

Section 75 Annual Progress Report 22-23

Equality in Action Newsletter



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Welcome

Welcome to 2022-23 edition of Equality in Action.

Each year when preparing the Annual Progress Report, it is a time for us to reflect and take stock on the progress we have made towards the mainstreaming of equality and diversity and to celebrate the achievements that have taken place during the past year.

As a team at the Southern Trust, it is our aim to help create and support a culture that is inclusive at all levels and 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*' and promote positive attitudes to diversity, both in relation to staff and service users.

I hope this newsletter gives you a snapshot of some of those achievements and highlights some examples of how staff and services have adapted and risen to the challenges we all face, time and time again.

Your comments and feedback are welcome. If you have any suggestions for progressing the diversity and inclusion agenda within the Trust, I would be delighted to hear them. I look forward to another year ahead and showcasing some of the amazing work that is ongoing within the Southern Trust.



Cathy Lavery,

Head of Equality, Diversity & Inclusion, SHSCT

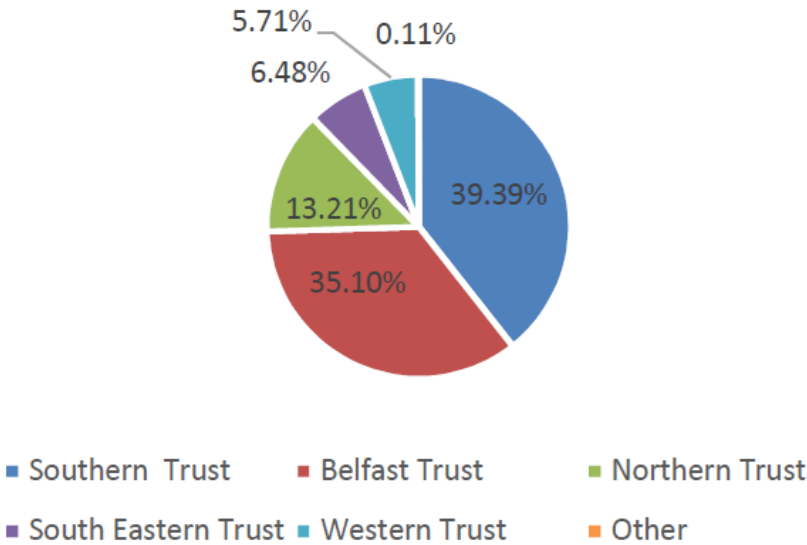
Accessible Communication for Service Users

The Southern Trust has one of the largest ethnic minorities' populations in Northern Ireland. During the reporting period, the Southern Trust made 46,309 (last year – **38,495**) requests for interpreters through the NI Regional HSC Interpreting Service. This has shown an increase again in the face-to-face interpretation. The top 3 languages requested were Polish, Arabic and Romanian.

NI HSC Interpreting Service Report

HSC Organisation	Number of Requests	Cancellations	Non provisions	Out of Hours
Southern Trust	46309	5063	1009	740
Belfast Trust	41260	4528	1812	771
Northern Trust	15525	1825	346	184
South Eastern Trust	7620	822	201	108
Western Trust	6714	818	187	62
Other	131	19	2	0
Total	117559	13075	3557	1865

% Requests per HSC Trust/Org



Top 10 Southern Trust Languages

Language	Requests
1. Polish	22131
2. Arabic	18921
3. Romanian	10648
4. Lithuanian	10413
5. Bulgarian	8098
6. Portuguese	7540
7. Tetum	6923
8. Slovak	4505
9. Somali	3763
10. Mandarin	3342

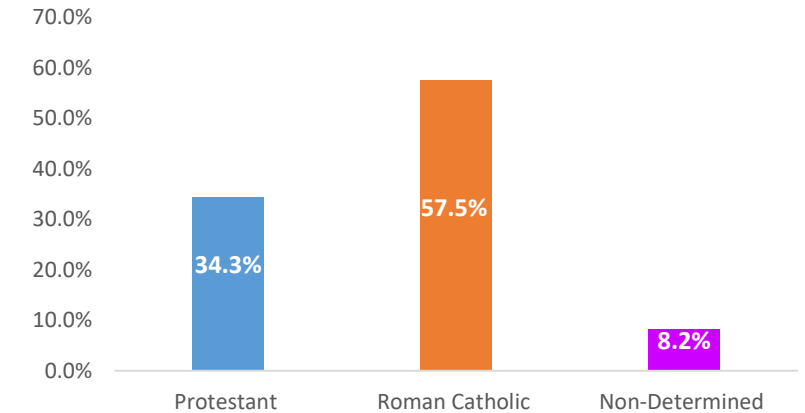
In addition, 11,669 (*last year 9,093*) calls were serviced through the telephone interpreting service during 2022-23.

134 (*last year 149*) documents were translated into minority languages during 2022-23.

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 2023, the community background of the Southern Trust was as follows: 34.3% Protestant, 57.5% Roman Catholic and 8.2% non-determined.



The analysis is again 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 32 – A Summary of NI Monitored Workforce Returns 2021.

As at 1 January 2023, the Trust employed 16,074 staff of which 12.5% were male and 87.5% were female. According to the NI Health and Social Care Workforce Census March 2021, published by the Department of Health (DoH) 78.0% of the HSC workforce were female and 22.0% were male. ([NI HSC Census 2021](#))

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



During the 2022-23 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“. **4783** employees undertook the training during 2022-23.

The Corporate Mandatory Training (CMT) Compliance Comparisons since March 2019 are outlined below:

CMT	% Compliance as at 31 st March 2019	% 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
Equality, Good Relations & Human Rights	22%	42%	73%	53%	65%

During the year there was a concentrated effort in encouraging uptake via regular communications to staff on the importance of keeping their Equality data up to date. Uptake has now increased from 53% to 65% in the 22-23 year.

Making a Difference: corporate mandatory training

This training is mandatory for all staff and managers. Have you completed yours?

The Equality, Diversity and Inclusion Team encourages you to complete your training modules.

Part one must be completed by all staff and part two must be completed by all managers.

This training sets out your rights, your roles and your responsibilities and aims to increase awareness of the Southern Trust's commitment to promoting equality of opportunity, good relations and a human rights based approach to health care.

To complete your training click [here](#) or for more information click [here](#).

For further information or any queries, email matthew.smith@southerntrust.hscni.net or call 028 375 64248



Diversity & Inclusion Calendar

In January 2023, we compiled our first Diversity & Inclusion Calendar making a commitment to celebrate a number of diversity days throughout the year including Chinese New Year on 22nd January 2023 and World Holocaust Day on 27th January 2023.

Diversity and inclusion calendar 2023

The 2023 diversity and inclusion calendar is now live! Check it out to see upcoming equality and diversity days we'll be celebrating this year and what we already acknowledged in January.

Click [here](#) to view calendar



Diversity & Inclusion Calendar 2023

The Equality, Diversity & Inclusion Team are delighted to introduce the Diversity & Inclusion Calendar for 2023. The Calendar aims to provide staff with an insight into upcoming Equality and Diversity days for each month of the year 2023 and to assist us as a Trust, in celebrating diversity in accordance with the regional HSC values by ensuring our services and facilities provide shared, safe spaces and are considered inclusive, welcoming and accessible to everyone.

The DEI Calendar and the days included are not intended to be exhaustive and are included for guidance purposes only.



Diversity Days/Events – Ramadan

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

Did you know that Ramadan is taking place from 2nd April to 1st May 2022 within the Islamic calendar?

It is important that we consider our Muslim colleagues, who may be observing religious customs at this time, such as fasting, to ensure they remain properly supported and safe at work.

We are an equal opportunities employer and are committed to providing a harmonious working environment, and in line with the HSC values, we wish to respect any member of staff observing Ramadan.

For further information contact the Equality, Diversity & Inclusion Unit at
Equality.Unit@southerntrust.hscni.net or
028 375 64151

#RAMADAN2022 #BELONGING #CREATINGAGREATPLACETOWORK #TEAMSHCT

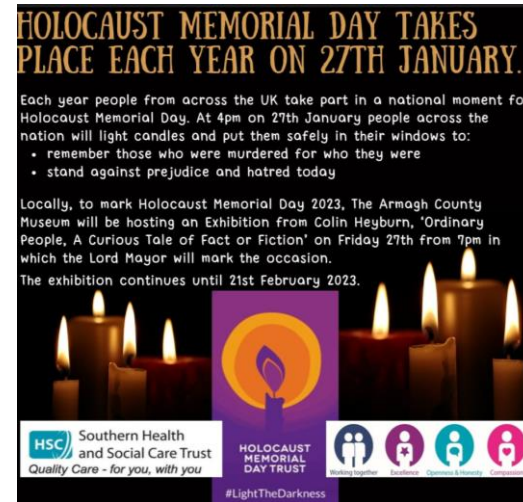
Traditionally Ramadan is a time for communal prayer, spiritual reflection, meals with extended family and friends to break daily fasts, concluding with the community celebration of Eid-ul-Fitr. As a Trust, we have a diverse workforce and it is important that we consider our Muslim colleagues during this time, who may be observing religious customs such as fasting, to ensure they remain properly supported and safe at work.

Lunar New Year

Chinese New Year 2023 was the year of the rabbit, starting from January 22nd 2023 to February 9th 2024.



Holocaust Memorial Day



Holocaust Memorial Day takes place each year on 27th January with people from across the UK take part in a national moment for Holocaust Memorial Day at 4pm. Candles will be placed in their windows to

- Remember those who were murdered for who they were
- Stand against prejudice and hatred today

International Day of Persons with Disabilities

We organised a number of events. On Friday 2nd December 2022, we held a Disability Awareness Session for Managers with a focus on the Reasonable Adjustments.

In addition, on Thursday 8th December 2022, we hosted a Dyslexia Awareness Session highlighting the key characteristics of dyslexia, including how people are impacted and how best to support people with dyslexia in communication, learning and employment.



International
Day of
Persons with
Disabilities

3 DECEMBER

Menopause in the Workplace

Our 'Walk & Talk' menopause event in May 2022 gave employees the opportunity to take some time to meet up, connect with colleagues and take a short walk, getting some fresh air and talk all things menopause. A total of 44 employees met across the Trust at locations in Banbridge, Newry, Portadown and Armagh.

A cohort of 52 employees (various bands and roles) from across the Trust attended Menopause Champion Training during September and October 2022 to learn more about the menopause and help raise awareness in the workplace.



International Women's



To help celebrate International Women's Day on **8th March 2023**, we organised a number of online sessions for employees to help support with the menopause.

- [Eating Well During Menopause](#) - Nutrition and menopause Webinar on Wednesday 8th March 2023.
- [Myths about the Menopause and HRT](#) - FREE informational talk for employees around the Menopause and use of HRT. The Southern Trust Gynaecology Consultant with an interest in menopause - Dr Sharma led a Q&A session on Myths about the Menopause and HRT on 13th March 2023. 7

Pride

Let's get visible - **Belfast PRIDE** week took place from 22nd July to 31st July 2022. During this time, we wanted to show support for our LGBTQ+ workforce and service users. Whilst we continue to make progress, we know that there is much more to do to improve the LGBTQ+ community's experience of our services.

As part of a number of events, we organised Gender Identity training for employees and publicised a podcast message on social media by our Trust Chairperson Eileen Mullan.



International Men's Day

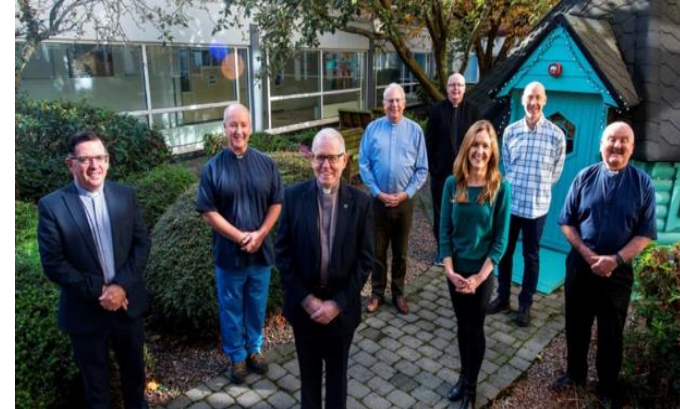


Friday 19th November 2022 marked **International Men's Day** (IMD) which is celebrated worldwide and recognises the positive value men bring to the world, their families and communities. With 15% of Southern Trust workforce male, we took the opportunity to raise awareness of IMD and to highlight just how important it is to look after your health and wellbeing – both your mental and physical health. In support of IMD some of our male colleagues took the time to highlight the importance of looking after their own health and wellbeing and offered a snapshot of how they practised self-care.

New Chaplaincy Services & Resources

The Chaplaincy team helps provide for the pastoral and spiritual needs of the hospital community – parents, families and staff.

Religious services and reflections. Including Mass for the sick, are available via a dedicated Southern Trust Chaplains YouTube channel, to support patients through their stay in hospital



Foodbank Initiative

CHRISTMAS FOOD APPEAL

Please help those in crisis by donating items to one of our SHSCT Food Collection Points

When? Staff / Teams can drop off donations at any of the pick up locations below between:
Monday, 28th November to Friday, 2nd December 2022

Where? Dining Room, Craigavon Area Hospital, Portadown
Dining Room, Trust HQ, Craigavon Area Hospital site
Dining Room, South Tyrone Hospital, Dungannon
Dining Room, Daisy Hill Hospital, Newry
Main Entrance, Hill Building, St Luke's, Armagh
Main Reception, Bannvale House, Gifford
Main Reception, Kilkeel Primary Care Centre, Kilkeel
Main Reception, John Mitchell Place, Newry – already existing collection point

Shopping List

Instant mash potato	Non-Food Items:
Noodles	Shampoo
Tinned fruit	Toothbrushes/Toothpaste
Tinned puddings (custard, rice, etc.)	Soap
Tinned tomatoes	Shower Gel
Milk (UHT or powdered)	Washing Powder/Liquid (for clothes)
Tin Meat/pies	Men's/Women's Deodorant
Tin Fish	Household cleaning products
Fruit Juice (long life carton)	Tampons/Sanitary towels
Pasta Sauces	Toilet paper
Boiled rice	
Jam	
Cooking Sauces	
Cereal	
Porridge	
Biscuits	
Sweets	
Diluting Juice	
Tinned Meat	

Click on the Foodbank logo to find out more:

- how to get help if you need it
- volunteer
- or if you prefer to make a financial donation

Logos for foodbank, The Gardener, and Cornerstone are visible at the bottom.

In December 2022 a successful Trust wide initiative gathered a significant collection of items for our local Foodbanks – a thank you to everyone that participated and to highlight its success was shared with our workforce

Welcome International Nurses

We welcomed 133 new international nurses to join our team in late 2022. The new recruits, mostly from India and Zimbabwe, took up permanent posts across Craigavon, Daisy Hill, Lurgan and South Tyrone hospitals. They completed a new 12 week induction programme, specifically organised by our International Nurse Recruitment Team, to welcome and support the nurses and ensure a smooth transition into Northern Ireland health and social care.



Employee Networks



As part of this commitment to diversity and inclusion, we established an Employee Support Network REaCH (Race Ethnicity and Cultural Heritage) to support our ethnic minorities colleagues in 2021.

The REaCH Staff Network aims to be a place of support for all current and new employees from different race and ethnic minority backgrounds within the Southern Trust.

The REaCH network held a virtual meeting in June 2022 and as Covid-19 restrictions eased held a drop in session in Daisy Hill Hospital in October 2022. In February 2023 the Network met again to agree their Terms of Reference and agreed to hold meetings approx. every 2 months with an emphasis on face-to-face meetings. Awareness of the network continues to grow with every meeting and is reflected in attendance.



Recognition and Appreciation

Recognition and appreciation is undertaken via both formal and informal channels. A number of campaigns and resources have been developed and promoted across the Trust such as:-

- #ThankYouThursday feedback cards have been printed and issued to members of our Senior Management Team to write a hand written note of appreciation to individual employees.
- #ThankYouThursday a free Tea/Coffee campaign ongoing for all employees across the Trust on a Thursday.
- Ongoing promotion and use of GREATix, a system for our people to use to recognise when a colleague has done a great job.
- External awards and achievements are regularly celebrated in our Employee Newsletter 'Southern-i'.



A Recognition Steering Group, established in 2021/22 reviewed it's Terms of Reference in February 2023. The group includes representatives from across the various workforce groups and service directorates. Their role is to engage with their identified workforce group to gather ideas and approaches on how their workforce group would wish to be recognised and appreciated and to organise an event, or series of events, to do so.

A recognition calendar and a recognition toolkit has been drafted for implementation in 2023/24. The intention is that these resources will constantly develop with feedback from employees in relation to their ideas for recognition.

We have also developed an Employee Benefits brochure drafted - [Employee Benefits](#) - to be promoted throughout 2023/24.

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

Financial Health Zone

A new Financial Health Zone was introduced on Umatter and in partnership with Money and Pension Services (MaPS) a series of sessions were offered to employees including:-

- Introduction to Money Helper virtual workshop.
- Pension Awareness Workshop in support of Pensions Awareness Week – MaPS and HSC Pensions.
- Your Financial Wellbeing virtual workshop with MaPS, Gam Care and Christians Against Poverty.
- The Menopause and your Pension virtual workshop.

Flexible Working

During 2022-23 we implemented 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 2022 to March 2023, we received 568 requests for flexible working. This is the baseline as 22-23 is the first year this was monitored and reported on. The most common reasons for requesting flexible working are: reduced/personalised hours, compressed hours and the biggest staff group is N&MW. Less than 10% rejected. Also, we have approximately 4000 remote access users who WFH part of the time. And 270 managers attended the awareness sessions.



Looked after Children Awards

We have teamed up with The Fostering Network to celebrate the success of young people who are looked after away from home.

We are so proud of all the young people in foster and residential care who were nominated by their social workers and received awards for a wide range of achievements including education, sports, music and bravery.



Celebration Event for Young People in Care



The annual achievement awards was held on 16th March in Armagh City Hotel. The successful afternoon is hosted in partnership with the fostering network. This year we had around 70 young people aged from 4 – 15 years recognized for all their amazing achievements throughout the year.

It was an afternoon of celebrating all young people who are looked after by their amazing foster carers.

Autism Services Art Exhibition



Our Autism Services team held an art exhibition evening to celebrate the artwork completed by young people. It allowed them to show what 'autism and communication' (topic for art) meant to them and give them the space to display their work. This artwork has provided the opportunity for groups of teenagers to come together to create their exhibits while others decided to complete theirs at home.

Positive Retirement

We value the loyalty, dedication and contribution our people have made to Health & Social Care during throughout their career. We recognise that retirement is an important time in every employee's life. We want to help ensure that all employees who are approaching retirement are supported and given the opportunity to plan and prepare.

There are many things to consider as they approach retirement. Therefore, we developed a resource to highlight some of the advice and support available to our people. As part of this 'preparing for retirement', workshops were offered and attended by 40 Trust employees during the year.

Equality Diversity & Inclusion - Contact Details

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The Equality, Diversity & Inclusion Unit in the Southern Trust provides support, advice, guidance and training to Trust staff and support services, around meeting the organisations obligations in terms of equality, diversity and inclusion. The Unit is responsible for “Section 75” equality and Human Rights duties, best practice diversity initiatives and workforce across the Trust. For more information please visit the E,D & I [SharePoint site](#).