

Equality in Action Newsletter 23/24



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- Accessible Communication for Service Users
- Annual Fair Employment Monitoring Return
- Equality, Good Relations & Human Rights Training
- Diversity Days/Events
- Employee Networks
- Excellence across the Trust

Equality Diversity & Inclusion

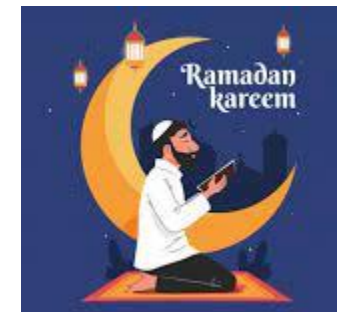
It is our aim to help create and support a culture that is inclusive at all levels and help create a sense of belonging, in line with the Trust's Vision, Values and Priorities. We strive to ensure the Trust is a 'great place to work' that promotes positive attitudes to diversity, both in relation to employees and service users. We wish to ensure that equality, diversity and inclusion are embedded across our organisation and that our employment practices are fair, flexible and enabling so that each employee can reach their full potential.

Some key highlights during the 2023/24 year included:-

- A comprehensive programme of training is provided both by the Trust Equality team and also in partnership with a range of organisations such as Rainbow, BDA and Employers for Disability NI.
- Equality, Good Relations and Human Rights e-learning programme for all employees is available on the regional HSC learning platform

Diversity & Inclusion Calendar

Last year we developed our first Diversity & Inclusion Calendar making a commitment to celebrate a number of diversity days throughout the year. For the 2023/24 year this included awareness raising and sharing of information on celebratory events such as:



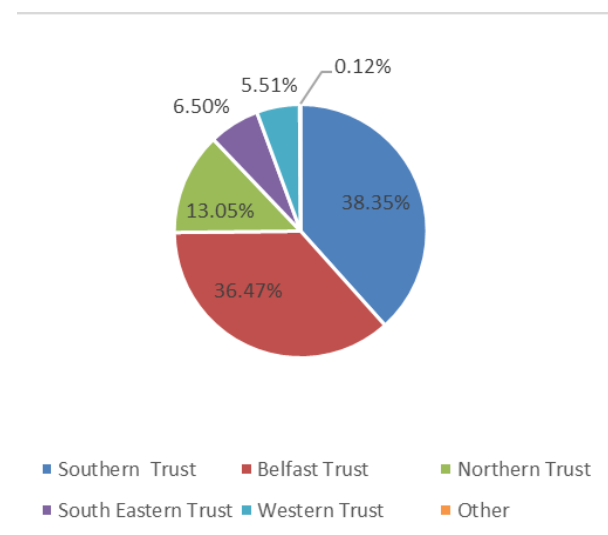
Accessible Communication for Service Users

The Southern Trust has one of the largest ethnic minorities' populations in NI. During the reporting period, the Southern Trust made 49,848 (last year – **46,309**) requests for interpreters through the NI Regional HSC Interpreting Service. The top 3 languages requested were **Polish, Lithuanian** and **Tetum**.

NI HSC Interpreting Service Report

HSC Organisation	Number of Requests	Cancellations	Non provisions	Out of Hours
Southern Trust	49848	5271	1027	723
Belfast Trust	47402	4893	2187	846
Northern Trust	16958	1946	424	211
South Eastern Trust	8448	971	321	137
Western Trust	7161	828	324	49
Other	161	18	0	2
Total	129978	13927	4283	1968

% Requests per HSC Trust/Org



1. Polish	10185
2. Lithuanian	8065
3. Tetum	6848
4. Bulgarian	6247
5. Portuguese	5704
6. Romanian	3447
7. Arabic	1780
8. Russian	1463
9. Ukrainian	1054
10. Slovak	992

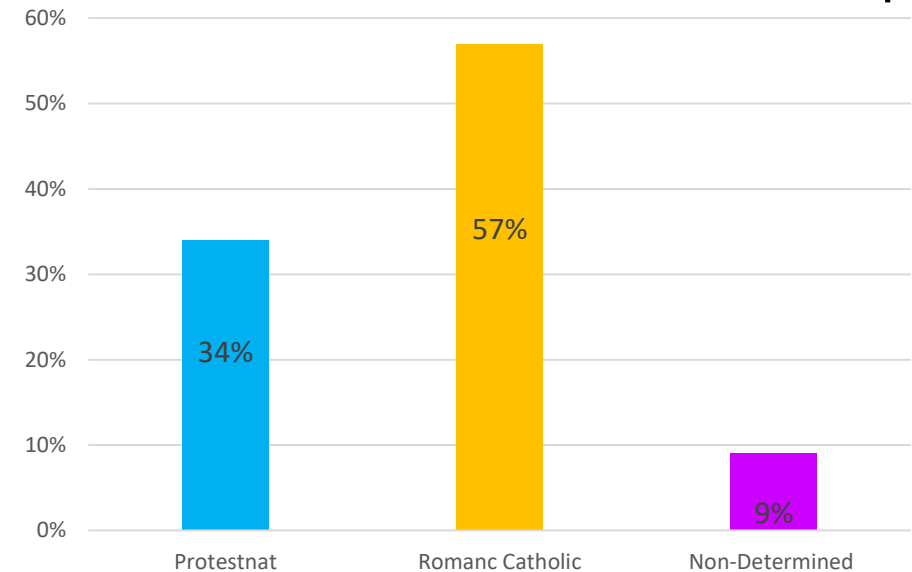
In addition, 9,470 (*last year 11,669*) calls were serviced through the telephone interpreting service during 2023-24.
142 (*last year 134*) documents were translated into minority languages during 2023-24.

Annual Fair Employment Monitoring Return

The Trust submitted its statutory Annual Fair Employment Monitoring Return to the Equality Commission showing workforce composition between the two main communities in NI, applicant flows/appointees, promotees and leavers for the year.

As at 1 January 2024, the community background was as follows:

- 34% Protestant,
- 57% Roman Catholic
- 9% non-determined.



The analysis is in line with an increasing trend within the Health Sector in favour of Roman Catholics as evidenced in the Equality Commission's Annual Fair Employment Monitoring Report No 33 – A Summary of NI Monitored Workforce Returns 2022.

As at 1 January 2024, the Trust employed 15,797 staff of which 14% were male and 86% were female. According to the NI Health and Social Care Workforce Census March 2022, published by the Department of Health (DoH) 78.0% of the HSC workforce were female and 22.0% were male. ([NI HSC Census 2022](#))

Equality, Good Relations & Human Rights eLearning Training - Making a Difference



During the 2023/24 year, the Trust continued the emphasis on enhancing our staff knowledge and capacity around equality, diversity and inclusion, across all parts of the organisation. To this end, we continue to roll out the corporate mandatory online training equality training “Making a Difference”.

The Corporate Mandatory Training (CMT) Compliance comparisons. Since March 2020 are outlined below:

CMT	Compliance as at 31 st May 2020	Compliance as at 31 st March 2021	Compliance as at 31 st March 2022	Compliance as at 31 st March 2023	Compliance as at 31 st March 2024
Equality, Good Relations & Human Rights	42%	73%	53%	65%	83%

Uptake has increased from 65% to 83%.

Corporate Mandatory Training Element	Compliance as at 31st March 2023	Compliance as at 31st March 2024	Variance (%)
Equality, Good Relations & Human Rights: Making a Difference	65%	83%	+18%

Employee Networks – REaCH Staff Network

REaCH Staff Network is a place of support for all current and new employees from different race and ethnic minority backgrounds and allies. The network continues to grow and we have seen a 124% increase from 2022. There is regular meetings and organised events throughout the year such as Hiking, Zumba, Badminton and continued communication via the What App grp, regular emails and drop in events.



REaCH Staff Network event



Our Equality, Diversity and Inclusion Team send a big thank you to all staff who joined them at their REaCH Staff Network event on Friday 19 May. They send a special thank you to Dr Sanjeev Kamath for his presentation on Supporting International Staff and our Trust's Chairperson, Eileen Mullan for joining.



Culture Night celebrations



Over 75 people attended our first ever Culture Night recently held in Trust HQ at Craigavon Area Hospital.



Culture Night 29 April 2023

On Thursday 27 April 2023, staff joined together for our first culture night.

It was an evening in celebration of our International Staff and the cultural diversity within the Southern Trust. We enjoyed some traditional foods, dress, dance and music – a great night was had by all!

International Day of Persons with Disabilities



To help raise awareness of **International Day of Persons with Disabilities** (3 December) the EDI Team organised a number of events for staff including:

- Disability Positive Practice: Reasonable adjustments Awareness session
- Disability Awareness Training for Managers: Equality, Diversity & Inclusion
- Drop-In-Clinic for Managers on Supporting Reasonable Adjustments in the workplace

Global Diversity Awareness Month

Global Diversity Awareness Month in October is a reminder of the positive impact a diverse culture of people can have on society as a whole. It aims to raise awareness of diversity and inclusion and celebrate all the ways our different ethnicities, cultures, heritages, experiences and abilities contribute to a more dynamic and inclusive workplace. During this time, the EDI Team helped raise awareness of the diversity of our workforce - Southern Trust - One Team, Many Nationalities. We hosted two drop in engagement sessions for our ethnic minorities Staff Network – REaCH and produced a Global Diversity Awareness Month video which was shared across numerous forms of communications.



Southern Trust - One Team, Many Cultures

As part of this, the EDI Team will be hosting two drop in engagement sessions for our ethnic minorities Staff Network - REaCH. You can find us at:

Daisy Hill Hospital, Newry - Friday 13th October 11.30 – 1.00pm
(Entrance to the Canteen)

Craigavon Area Hospital – Monday 23rd October 11.30 – 1.00pm
(Entrance to the Canteen)

International Men's Day

As part of **International Men's Day** on 19 November, the EDI Team facilitated a Movember Men's Health session; delivered by Business in the Community. It included Walk & Talk Health Checks with the Trust Occupational Health team in Armagh and we welcomed the Cancer Focus Keeping Well Service, who facilitated health checks aimed at increasing awareness of how to reduce the risk of cancer and promote healthier living and lifestyles.



International MEN'S DAY UK 19 November

HSC Southern Health and Social Care Trust
Quality Care - for you, with you

Upcoming International Men's Day Events

MOVEMBER HEALTH SESSION
Monday 13th November 2023
To be Delivered via Zoom from 10:00am to 11:00am

WALK, TALK & HEALTH CHECKS
Tuesday 14th November 2023 from 12:00pm
Meeting at The Hill Building, Front entrance, St. Luke's Hospital, Armagh, BT61 7NA

KEEPING WELL VAN
Friday 24th November 2023 from 9:00am to Mid/Late Afternoon
Near Car Park, Coffee Bar Entrance, The Hill Building, St. Luke's Hospital, Armagh, BT61 7NA

The Equality, Diversity & Inclusion Team have organised a number of upcoming Events for International Men's Days. We would encourage you to join in where you can. Please see below for more information. To book your place on any of the events listed use the new LearnHSCNI Website and search for the relevant Training session you wish to enrol.

For any queries please contact EqualityUnit@Southerntrust.hscni.net / Matthew.Smith@Southerntrust.hscni.net

International Women's Day



International Women's Day took place on Friday 8 March 2024. With 85% of our workforce female, raising awareness of IWD helps to demonstrate our commitment to creating a diverse and inclusive workplace for everyone. This year's theme was #inspireInclusion.

Some of our staff participated by striking the #InspireInclusion pose to show solidarity. We also used this opportunity to highlight the range of resources available in particular on Women's Health on Umatter and Menopause Awareness Information.

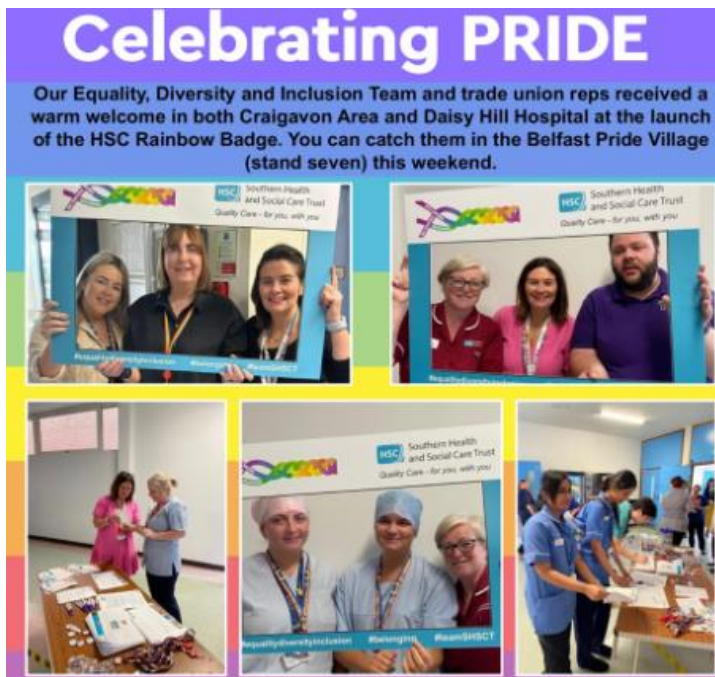


HSC LGBTQ+ Staff Forum

The **HSC LGBTQ+ Staff Forum** has been re-energised and walked in the Pride Parade on Saturday 29 July. The HSC LGBTQ+ Staff Forum exists to support LGBTQ+ employees within the HSC and create a more LGBTQ+ inclusive work environment



Pride 23rd July – 1st August 21



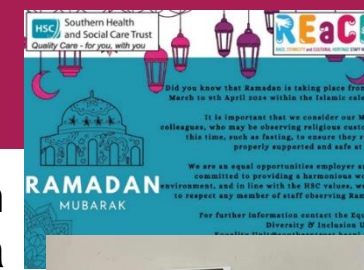
From **Friday 23 July – Sunday 1st Aug 2021**, the EDI team took the opportunity to show support for our LGBTQ+ staff and service users and to highlight the Trust as an inclusive employer for all. To take steps towards this we adopted the [HSC Rainbow Badge](#). Members of the EDI team (and Trade Union colleagues) hosted 2 engagement sessions in CAH and DHH, where Rainbow lanyards and the Rainbow Pin were available for staff.

We also used Pride to educate ourselves on how we can improve on equality of access to employment and training, provision of support and services and how we work with our colleagues identifying as LGBTQ+. A [Link & Learn LGBTQIA+ Inclusion in the Workplace](#) was hosted by Business in the Community and facilitated by [Cara-Friend](#)



Ramadan

Ramadan took place from the evening of 10 March – 9 April 2024, with the first day of fasting from Monday 11th March. As a Trust, we have a diverse workforce and it is important that we consider our Muslim colleagues during this time, who may be observing religious customs such as fasting, to ensure they remain properly supported and safe at work. In recognition of our staff practising Ramadan, we offered a provision of light snacks in both CAH and DHH dining rooms overnight and shared information on how to support staff and colleagues throughout the month of Ramadan.



Onam



Onam is an annual Indian harvest festival celebrated predominantly by the Hindus of Kerala. A major annual event for Keralites, it is the official festival of the state and includes a spectrum of cultural events. Members of the international nursing team were invited to the Newry Malayalee Association inaugural Onam celebrations 2023.

Onam is a celebration with beautiful displays to commemorate the mythical King Mahabai, as well as celebrating the end of the monsoon season welcome the harvest. It was a fantastic day full of celebration, culture and beautiful food.



Flexible Working



It is widely accepted that flexibility at work is key to attracting, retaining and supporting our skilled and valued workforce and assisting in the delivery of high quality services across Health and Social Care into the future. During 2023/24 we continued to promote the HSC Flexible Working Framework along with supporting resources. This included briefing communications, awareness training and resources for managers and information on flexible working options for employees. During the time frame April 2023 to March 2022, we received 661 requests for flexible working (last year 441) The most common reason for requesting flexible working was reduced/personalised hours, and the biggest staff group is N&MW. Less than 15% rejected. Also, we have approximately 4540 remote access users who WFH part of the time.

Good Relations Week

The Southern Trust is committed to the promotion of good relations amongst people of different religious belief, race or political opinion and during GRW 23, the EDI team took the opportunity to promote our good relations statement and highlight our commitment that our staff and service users should be treated with respect and dignity in line with the HSC Values.

We also took the opportunity to highlight the incredible work being undertaken by the International Nurse Recruitment Team and the ongoing Trust's work in relation to racial equality. Internationally educated nurses are a valuable and essential part of the Southern Trust nursing workforce. From 2016 we have welcomed and supported over 370, with 148 of those in the last year.

Good Relations Week 2023

We as an organisation are committed to the promotion of good relations amongst people of different religious belief, race or political opinion. During Good Relations Week (GRW) September 2023, we take this opportunity to promote our good relations statement and highlight our commitment that our staff and service users should be treated with respect and dignity in line with the HSC Values.

If you would like a Good Relations poster or for any other queries, please contact the Equality, Diversity and Inclusion team

[Read more about Good relations week here](#)



Excellence across the Trust....

Continued recognition for obstetrics and gynaecology training in the Southern Trust

26th September 2023

The Southern Health and Social Care has been ranked the top in the UK for the way it delivers gynaecology training to trainee doctors.

Along with receiving the top gynaecology training award out of 167 NHS Trusts, Craigavon Area hospital team were also placed within the top 10 performing units and highly commended for professional development, obstetric training and overall performance.



Three out of three national awards!



Our Trauma and Orthopaedic (T and O) service have won a national award for their commitment to patient safety for the third successive year.

The NJR Quality Data Provider award monitors the performance of hip, knee, ankle, elbow, and shoulder joint replacement operations to improve clinical outcomes. It does this primarily for patients; benefit, but also to support orthopaedic clinicians. The team celebrated but will miss their Da Admin Assistant Bobby Aicken, who is moving on after 10 years with the service.

“Improving patient safety is a key priority and is something all our staff take very seriously. The team deserve an enormous”

Therese wins Nicola Tallon Student Nurse of the Year Award ★ ★ ★ ★ ★ ★ ★

Our Nicola Tallon Student Nurse of the Year Award has been won by Therese White.

The award was launched in memory of our esteemed colleague Nicola who had worked in our Home Treatment Crisis Response team within Mental Health and Disability and passed away in June 2021.

Therese now works within our Child and Adolescent Mental Health Services (CAMHS) as an eating disorder nurse. Runner up for the award was Michelle McGirr, who continues to work within our mental health nursing team.

[Read more](#)



NI Healthcare Awards Finalists

Eight of our amazing teams have been nominated for the NI Healthcare Awards. The awards, which take place on Thursday 27th April, represent an integral opportunity for healthcare professionals from across the diverse disciplines to not only honour the industrious, innovative projects of their peers, but also reflect on their own extraordinary work.

Good luck to all our teams!

Read more about who has been nominated and their great initiatives here.

[View images](#)



DASS update

Caoilfhionn, our Domestic Abuse Safety and Support Service (DASS) had information stands at both Craigavon Area Hospital and Daisy Hill Hospital this week.

DASS is a scheme in the Southern Trust and is the first of its kind in NI, offering onsite specialist support to female victims of domestic abuse within an acute hospital setting.



HSJ Patient Safety Awards 2023 finalists

Congratulations to our Dysphagia Support Team in collaboration with our Medicines Management Nurse Leads and Domiciliary Care Head of Service for becoming finalists in the HSJ Patient Safety Awards 2023.

Their project, Medicines Management Safety for Domiciliary Care Workers supporting Adults with Dysphagia, represents a 'first of its kind' in Northern Ireland. It addresses the significant, unmet need for medicine management training for domiciliary care workers (DCW) assisting adults with dysphagia in the safe use of food and fluid thickener to manage the risks associated with dysphagia in their own homes.



HSJ Patient Safety Awards 2023

[Dysphagia Bytes newsletter](#)

[Dysphagia Support on SharePoint](#)

[Read more here](#)



Supporting people with dementia

Well done to our Dementia Service Improvement Lead Naoimh McGlone, who has co-produced an invaluable Dementia training resource with Dementia NI and SEHSCT.

The 'Hear Our Voice' video has been co-designed and produced by eight people with dementia (with various progression and age), who wanted to create something that will make a difference. Their drive and determination has resulted in this becoming a regional resource. The video, which will be hosted online, will improve training opportunities for staff, both within the Southern Trust and much further afield.

Key Priorities for the Year Ahead – 2024/25



It is anticipated that focus during the next reporting period will be on:

- Actions arising from the new Regional HSC Trusts 5 year Equality Action Plan and Disability Action Plan.
- Continued support for Trust managers and staff to ensure best practice and compliance with DDA legislation / reasonable adjustments in the workplace. Supporting the new Disability Advocate.
- Support for under-represented groups of staff, including ethnic minorities' staff (including development of a Buddy Scheme and Cultural Competency) and LGBTQ+ colleagues.
- Promoting and raising awareness of Diversity & Inclusion via the D&I Annual Calendar and a range of Celebratory Days throughout the year.
- Support for any EQIAs / Equality Screenings
- Continuing to raise awareness and mainstreaming of equality, diversity & inclusion.

Equality Unit Contact Details

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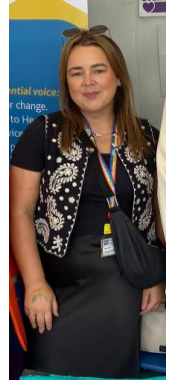


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For more information please visit the E,D & I [SharePoint site](#).

Comments and feedback are always welcome. If you have any suggestions for progressing the diversity and inclusion agenda within the Trust, please get in touch with any of the team.