

FOI 2309

11/04/2024

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Question 1: The specific types of discrimination or prejudice that the Southern Trust is seeking to protect staff members against. Whilst it is hoped that the Trust is opposed to all types of prejudice these need to be identified before than can be countered.

Response 1:

As an organisation we are extremely mindful of our legislative requirements including Section 75 (Equality) duties, Fair Employment and Treatment Order (FETO), DDA and the range of employment legislation in place in NI.

The Southern HSC Trust remains committed to promoting equality of opportunity and good relations. We also are committed to celebrating diversity and treating everyone with respect and dignity. Our aim is to provide and promote inclusive, accessible and responsive services while celebrating diversity and the great benefits of shared experiences both of our staff and service users.

Alongside the legislation the Trust has a range of policies, procedures and guidance in place for staff such as:

- Trust Conflict, Bullying and Harassment policy
- Making a Difference - Equality, Good Relations & Human Rights training.
- Equality, Diversity & Good Relations Policy
- Diversity & Inclusion Calendar
- Multi-Cultural and Beliefs Handbook
- EDI – Interpreting and Translations Guidance
- Cultural Diversity

Question 2: The specific initiatives taken in the 2021/2 and 2022/3 to counter

2A: Prejudice based on disability

Response 2A:

- General staff awareness carried out in line with the Regional HSC Disability Toolkit.
- Encourage staff to keep details up to date on HRPTS - A “How to Guide” has now been produced on Page Tiger and available on EDI SharePoint intranet page. Also raised awareness via staff magazine and other training sessions



Southern Health and Social Care Trust

- Recognise and highlight various Diversity Days in relation to disability
- Access external sources of additional support and information and training sessions including Employers for Disability / Equality Commission NI
- Continue to promote the regional Disability Video which can be used to support ongoing training. <https://vimeo.com/771500523>
- Training for staff delivered on topics such as
 - Neurodiversity,
 - Disability Positive Practice,
 - Reasonable Adjustments,
 - Disability Awareness for Managers,
 - Sickness Absence training for managers,
 - Flexible Working awareness training,
 - Mental Health awareness training for managers,
 - Reasonable Adjustment Clinics; and
 - Conflict, Bullying and Harassment training.

Question 2B: Discrimination based on age.

Response 2B:

Making a Difference - Equality, Good Relations & Human Rights training is mandatory training that must be completed every 3 years by **all** staff. This covers Section 75 and Good Relations, which covers all the nine equality grounds.

Question 2C: How are the outcomes of these initiatives measured?

Response 2C:

We monitor the numbers of staff participating in the training highlighted above and conduct evaluations after each session. We regularly review and update training materials or add new topics into the training calendar based on need.

We also monitor comments and complaints received including those in connection to Disability and Age.

Question 2D: How many if any complaints were received in 2021/2 and 2022/3 respectively in relation to:

Discrimination based on age

Response 2D:

3 complaints received.