



Department of Health Equality Action Plan Disability Action Plan (2018-2023)

Consultation Document



November 2017

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1. INTRODUCTION



The Department of Health have to send a report to the Equality Commission to show that we work in a fair way, based on the progress for our Equality Action Plan and Disability Action Plan.

It is now time to look at our Action Plan again.

We are also going to look at our Disability Action Plan

This document tells you about these plans and the changes we hope to make to these plans for 2018.



The Department of Health will work towards the targets in these plans. Plans may be changed if an Assembly is formed at Stormont.

We want to know what you think.

There are different ways you can tell us what you think.



There is a questionnaire you can fill in online at

<https://www.health-ni.gov.uk/consultations/equality-scheme-department-health-2017>





A hard copy of the consultation document, or a copy in a different format, can be provided on request. You can write to us at:

Equality and Human Rights Unit
Department of Health
Room D3
Castle Buildings
Stormont Estate
BELFAST
BT4 3SJ



E-mail: equality@health-ni.gov.uk



You can call us:

028 9052 0537



Making a call from a textphone: Dial 18001 + 028 90 520537

Making a call from a telephone: Dial 18002 + 028 90 520537

Or you can use Text-Relay:

Text Relay Assist can set up the call for you – dial 0870 240 51 52 from a telephone.



Consultation on the review will finish on
WEDNESDAY 28th FEBRUARY 2018

2. BACKGROUND



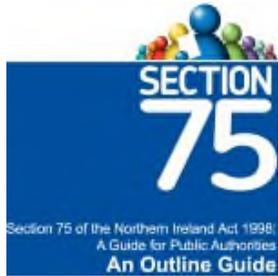
The Department of Health wants to improve the health and wellbeing of the people of Northern Ireland. It does this by:

- Working with other departments to increase and improve health promotion
- Providing services like hospitals and doctors and nurses in local communities.

The Department has responsibility for:

- writing and reviewing policies;
- setting standards and targets for health and social care;
- checking the services are good quality;
- planning, educating and training health staff;
- the Health and Social Care capital investment programme;
- managing the money;
- checking performance across Northern Ireland; and
- making sure we follow the rules and laws.

3. OUR CONSULTATION & SECTION 75



Section 75 means that public organisations have to be fair and be open to everyone.

Section 75 (1):

This means that they must provide opportunities to different:

- Religions
- Political Opinions
- Gender
- Disability
- Dependents (people they care for)
- Race
- Age
- Sexual preference
- Marital Status



Section 75 (2):

They must also encourage different groups to come together.



The Equality Commission have asked the Department of Health to assess how they do this and plan for changes to make things better.



We have assessed our services and talked to lots of people.



We have identified things to be put into our Equality Action Plan.



We also held meetings with people who use our services and have included this in our Equality Action Plan.



We have also collected information about the population from surveys and research and included this in our Equality Action Plan.

4. WHAT WE FOUND OUT

From the results, we found out that:

		Health Inequality	Which Group this affected?
1		People are getting older, living longer and having less children to help look after them.	Age, Dependent (Caring for someone), Disability, Male / Female
2		There are still big differences between people living in poor areas and people living in richer areas. Examples are people living in poorer areas have more risk of mental health problems, living a shorter life and obesity.	Age, Male / Female, Race
3		The type of life experience we have when we are young can affect our health.	Age
4		We need to understand people from different backgrounds and their health needs.	Race

5		Older people with dementia need more support.	Age
6		Younger people and men who have sex with men may have more sexual health problems.	Age, Sexual orientation
7		Young women are not having their cervical smears.	Age, Gender
8		People from different backgrounds don't look for help when pregnant.	Gender, Disability, Race
9		Tackling domestic and sexual abuse.	All Section 75 groups
10		Young people who have been in trouble with the police need help to improve their health.	Age, Gender, Disability, Sexual orientation, Race

5. EQUALITY ACTION PLAN



This is what we need to do to make things better. Some of the actions are already in place and some are new.

		Health Inequality	What do we need to do?	How will we do this?
1		People are getting older, living longer and having less children.	<p>We need to provide support for people who look after someone including going out, having a break or going on holiday.</p> <p>Make more information available online.</p>	<p>In the Health & Wellbeing 2026 publication, we have said we will:</p> <ol style="list-style-type: none"> 1. Make Acute Care at Home available to all by 2019. 2. Change Adult Social Care to prepare for the future. Discussions will take place in 2018. 3. We will create a patient space online for dementia patients. 4. Support for young people with caring responsibilities. A plan to support families is being developed. 5. Increase the numbers of carers' assessments. 6. Introduce a new carer support tool for carers assessments.

		Health Inequality	What do we need to do?	How will we do this?
2		<p>The differences between people living in poor areas and people living in rich areas.</p> <p>For example, people in poorer areas have more risk of mental health problems, a shorter life and obesity.</p>	Better health and wellbeing for everyone.	<p>Reports can be found at – https://www.health-ni.gov.uk/articles/making-life-better-strategic-framework-public-health and https://www.health-ni.gov.uk/topics/dhssps-statistics-and-research/health-inequalities-statistics</p>
2			Encourage people to eat healthily and exercise more.	<p>A Fitter Future For All - Framework 2012 - 2022. Targets include:</p> <ul style="list-style-type: none"> • Reduce the level of adult obesity by 2022; • Reduce the level of obesity in children by 2022. <p>We will review this every 3 years - you can see the reviews here: https://www.health-ni.gov.uk/articles/obesity-prevention and here: https://www.health-ni.gov.uk/publications/fitter-future-all-outcomes-framework-2015-2019</p>

		Health Inequality	What do we need to do?	How will we do this?
2			Less alcohol and drug harm.	<p>We are reviewing our plans for alcohol and drugs.</p> <p>We are continuing to work towards our targets.</p> <p>We have new plans and targets for 2018.</p> <p>You can see how we are doing here: https://www.health-ni.gov.uk/publications/alcohol-and-drug-misuse-strategy-and-reports</p>
2			To encourage more mothers to breast feed.	<p>We have a plan called “Breastfeeding - A Great Start 2013-2023”.</p> <p>A group meets to review the plan often.</p> <p>We will share the review of the first five years of this plan in 2018.</p> <p>Future plans for legislation, to protect mothers’ breastfeeding in public, to be considered.</p>

		Health Inequality	What do we need to do?	How will we do this?
2			To have a smoke free community.	<p>We have a plan to reduce the number of smokers, including;</p> <ul style="list-style-type: none"> • Children; • Pregnant women; • Manual workers; • Adults. <p>A group meets to review this plan and changes it when needed.</p>
2			To reduce the number of suicides.	<p>We have a plan called “Protect Life 2”.</p> <p>We want to reduce suicide by 10% by 2023.</p>
3		The type of life experience we have when we are young can affect our health.	To support children and young people to be healthy.	<p>We hope to have a plan called “Looked After Children”, to support children and young people in care, coming in 2018.</p> <p>We have a plan called “Healthy Child, Healthy Future” to be completed by March 2019. We also have a plan called “Early Intervention Transformation” and it will have started by March 2019.</p>

		Health Inequality	What do we need to do?	How will we do this?
4		People from different backgrounds and their health needs.	To provide better services for people with different backgrounds.	We will make information accessible and translate it if required. We will respond usually within 5 working days.
5		Older people with dementia need more support.	To improve services for people with dementia and their carers.	The Department of Health is working with the Executive Office and Atlantic Philanthropies to complete a Dementia Project Phase 2 by June 2019.
6		Younger people and men who have sex with men have more sexual health issues.	To reduce the number of sexually transmitted diseases including HIV.	We are developing a plan which will improve sexual health and treatment services.
7		Young women are not having smear tests.	To increase the number of young women having cervical smear tests.	We will encourage women between the ages of 25 and 29 to have a smear test. The Public Health Authority will review the numbers and report to the Department of Health. We will continue with our education programme.

		Health Inequality	What do we need to do?	How will we do this?
8		Women from different backgrounds don't look for help when pregnant.	To provide safe maternity care for all.	We are looking at how we support pregnant women from different backgrounds including Black and Minority Ethnic women in Northern Ireland and those with epilepsy.
9		Tackling domestic and sexual abuse.	To support victims of abuse.	We have a plan called "Stopping Domestic and Sexual Violence and Abuse". We are working towards the actions in this plan. To review this, see link below: https://www.health-ni.gov.uk/publications/stopping-domestic-and-sexual-violence-and-abuse-northern-ireland-strategy
10		Young people who have been in trouble with the police need help to improve their health.	We will support young people who have been in trouble with the police to improve their health.	We have a plan to improve the health of young people within the justice system. We will review this plan every 3 years.

6. DISABILITY ACTION PLAN



Disability Discrimination Act 1995 (DDA 1995) – the law about disability says that the Department of Health have to:

- Promote positive attitudes towards disabled people; and
- Encourage participation by disabled people in public life.



It also says that the Department of Health have to write a Disability Action Plan which shows how they will do this.



The Department of Health will assess the impact of all new plans and policies to promote opportunities for disabled people by making changes and adjustments.

The plan the Department of Health have now was created in 2012 and will end in March 2018.



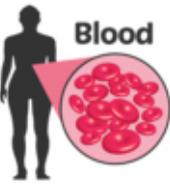
The Department of Health have been talking to disabled people and their views have been included in the new Disability Action Plan.

		What do we want to change?	Policy	Result	How will we do this?
1		To raise awareness of disability and diversity within staff teams. By 'diversity', we mean individual differences whether it be physical, age, race etc.	Staff Development/ Deliver Together programme.	Staff will be trained on issues around disability and diversity.	<ol style="list-style-type: none"> 1. Staff will complete disability/diversity training on a computer every 3 years. 2. Staff training sessions will be held on a regular basis throughout the year. 3. Staff magazine 'The Pulse' will tell staff about disability/diversity issues and events.
1			Equality, Diversity and Inclusion Policy.	Go to Northern Ireland Civil Service Meetings, with all the Departments, on the issue of diversity.	Attend meetings every 3 months.

		What do we want to change?	Policy	Result	How will we do this?
1		To raise awareness of disability and diversity within staff.	Equality, Diversity and Inclusion Policy.	The Department keeps up to date with changes.	Information will be shared and talked about with Health and Social Care organisations.
2		Make life better for disabled people.	Healthier Lives programme.	Delivery of a programme to support people with long term conditions.	<ol style="list-style-type: none"> 1. Early actions by February 2018. 2. Report cards and performance review by March 2018.
2			Long Term Conditions (LTC) Policy Framework.	The policy will support people with long term conditions.	<ol style="list-style-type: none"> 1. A 5 year action plan is already in place. 2. A report is written every year.
2			Mental Capacity Act.	Delivery of the Mental Capacity Act.	<p>Delivery of the Mental Capacity Act:</p> <ol style="list-style-type: none"> 1. Rules produced and working. 2. Codes of practice produced (guidance). 3. Training completed by staff (No start date has been agreed yet).

		What do we want to change?	Policy	Result	How will we do this?
2		Make life better for disabled people.	Mental Trauma Service.	Starting a Mental Trauma Service.	<p>We will:</p> <ol style="list-style-type: none"> 1. Improve individual, family and community experience of mental health trauma care. 2. Employ 40 new staff for Mental Health Services. 3. Improve results for people who have been affected by conflict. 4. Work with partners to make sure the service works well. <p>Services will depend on the money which is available.</p>

		What do we want to change?	Policy	Result	How will we do this?
2		Make life better for disabled people.	Mental Health Policy and Service Development.	Improved running of mental health services.	<ol style="list-style-type: none"> 1. Changes to improve mental health services to focus on early intervention, community and treatment services and physical needs. 2. More support for people in crisis and their carers. <p>Services will depend on money.</p>
2			Service Framework for Mental Health.	Standards framework created.	<ol style="list-style-type: none"> 1. We will talk to the public in 2018. 2. A list of agreed levels of support will be produced by 2018. 3. Baseline data will be collected by March 2019 with a project to gather data developed by April 2019. 4. Trusts will report to the Health and Social Care Board every year about progress.

		What do we want to change?	Policy	Result	How will we do this?
2		Make life better for disabled people.	Physical and Sensory Disability Strategy.	Improved outcomes, services and supports for people with a physical, communication or sensory disability.	<ol style="list-style-type: none"> 1. We assessed current services and are looking at access to equipment for people with communication difficulties. 2. The Research Strategy Implementation Group are working on other actions within the Physical Disability Strategy & Action Plan.
2			Autism Strategy.	Delivery of the Autism Strategy (2013-2020).	We will write a report on our progress on the Autism Act every 3 years.
2			Rare Disease Delivery Plan.	Delivery of the UK-wide Rare Diseases Strategy by 2020.	<ol style="list-style-type: none"> 1. We will report on progress by February 2018. 2. A special group in Northern Ireland looks after the rare diseases plan.

		What do we want to change?	Policy	Result	How will we do this?
2		Make life better for disabled people.	Housing Adaptations Services Action Plan.	Recommendations made by the different departments means we will deliver better services.	We will produce a report and action plan.
3		To support disabled people with personal development and social inclusion.	Service Framework for Children & Young People.	Development of a Service Framework for Children & Young People, including children with a disability.	<ol style="list-style-type: none"> 1. We hope to launch our Service Framework in 2018. 2. We hope to provide better services by: <ul style="list-style-type: none"> • better access to person-centred information; • more involvement in decision-making; • interventions and treatments at the right time; • more levels of independence; • access to respite and palliative care.

		What do we want to change?	Policy	Result	How will we do this?
3		To support disabled people with personal development and social inclusion.	Service Framework for Learning Disability.	To improve the health and well-being of people with a learning disability and their carers.	<ol style="list-style-type: none"> 1. We will review our framework in 2018/19. 2. We have reviewed and monitored our progress since January 2015. 3. We will be looking for views on a new framework by March 2020 and hope to launch in March 2021. 4. We will make services better by training our staff by March 2018. 5. We will help more people live independently by working with partners.

		What do we want to change?	Policy	Result	How will we do this?
4		To raise awareness of difficulties faced by disabled people, and make sure they are listened to.	Talking and looking for views from disabled people.	Involvement with disabled people and groups through consultation.	<ol style="list-style-type: none"> 1. We will make sure that all our information, materials and meetings are accessible to everyone. 2. We will use twitter to ask people what they think. 3. We will meet with people and groups before we do consultations. 4. We will produce information in Plain English and user friendly formats. This will include Easy Read.

		What do we want to change?	Policy	Result	How will we do this?
4		To raise awareness of difficulties faced by disabled people, and make sure they are listened to.	Information/ publications.	All information will, where possible, be made available in other formats on request.	<ol style="list-style-type: none"> 1. Alternative formats, which may include Braille, audio formats (CD, mp3 or DAISY), large print, will be provided, usually within 20 working days. 2. Specific consideration will be given as to how best to communicate with children and young people, people with disabilities (in particular people with learning disabilities) and minority ethnic communities. Where appropriate, this will include Easy Read.
5		We will encourage job applications from disabled people and support disabled people already working in the Department.	Equality, Diversity and Inclusion Policy.	The creation of a varied workforce we want for the future.	We will offer at least one work experience placement per year for disabled people.

		What do we want to change?	Policy	Result	How will we do this?
5		We will encourage job applications from disabled people and support disabled people already working in the Department.	Equality in Public Appointments.	Working to ensure equality of opportunity for people with a disability in applying for public appointments. For example working on a Board or Committee.	<ol style="list-style-type: none"> 1. We will update our contact list every year, including disability groups. 2. We will make sure all vacancies are advertised through Department of Health social media and the Executive will re-tweet all advertisements. 3. We will change our monitoring form to help us make better decisions for applicants. 4. The annual report sent to the Head of the Northern Ireland Civil Service will include information on people with disabilities in public appointment. 5. We will make sure all information is accessible.

					6. Department of Health is taking part in a 5 year strategy to improve disability in public appointments.
5		We will encourage job applications from disabled people and support disabled people already working in the Department.	To improve the recruitment process for disabled candidates.	A report of the findings in recruitment and selection will be progressed.	<p>1. The Northern Ireland Civil Service Disability Working Group report was presented to the Permanent Secretary on 19 May 2017.</p> <p>2. The Department will continue to be actively involved in the Northern Ireland Civil Service Disability Working Group.</p>
6		To ensure that the Department is responsible for their disability duties within their business planning process and Disability/Equality Action Plans, and Equality Scheme.	The reporting and up-dating of Disability Duties.	To ensure that the Department and its “Arm’s length Bodies” (for example, the Trusts) are working on promoting their disability duties.	<p>1. Every year the Department will be responsible for making sure all Arm’s length Bodies complete the work for their disability duties.</p> <p>2. We will review, and if needed, update the Department’s Equality and Disability Action Plan every year.</p>

7. Freedom of Information Act (2000) – Confidentiality of Consultations



The Department will publish a summary of responses at the end of this consultation process.

A copy of what you have said, and all other responses to the consultation, may be given to anyone who asks for them.

The Department can only refuse to give information in “exceptional circumstances”.

Before you send us your Questionnaire, please read the paragraphs below...



The Freedom of Information Act gives everyone a right of access to any information held by a “public authority”. In this case, this would be the Department of Health.

This right of access to information includes information provided in response to a consultation.

This means that if someone asks for it, your response to the consultation will most likely be given to the person asking for it.



However, it does have the responsibility to decide if information like your name and address should be made public or be treated as confidential.



For further information about confidentiality of responses please contact the Information Commissioner's Office:

Tel. 028 9027 8757 or 0303 123 1114

(or see website at: <http://www.informationcommissioner.gov.uk>)

This document has been produced by adults with learning disabilities on the [CAN Plus Easy Read Committee](#).

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