

S75 Annual Progress Report (April 2022 – March 2023)

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

S75 Category	Outline new developments or changes, practices, service planning or delivery and the difference they have made
<p><i>Persons of different religious belief</i></p>	<p>Presbyterian Moderator Visits Daisy Hill Hospital</p>  <p>The Moderator of the Presbyterian Church in Ireland, the Very Reverend Dr. John Kirkpatrick visited Daisy Hill Hospital this week.</p> <p>Reverend Kirkpatrick visited hospital to learn about services and show his support for staff. Welcoming Reverend Kirkpatrick, to Daisy Hill, Assistant Director of Functional Support Services Anita Carroll said;</p> <p>“ Many of our patients take great comfort from their faith while they are ill, in hospital and we are proud to have such a dedicated Chaplaincy Service to support their spiritual needs. Our Chaplains are a great support to staff also who, due to the nature of our work are often faced with emotional and stressful situations. ”</p> <p>” Read more</p>

Holocaust Memorial Day



Click to view

On 27th January people from across the UK take part in a national moment for Holocaust Memorial Day. At 4pm they light candles which are put safely in their windows to remember those who were murdered for who they were, and to stand against prejudice and hatred today.

Click [here](#) to find out more.

New Chaplaincy Services & Resources

The Chaplaincy Team helps provide for the pastoral and spiritual needs of the hospital community - patients, 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. View [here](#)



You can visit the Chaplaincy webpage [here](#)



**Persons of
different political
opinion**

**Persons of
different racial
group**

Welcoming 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



Chinese New Year

Happy Chinese New Year

Thank you to Craigavon Area Hospital catering team for hosting a Chinese-themed menu this week in celebration of Chinese New Year. The tasty dishes included salt and chilli chicken, sweet and sour battered pork, beef in plum sauce and vegetable chow mein.

Hold the date! Join us at the next Ethnic Minorities Staff Network virtual meeting on Tuesday 21st February at 11am - details to follow.

For further information, contact the equality team [here](#).



Lunar New Year

Chinese New Year 2023 is a Year of the Rabbit, starting from January 22nd, 2023, and lasting until February 9th, 2024. We would like to take this opportunity to ask you to take a look at some events happening in our Trusts area during this celebration.

Armagh City, Banbridge and Craigavon Borough Council will be hosting a special cultural event at Craigavon Civic Centre on 23rd January 2023 to celebrate the wonderfully joyous Chinese New Year. For further information you can contact Wah Hep Chinese Community Association directly on 02838347162 / 07796528848

You can also contact the Equality, Diversity & Inclusion Unit at Equality.Unit@southerntrust.hscni.net or 028 375 64248



Highlighting period of Ramadan for staff

The month of Ramadan!

Ramadan takes place from the evening of 22 March – 21 April 2023, with the first day of fasting from Thursday 23 March.

Traditionally Ramadan is a time for communal prayer, spiritual reflection and meals with extended family and friends to break daily fasts, concluding with the community celebration of Eid-ul-Fitr.

At this time we want to acknowledge and 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.

[Read more](#)



Staff Networks – ethnic minorities staff network - REaCH

The Southern Trust is an inclusive organisation, inclusive of different races, ethnicity and cultural backgrounds. We believe that every employee should have the opportunity to flourish and reach their full potential without fear of discrimination or prejudice.



ETHNIC MINORITIES STAFF NETWORK

Are you interested in:

Building a network of support

Sharing information and advice

Having a voice to make positive changes

A safe space to discuss sensitive issues

The next meeting is scheduled to take place on: Thurs 16th June 2022 1–2pm

Please join us for support, to share your experiences and challenges or even to just to say hello and help inform how the network can support staff over the coming year.

Meeting will be held via zoom.

To receive the link please get in touch with the Equality, Diversity & Inclusion Team
Tel: 028 3756 4247 or Email: Equality.Unit@southerntrust.hscni.net

Southern Trust's Culture Night

In recognition of our International Staff and the cultural diversity within our Trust our Equality, Diversity and Inclusion team would like to invite you to their event, Culture Night.

Taking place on Thursday 27 April from 6:30pm - 8:30pm in Trust HQ Dining Room, Craigavon Area Hospital, you can enjoy some traditional food, dress, dance and music.



SHSCT CULTURE NIGHT
 THURSDAY 27TH APRIL 2023 6.30-8.30PM
 CAH TRUST HQ DINING ROOM
 TRANSPORT PROVIDED
 Please join us for an evening of traditional food, music and dance in celebration of our international staff and the cultural diversity within the Southern Trust. This event is open to staff and their partners.
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 14th April**
 equality.un@southerntrust.hscni.net
 07721565731

Race Equality Week

The theme for 2023 is #ItsEveryonesBusiness because tackling race inequality is everyone's business.

Race Equality Week (REW) is an annual UK-wide movement, from 6th - 12th February, uniting thousands of organisations and individuals to address the barriers to race equality in the workplace. There are multiple ways to get involved including any of the REW free events which can be accessed [here](#)



6-12 February 2023

As our community demographics continue to change we need to ensure our services and data collection reflects ethnicity and language of people living across the SHSCT and accessing services. This will reduce barriers in accessing supports and reduce inequalities often experienced.

We want to promote inclusive, accessible and responsive services while celebrating the diversity and the great benefits of shared experiences and cultures which only enrich us all.

Reminder - Come along and join the next meeting of the Southern Trust Ethnic Minorities Staff Network - REaCH on Tuesday 21st February 2023 @ 11:00am via MS Teams. [Link here](#)
 Meeting ID: 835 4145 4471
 Passcode: 02967481

For further information contact the Equality, Diversity & Inclusion Team [here](#) or call 02837 564248

Celebrating with our international nurses

Nursing staff from Ward 4 North, Craigavon Hospital were delighted to join international colleagues to celebrate their Onam Harvest Festival.

Ward Manager Emma McCann, Emma McAdam and Therese McKeown felt honoured to be invited, really enjoyed learning about the Hindu tradition and sampling some of their lovely foods.

#teamSHSCT



Huge thanks to colleagues Akhelia Bennychen, Nebi Mole, Milsha Entsworth, Rosy Simpson, Preethy Paul, George Glaze and Nennu Sreedhar for their wonderful hospitality.

Persons of different age

Celebrating the achievements of young people

In April we celebrated the successes of young people who are looked after away from home in partnership with The Fostering Network. It was our first Looked After Children's awards ceremony in over two years due to the pandemic. Over 100 young people in foster and residential care 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 16 March in The 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 recognised 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. We are so proud of you all!

[Read more](#) 

[See full gallery of images here](#) 



<p><i>Persons of different sexual orientation</i></p>	<p><u>Pride 2023</u></p>  <p>SOUTHERN TRUST SUPPORTS PRIDE #Diversity #Inclusion</p> <p><small>Pride 21 July – 30 July 2023</small></p> <p><u>Video links</u> Eileen - https://youtu.be/p7teQS-5gjq/ Vivienne - https://youtu.be/45XZSnITWjo</p>
<p><i>Persons with and without disabilities</i></p>	<p>Walled garden A Walled Garden developed in partnership with the Parent/Carer group ‘Acorns for Autism’ was opened in Armagh. Based at The Oaks on our Longstone Hospital site, the garden includes a secure play area with climbing frame, slide and a basket swing, along with picnic tables and a shaded canopy space for families of children and young people with Autism to enjoy. Acorns for Autism were integral to the success of the garden, fundraising for the venture over a number of years.</p>



Steps to Wellness

In February we celebrated one year of our Steps to Wellness programme which was developed in partnership with East London Foundation Trust, to provide greater education and treatment for people experiencing common mental health problems. Staff have adapted brilliantly to this new approach which aims to give patients quicker access to treatment and reduce waiting times for secondary care mental health support.

The team are delighted to have helped 1,354 people through this new approach, running 45 group sessions on a range of conditions including Perinatal Low Mood, Anxiety/Worry, Depression, Social anxiety, Panic, OCD, and Living Well with Long Term Conditions. Feedback from service users has been very positive and the team look forward to developing their service further.

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 their pieces at home.

Staff wanted to open the building to families who due to the Covid 19 restrictions had not physically been to The Oaks in Armagh, where the service is based. The event provided an opportunity to look round the setting and meet staff so that future appointments will be more comfortable and accessible.

On the night, a number of young people also provided musical entertainment and showcased their singing talents.

[View images here](#)



Disability awareness training

Did you know... 21% of the population in NI have a disability or a limiting long-term illness?

Disability awareness training is planned for Tuesday 20th September @ 10am – 11:30am via Zoom.

The course will cover:

- Brief outline of disability discrimination legislation, including reasonable adjustment duty.
- Overview of disability positive language.

For further information or to register your attendance, please contact the Equality, Diversity and Inclusion Team on Equality.Unit@southerntrust.hscni.net or tel 028 3756 4248 by Friday 16 September 2022.

New zebra crossings provides safer access for visually impaired pedestrians.

A long standing member of the Southern Health and Social Care Trust's Vision Forum has been instrumental in helping visually impaired pedestrians access their local community in a safer way. Jill Hanna worked alongside Ray Maxwell, the Trust's Senior Vision Rehabilitation Specialist and Specialist Worker for Adults and Children with Dual Sensory, and in partnership with Guide Dogs NI, to help install two new zebra crossings at The Boulevard in Banbridge after she struggled to cross the busy road



International Day for Persons with Disability

To help raise awareness of International Day of Persons with Disabilities (IDPD) the Trusts' Equality, Diversity and Inclusion (EDI) Team have organised a number of events.

On Friday 2nd December, the EDI Team will hold a Disability Awareness Session for Managers with a focus on Reasonable Adjustments. In addition, on Thursday 8th December, we welcome Gabrielle Fitzpatrick from Employers for Disability NI, who will host 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.

To register contact the EDI Team on Equality.Unit@southerntrust.hscni.net / Tel: 028375 64248 by 1st December.



Award-winning service at CAH puts cancer patients at its heart



Well done to the team at The Macmillan Information Centre at Craigavon Area Hospital who have been awarded a Macmillan Quality Environment Mark (MQEM) for the third time, achieving the highest assessment level possible.

Learning Disability Week 2022

Bowen's Close in Lurgan is one of eight supported living units in the Trust and they support adults with a learning disability to live independently in the heart of their own community.

Nugent, Louise Hughes, Clare Jennifer Marshall.



Perinatal Mental Health

Our Perinatal Mental Health team have recently become a fully operational service and are delighted to offer short virtual learning sessions to staff.

The learning sessions will give you the opportunity to:

- Meet the team and gain an understanding of their roles
- Explore the journey of a mother and her family when under the care of the Perinatal Mental Health team
- Discuss referral criteria
- Explain referral process to the Perinatal Mental Health team.



Our Local Engagement Partnership and Children & Young People's user forum SKETCH (Sharing Known Experiences to Change Health and Social Care) were warmly welcomed to Camphill Community Mournie Grange, Kilkeel.

This year, we wanted to show how people with a learning disability are reconnecting with friends and their communities.

All attendees enjoyed learning from one another and supporting new ways of working together

International Day of Persons with Disabilities

Physical Disability Service

The main objective of this service is to help people aged between 18 and 64 who have a physical disability or sensory impairment to maintain their independence and continue living in their own homes and communities.

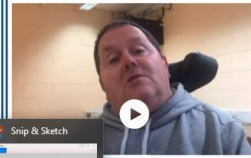


Take time to watch this lovely short video of our service user John and his wife, who describe the benefits they have experienced through working with our Physical Disability Team.

Ray gives a lovely account of his involvement since the age of 25.



Ronnie McCallum has been involved with the Physical Disability Service from 2006, after his diagnosis with MS in 2003 and says that his involvement has given him a better quality of life.



Physical Disability Service User Forum

The forum was established in 2020, have been meeting regularly via Zoom over the last two years. One of the first aims of this Forum was to increase the profile and promote the work of the three multi-disciplinary teams on SHSCT website and social media forums.



Ronnie McCallum became involved with the Forum to have his say and share his experiences.

The Physical Disability team covers three localities within the Southern Trust, namely:
Newry and Mourne
Armagh and Dungannon
Craigavon and Banbridge area.
You can be referred to the team if you have a Physical Disability and are aged from 18-65. Within each team there are a number of social workers who will assess your needs using the Trust eligibility criteria, to support you to live as independent life as possible.
One of our Social workers talks about the service, view [here](#)

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In addition, on Thursday 8th December, we welcome Gabrielle Fitzpatrick from Employers for Disability NI, who will host 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.

For further information click [here](#).

To register your attendance email the team [here](#).



Inclusive communication for all

Well done to the three Adult Learning Disability Community Teams (Newry and Mourne, Armagh and Dungannon, Craigavon and Banbridge) alongside Bannvale SEC Day Care have recently been successful in achieving Communication Accessible UK (CAUK) accreditation and are now included in the CAUK national directory. [Read more here](#)



Eden Centre



Drumcashel



St Luke's



Bannvale SEC



Drumcashel

The free resource provides staff with appropriate training and knowledge around communication and how best to support individuals more effectively, ensuring their needs are met in a fair and equal way. [Sign up here!](#)

Persons with and without dependents

Looked After Children Awards

We have teamed up with The Fostering Network to celebrate the successes 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.

The Family Placement Service is inviting anyone interested to get in touch to find out more about how to become a foster carer.

Tel: 028 3833 7181 or www.adoptionandfostercare.hscni.net



Persons of different marital status

Persons of different gender

International Men's Day 19 Nov 2022

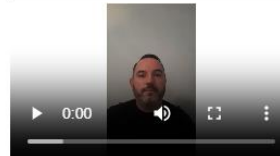
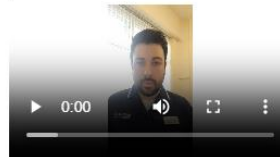
Celebrating International Men's Day



Around 15% of our workforce is male, so we're taking this opportunity to raise awareness of International Men's Day and highlight just how important it is to look after your physical and mental health and well-being.

Hear from Gerard Rocks, Assistant Director Promoting Wellbeing, Robbie McCague, Inequalities and Inclusion Co-ordinator and Neal Tohani, Health Protection Service Lead reminding you of the importance of promoting positive conversations about men and how they practise self-care.

Click [here](#) for more information and support on how to look after your mental and physical health and well-being.



Men's Health Week 2022


The Road To Relaxation

In support of **Men's Health Week** (13-19 June), we are inviting our male colleagues to attend 'The Road To Relaxation', a one-hour session designed to give you a deeper understanding of what it means to find true relaxation and its associated health benefits.

After the challenges of working through the COVID-19 pandemic, there has never been a better time to sit back and make time to experience relaxation, to learn how to improve this practice and make it a personal priority for your life.

International Women's Day (IWD) – 8 March 2023

Celebrating International Women's Day

Did you know that 85% of our workforce are female? 

We celebrated International Women's Day to help demonstrate our commitment to creating a diverse and inclusive workplace for all.

This year's theme was #EmbraceEquity. For International Women's Day 2023 and beyond, let's all fully give equity a huge embrace.



For more information visit: www.internationalwomensday.com or get in touch with our Equality, Diversity and Inclusion team [here](#) 

Let's talk menopause

To celebrate International Women's Day on 8 March our Equality, Diversity and Inclusion Team and Promoting Wellbeing Team have organised online sessions for staff to help support you with menopause.

Click [HERE](#) to join the 'Eating well during menopause webinar' on Wednesday 8 March at 2pm, where we'll be discussing nutrition and menopause.

Click [HERE](#) to join the 'Myths about menopause and hormone replacement therapy (HRT)' with our Gynaecology Consultant Dr Sharma on Monday 13 March from 3pm - 4pm. There will be a Q&A session on the myths surrounding menopause and HRT - find out how you can send your questions in [HERE](#)

Don't forget!

You can find more information including our Trust's menopause policy, toolkit, leaflet and other resources by clicking [here](#) or contact our Equality, Diversity and Inclusion Team by email [here](#) or phone: 02837 564 151

Menopause Walk and Talk sessions

As a follow on from the recent successful Menopause Café in March, five Menopause Walk & Talk sessions took place on Thursday 26 May. We had a great turnout. Thanks to all those who participated and the walk leaders for their support. We plan to run more menopause events in the autumn so watch out for further details



Remember to check out our Menopause at Work policy and related toolkit Menopause at Work Policy and more information is available on the Women's Health Zone on Umatter.

If you are interested in becoming a menopause champion or just to find out some more – contact Nina.Daly@southerntrust.hscni.net (Workplace Health Improvement Lead)

For further information, contact Equality, Diversity & Inclusion

✉ Equality.Unit@southerntrust.hscni.net

[view images](#)



Menopause champion training

Wednesday 14th September at 10:30am - 12:00pm

Menopause champions will help raise awareness of the impact of menopause at work, champion menopause initiatives such as the Menopause Café and signpost to further resources and supports available both internal and external to the Trust.

[➔ Read more](#)

