

FOI 2443

06/06/24

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Q1. Have you implemented any EDI (equality, diversity and inclusion) policies/initiatives on race in your trust?

Response 1:

The Southern Trust has an Ethnic Minority Staff Network called REaCH (Race Ethnicity and Cultural Heritage) and as part of that, in 2022/2023, we participated in a bespoke regional HSCNI personal development programme co-delivered with HSC Leadership Centre developed as a positive action measure to respond to the under representation of Minority Ethnic staff on leadership courses and in leadership roles.

The Trust also has in place an annual Diversity and Inclusion Calendar that includes Diwali, Ramadan and other dates of significance to our diverse workforce.

In April 2023 and May 2024, we held celebration events to recognise and celebrate the invaluable contribution of our internationally educated staff – both events were highly successful with in excess of 70 and 150 attendees respectively.

We work closely with internationally educated nursing staff, doctors and AHPs to support their induction, development and general orientation to living and working in NI and have support and induction programmes in place. We hope to launch a Buddy Scheme over coming months as an additional support for internally educated staff in helping them to settle into their role within the Trust and also life in NI.

In addition, the Trust works jointly with the Department of Health & NIPEC Professional Diversity Officer as part of their regional programme aimed at enhancing access to education and Career Opportunities for the Global Majority Nursing, Midwifery, AHP and Support Staff.

We have various training in place for staff. We have our corporate mandatory e-learning training programme “Making a Difference” which all staff must complete and refresh every 3 years. We have developed face to face Cultural Competency Training and have an online model also available.

Q2. Have you received any complaints, either from staff or the general public, about these policies/initiatives?

Response 2:

To date, we have not received any complaints from staff or service users regarding these policies/initiatives.

Q3. If so, please provide details of the total number of complaints you have received, reasons given for the complaint/s and any actions taken.



Southern Health
and Social Care Trust

N/A

Email: Foi.Team@Southerntrust.hscni.net