


### COVER SHEET

Meeting and Date of meeting	Trust Board Thursday 28 <sup>th</sup> September 2023	
Title of paper	Section 75 Annual Progress Report 2022-23	
Accountable Director	Name	Mrs Vivienne Toal
	Position	Director of HROD
Report Author	Name	Cathy Lavery
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This paper sits within the Trust Board role of:	Accountability	
This paper is presented for:	Approval	
Links to Trust Corporate Objectives	<input checked="" type="checkbox"/>	Promoting Safe, High Quality Care
	<input checked="" type="checkbox"/>	Supporting people to live long, healthy active lives
	<input checked="" type="checkbox"/>	Improving our services
	<input checked="" type="checkbox"/>	Making best use of our resources
	<input checked="" type="checkbox"/>	Being a great place to work – supporting, developing and valuing our staff
	<input checked="" type="checkbox"/>	Working in partnership

	<p><i>The report author will complete this report cover sheet fully. The Accountable Director must satisfy themselves that the cover sheet is accurate and fully reflects the report. The expectation is that the Accountable Director has read and agreed the content (cover sheet and report).</i></p> <p><i>Its purpose is to provide the Trust Board/Committee with a clear summary of the report/paper being presented, how it impacts on the people we serve and the key matters for attention and the ask of the Trust Board/Committee</i></p>
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## 1. Detailed summary of paper contents:

The Report reflects progress made between April 2022 and March 2023. The Section 75 Equality Annual Progress Report is a **statutory** report that must be submitted to the Equality Commission for NI annually.

The report is a high level summary of what the Trust has achieved in furthering its statutory duties, the aim of which is to bring about improved outcomes for the 9 Section 75 equality categories including staff and service users. The report comprises three elements:

### Report

Public Authority Statutory Equality and Good Relations Duties Annual Progress Report 2022-23 (*Equality Commission prescribed template*)

### Appendix 1

Equality and good relations examples of outcomes, impacts and good practice

### Appendix 2

Equality Action Plan & Disability Action Plan (2022-2023) Year 5 Progress Report

### Appendix 3

Equality in Action newsletter

The report has been shared in draft format with the Equality Commission on 31<sup>st</sup> August 2023 with the caveat that it will be tabled at the Trust Board meeting in September 2023 for approval and any changes will be communicated.

Presentation slides on EDI ongoing developments and next steps accompany this report.

## 2. Areas of improvement/achievement:

The Southern Trust welcomes diversity, recognising that difference brings value to the organisation.

In line with our People Priorities and the People Framework, much work has continued in during 2022/23. The Trust continues to take steps in promoting equality and inclusion and recognising the value of all our staff including those from culturally diverse backgrounds.

Within the Southern Trust, it is our aim to help create a culture that is inclusive at *all* levels and supports a sense of belonging, in line with the Trust’s Vision, Values and Priorities.

Referenced in the last annual report “Equality Training – Corporate Mandatory Training Making a Difference” (CMT) compliance had decreased to 45%. A concentrated effort of communication, promotion and increased face to face group training took place during 22/23. As a result, compliance has increased to 65%.

There are many achievements that the Trust and its staff should be proud of during another challenging year; a snapshot of some of those is highlighted in the accompanying newsletter “Equality in Action.”

*See Newsletter - Equality in Action for examples of this work.*

**3. Areas of concern/risk/challenge:**

Section 75 is a statutory obligation for the Trust and we have made much progress towards mainstreaming of equality. However, we acknowledge that we still have more to do in supporting both our colleagues and service users in terms of our equality duties.

The Diversity & Inclusion agenda for the Southern Trust will continue to grow and assist with making tangible differences to under-represented groups, both service users and staff.

This year regionally the 6 Trusts have worked collaboratively in developing, listening and consulting on new 5 year Equality and Disability Action Plans, these are due to be finalised during Autumn 2023. Work is already underway on Year 1 Actions such as developing Cultural Competency Training for staff and piloting the use of Interpreter cards for those who do not have English as a first language.

**4. Impact: Provide details on the impact of the following and how. If this is N/A you should explain why this is an appropriate response.**

Corporate Risk Register	People – reducing risk associated with low staff morale Access to Services
Board Assurance Framework	

Equality and Human Rights

The report demonstrates how the Trust is mainstreaming its Section 75 equality duties, human rights and disability duties into the core functions of the Trust. The implementation of the Trust's 5 year Equality and Disability Action Plans are central to the implementation of the Trust's statutory equality and disability duties, as are the tools of equality screening and equality impact assessment.

The Equality Commission for NI is the responsible organisation for the enforcement of the Section 75 equality and disability duties. The overarching aim of these statutory duties is to place equality, good relations, human rights and the disability duties at the heart of public policy decision-making - as a service provider, an employer and a procurer of goods, facilities and services.