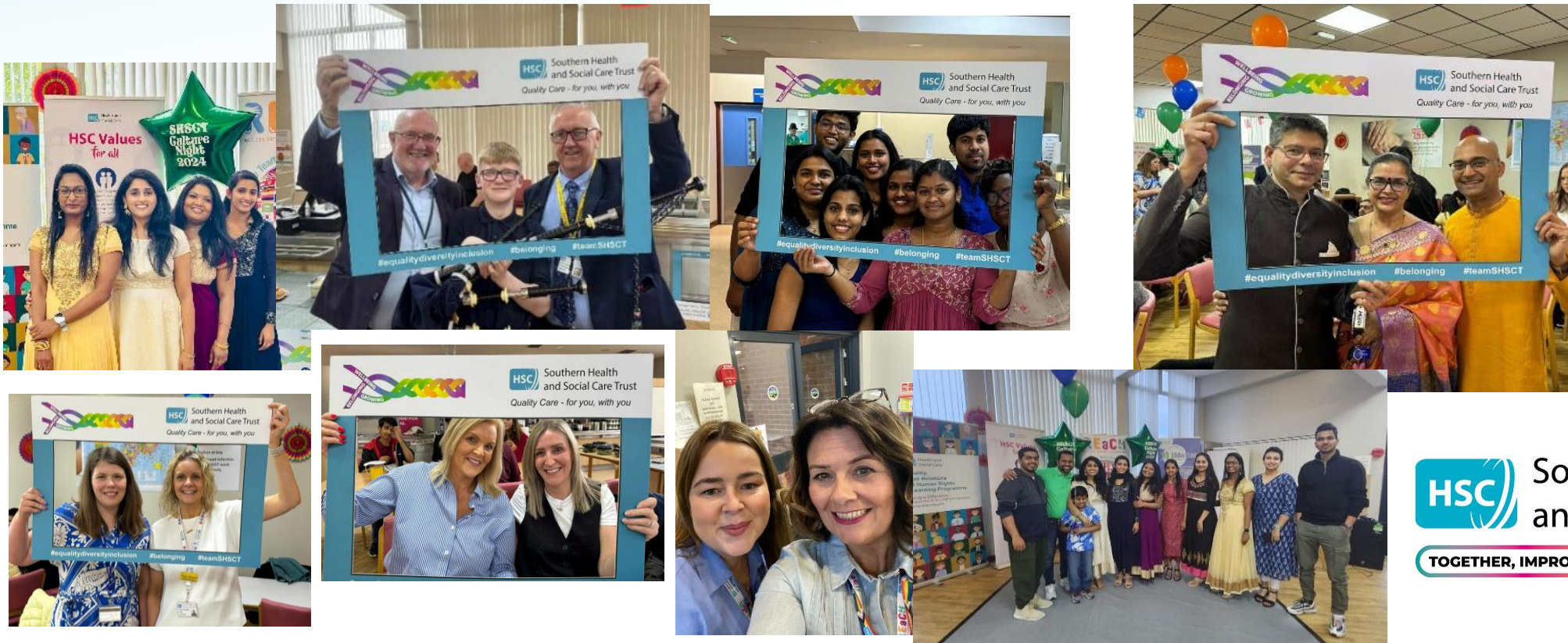
Thursday 9th May 2024 6.30pm-8.30pm
Daisy Hill Hospital Dining Room
Transport provided

Please join us for an evening of traditional dress, food, music and dance in celebration of our International staff and the cultural diversity within the Southern Trust.

Get involved!
Bring along some traditional foods to share on the night

To register for the event please contact Aine in the Equality, Diversity & Inclusion Team by **Friday 26th April**
equality.unit@southerntrust.hscni.net
0772385721

REACH



Disability Advocate Update

The Trust welcomed a new role of Disability Advocate during *July 2024*. Dr. Clodagh Corrigan is a Specialty Doctor in Emergency Medicine and is based in the ED in Daisy Hill Hospital.

We are the first Trust in Northern Ireland to establish this role.



Action	Update year 1
Introduce role	DA role was introduced internally beginning in July 2024. It was formally announced both internally and in media outlets in October.
Staff survey	A disability focused staff survey was carried out - with 363 respondents across medical and dental and agenda for change workforce. Responses from all grades, included both disabled and non-disabled staff and line managers. Some of the responses were quite stark and highlighted areas where we need to improve. This has informed on going work.
Staff network	Staff network established, inaugural meeting 13th of March 2025 - ValuABLE . Terms of reference developed, designing logo and planning event for IDPD 3 December.



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Disability Advocate Update (cont..)

IDPD - 3 Dec 24	Meet & greet was held, flyers given out and cake provided! Very useful networking opportunity & gave staff members the opportunity to raise some concerns. Another IDPD event is being planned by the ValuABLE network for 3 December 2025.
Policy review	A regional review of the absence management policy has been carried out. The Disability Advocate contributed to this review with changes made to benefit disabled staff. Work is ongoing to produce guidance for managers regarding time off for disabled staff to avail of healthcare. This was a significant area of concern raised in the staff survey.
Estates	Despite some obstacles, our Estates team have committed to beginning some works starting on the Daisy Hill site to facilitate disabled staff and service users. This will include low-cost measures such as installation of lower-level hand sanitiser, soap dispensers and replacing pedal operated bins. Powering of fire doors with push pads is planned.
Recruitment/ Retention	Over the course of the 12 months, the Disability Advocate has supported both staff and line managers who are having difficulties. This has included facilitated conversations, advice and individual support and encouragement to remain in their job role.



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Key areas of focus for the year ahead (25/26)

1. Provision of appropriate accommodation/changing and toilet facilities for transgender people – staff and service users.
2. Support for our internationally educated staff
3. Accessibility for service users and staff / Support for Disability Advocate
4. Review of staff networks

This is alongside all the work that is ongoing within the regional equality & disability action plans and our in-house EDI work plan