



**Belfast Health and  
Social Care Trust**

## **Disability Action Plan**

- To promote positive attitudes towards disabled people**
- To encourage the participation of disabled people in Public Life**

**31 December 2007**

# **Disability Action Plan**

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## Foreword

This Disability Action Plan (hereinafter referred to as 'the Plan') for the Belfast Health and Social Care Trust has been produced collaboratively in partnership with the other four Health and Social Care Trusts within Northern Ireland. It is considered that this approach has the potential for making the maximum impact at both a regional and local level.

The other organisations involved are:

- The Northern Health and Social Care Trust
- The Southern Health and Social Care Trust
- The South Eastern Health and Social Care Trust
- The Western Health and Social Care Trust

This Plan has the full endorsement of the Trust Board who are committed to implementing it within the Trust.

In the development of this Plan the Trust contacted a range of key stakeholders. From feedback received, it became clear that common priorities had been identified that were relevant to all Trusts. In response to this feedback, the Trust realised that it would increase the effectiveness of its Plan to agree key actions which all of the Trusts could take forward both on a regional and local basis. This collaborative approach is intended to maximise the impact on disabled persons living and working in all 5 Trust areas, in terms of:

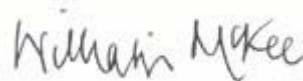
- promoting positive attitudes towards disabled people; and
- encouraging the participation of disabled people in public life.

The Trust looks forward to working with individuals and organisations to ensure the successful implementation of this Plan.

Signed by:



Chairman



Chief Executive

**Belfast Health and Social Care Trust**

## Alternative Formats

This document is available in a range of Alternative Formats including:

- Large font
- Audiocassette
- Braille
- Computer Disc
- Main minority ethnic languages
- DAISY
- Easy-read
- Electronic version

This Plan can be made available in minority ethnic languages, on request, to meet the needs of those not fluent in English.

Aby byly uspokojeny potřeby těch, kteří nemluví plynule anglicky, je možné tento návrh Akčního plánu pro osoby s postižením na požádání poskytnout v jazycích etnických menšin.

Този проекто-план за действие при инвалидност може да бъде предоставен на езиките на етническите малцинства, при поискване, за да бъдат задоволени нуждите на тези, които не говорят английски свободно.

Nepieciešamības gadījumā šo Invaliditātes darbības plāna uzmetumu var iegūt mazākumtautību valodās, apmierinot to personu vajadzības, kuri nepārvalda angļu valodu.

Šis veiksmų dėl neįgalumo Plano projektas gali būti pateiktas tautinių mažumų kalbomis pagal pareikalavimą, kad atitiktų sklandžiai nemokančių anglių kalbos poreikius.

Aby wyjść naprzeciw potrzebom osób, które nie mówią biegle po angielsku, ten szkic Planu Działania w sprawie Niepełnosprawności może być udostępniony w językach mniejszości etnicznych na życzenie.

Acest proiect al Planului de Acțiune pentru persoane cu handicap poate fi pus la dispoziție și în limbile minorităților etnice, la cerere, pentru a putea veni în întâmpinarea acelor care nu sunt fluenti în limba engleză.

Tento náčrt Plánu akcie pre postihnutých ľudí môže byť na požiadanie dostupný v jazykoch národnostných menšín, aby pokryl potreby tých ktorý nie sú spôsobilý porozumieť mu v angličtine.

傷殘行動計劃草案將會根據需求被翻譯成各種小數族裔語言，去迎合那些英語不流利的人士的需要。

Este esboço do Plano da Disability Action poderá estar disponível, a pedido, nas línguas das etnias minoritárias, a ser utilizado pelas pessoas que não são fluentes em Inglês.

Planu ida né, husi Disability Action, hakerek ho lián oin-oin husi minoria etnika sira, nebe bele husu, ba ema nebe la hatene lian Inglés.

**Contact details for this Plan are as follows:**

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# DISABILITY ACTION PLAN

## Belfast Health and Social Care Trust

### 1. Introduction

Under Section 49A of the Disability Discrimination Act 1995 (DDA 1995) (as amended by Article 5 of the Disability Discrimination (Northern Ireland) Order 2006), the Trust is required, when carrying out its functions, to have due regard to the need to:

- promote positive attitudes towards disabled people; and
- encourage participation by disabled people in public life ('the Disability Duties').

Under Section 49B of the DDA 1995, the Trust is also required to submit to the Equality Commission a Plan showing how it proposes to fulfill these duties in relation to its functions.

### 1.2 Commitments:

The Chair and Chief Executive are committed to effectively implementing the Disability Duties and this Plan.

#### ➤ **Mainstreaming the Duties**

The Trust is committed to successfully mainstreaming the Disability Duties throughout the organisation.

#### ➤ **Resources**

In order to deliver the actions detailed in this Plan, the Trust is aware that additional resources will have to be allocated. The Trust is committed to allocating all reasonable, additional resource required to implement this Plan.

#### **Internal Arrangements**

The Trust will put appropriate internal arrangements in place to ensure that the Disability Duties are complied with and the Plan is successfully implemented.

The Health and Social Inequalities Team within the Trust will have operational responsibility for ensuring the implementation and monitoring of the Plan. Quarterly and Annual Progress Reports will be provided through the normal reporting

structures, i.e. the Trust's Senior Executive Team and Trust Board.

➤ **Communication to staff**

The Trust will ensure effective communication of the Plan to staff and will provide training and guidance. All staff will be provided with information on the Plan via staff meetings, the Trust's staff magazines, intranet and e-mail.

➤ **Consultation**

The Trust is committed to ensuring meaningful and effective public involvement and participation. To inform the development of this Plan, the Trust, at both a regional and local level, has engaged with a wide range of key stakeholders (see Appendix 1).

The Trust will ensure that people with disabilities and disability advocacy groups are included when implementing, monitoring or deciding any further actions to be included in the Plan.

### **1.3 Reporting Arrangements**

The Trust confirms its commitment to submitting Annual Progress Reports on the implementation of this Plan to the Equality Commission and carrying out a Five Year Review of this Plan, or Plans submitted to the Equality Commission over the five year review period.

A copy of this Plan, the Trust's Annual Progress Reports and the Five Year Review of this Plan will be made available on the Trust's web sites (see page 4 for web addresses).

### **1.4 Functions/Information on the Trust**

#### **1.4.1 Background to the Trust**

The Belfast Health and Social Care Trust is a statutory body that came into operation on 1 April 2007. It replaced the former 6 Health and Social Services Trusts:-

Belfast City Hospital Trust  
Green Park Healthcare Trust  
Mater Hospital Trust

North & West Belfast Health and Social Services Trust  
Royal Group of Hospitals Trust  
South & East Belfast Health and Social Services Trust

The Belfast Health and Social Care Trust employs approximately 22,000 staff and has annual budget totaling £1,100 million and covers a population of 340,000. (Census, 2001).

#### **1.4.2 Key Functions of the Belfast Health and Social Care Trust**

The Health and Personal Social Services (Northern Ireland) Order 1991 Article 10(1) defines the nature and function of the Trust as a major employer and provider of health and social care services.

The Trust provides a wide range of hospital, community and primary care services, e.g. doctor, dentist, health visiting, speech and language therapy etc. The Trust also purchases some services from the independent and community/voluntary sectors.

Delivering safe and effective services which are accessible and responsive to the needs of patients, clients and carers is central to the Trust's role.

The Trust acknowledges its responsibilities when buying services from other providers. The Trust will ensure that the obligations under the Disability Duties will be reflected in contractual arrangements made with those providers.

The Trust also has the power to exercise statutory functions which embrace all the activities undertaken by the Trust including the recruitment/employment/training of its staff, financial arrangements, contracted-out services, maintenance of its property and the delivery and development of services, including the purchase of equipment and facilities needed to do this.

The Trust carries out its business in the following ways:-

- undertake assessments of needs
- developing strategies to address those needs
- setting and monitoring quality and performance standards
- carrying out reviews of service areas
- resource allocation and financial management
- setting service agreements with purchasers of care

- human resource management in relation to its staff, and
- corporate and clinical governance, i.e. ensuring safe practices.

### **1.4.3 Structure of the Belfast Health and Social Care Trust**

The main decision making bodies in the Trust are the Trust Board and Senior Executive Team. The Trust has a Chief Executive and a Chairman. The Chief Executive is the accountable officer for the Trust. The Chairman works very closely with the Chief Executive and is responsible for the operation of the Trust Board.

## **1.5 Public Life Positions**

The range of public life positions over which the Trust has responsibility include:

- Involvement in the appointment of Non-Executive Directors
- User Forums, consultation panels, partnerships and alliances with the voluntary and community sectors which inform the design and delivery of services and policy development
- Volunteering Projects
- Mentoring Schemes
- Assisted Employment Schemes, e.g. Ulster Supported Employment Limited (USEL), Orchardville Society, Cedar Foundation.

Trust staff are also members of a wide range of partnerships. They will use their influence to raise issues in relation to the participation of people with disabilities where under-representation is apparent. The Trust is aware that there is currently an under-representation of disabled people in public life positions.

## **2. Previous Measures**

Under the Disability Discrimination Act 1995, the Trust has undertaken a number of previous measures to promote positive attitudes towards disabled people and to encourage their participation in public life. The Trust works closely with people with disabilities as well as disability advocacy groups. Already there

are many examples of imaginative good practice in existence, as outlined below.

## **2.1 Promoting positive attitudes towards disabled people**

- General Equality Training
- Corporate Induction Programmes
- Selection & Recruitment Training
- Disability Awareness Training
- “Working With Diversity”/”Disability Matters” websites

## **2.2 Encouraging the participation of disabled people in public life**

- Workplace policies
- Recruitment policies
- Accessibility policies
- User involvement policies
- Policy screening
- Local Projects
- The promotion of schemes such as Supporting People Initiatives and direct payments
- Community Forum and Partnership Groups
- Advocacy Services

For further details of the full range of measures previously undertaken by the Trust, contact the Lead Person for this Plan for a copy of the Trust Disability Audit/Mapping Report (see page 4 for contact details).

## **3. Action Measures**

### **3.1 How the Plan will be published**

When the Plan is submitted to the Equality Commission for Northern Ireland on the 31<sup>st</sup> December 2007, it will be placed on the Trust’s website and intranet and will be available from the Trust’s Health and Social Inequalities Manager (see page 4 for contact details).

The Plan will be produced in clear print and plain language and will be available in alternative formats, including large print, DAISY, Braille, Easy-read, audio cassette and computer disc.

The Trust is planning a joint launch of this Plan in partnership with the other Health & Social Care Trusts. The Trust will also distribute press releases, advertisements and mail shots both regionally and locally, as well as meeting directly with disability organisations and representative groups.

### **3.2 Proposed Measures**

The actions that the Trust intends to take over the next 3 years (January 2008 – December 2010), are outlined in the table on pages 12-19. These were developed from the many contributions received from the groups, organisations and individuals listed in Appendix 1. Their generosity in making their time, expertise and experience available to us is very much appreciated.

## **Measures to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life**

### **Guiding Principles on the Implementation of the Plan**

- All actions detailed below will be discussed, developed and delivered in collaboration with people with disabilities and disability advocacy groups.
- When working with disabled people we are committed to making the necessary changes in how we conduct our meetings to ensure meaningful participation by all involved.
- The Trust will recognise and take into account the varying needs of people with different disabilities. The Trust will also address the needs of people with multiple identities, such as ethnic minority women with disabilities, children and elderly people with disabilities etc. and will take account of these in the implementation of the following Plan.
- In relation to each of the measures outlined below, quarterly progress reports will be made to the Trust's Senior Executive Teams, which in turn, will be included within the Annual Progress Report to the Equality Commission for NI.
- For each of the five key objectives on this Plan, a regional working group will be established to promote and share best practice across the five Health and Social Care Trusts. The best practice from the regional working groups will thereafter be implemented by each Trust via a local working group(s). An Equality Lead from each of the five Trusts will be represented on the regional working groups to ensure that the performance indicators/targets in the attached action plan are met. (See diagram in appendix 2 which outlines the implementation arrangements for the action plan).
- Further Performance Indicators will be developed for each objective by the Working Groups.
- The Trust recognises the benefits of working in partnership with a range of other organisations in the implementation of this Plan.
- This Plan will be continually updated to reflect the specific and detailed targets developed by the working groups and a revised Plan will be forwarded to the Equality Commission.

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<b>OBJECTIVE ONE: STAFF TRAINING AND DEVELOPMENT</b> In conjunction with disabled people and their representative organisations, develop a staff training programme that will effectively challenge negative attitudes and promote positive attitudes towards disabled people			
Ensure all staff are aware of the new Disability Duties.	January 2008	Inclusion of information in Staff E-Briefings, Staff Newsletters/Magazines, staff meetings, e-mail, intranet/internet.	Health and Social Inequalities Manager
Establish a regional working group to identify good practice and design challenging new training programmes to meet the new duties and to effectively achieve the above objectives. Ensure training is accessible for staff with a disability and that information is available in alternative formats where necessary	January – March 2008	Working group and terms of reference established. Development of training programme in conjunction with and led by disabled people and/or those representing disabled people.	Health and Social Inequalities Manager in the interim until Chair of Working Group elected.
Review current disability training provided to Trust staff and identify how it can take into account the Disability Duties e.g. Disability Equality Training and Disability Awareness Training.	January 2008 and ongoing	Current disability training modified to include new duties.	
Modify existing training programmes to incorporate Disability Duties, e.g. Induction and Selection & Recruitment. Draw on	Ongoing	Existing training programmes modified to include new duties.	

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<p>the toolkit developed by the Centre on Human Rights for Disabled People</p> <p>New Training Programme and Implementation Plan developed.</p> <p>Implementation of training throughout Trust. Priority areas for staff training identified e.g. Trust Board Members, senior/middle managers, front-line staff/receptionists.</p> <p>Undertake evaluation of above training.</p>	<p>December 2008 and ongoing</p> <p>December 2008 and ongoing</p> <p>January – March 2009</p>	<p>Programme and implementation Plan developed.</p> <p>All Trust Board Members, senior/middle managers, Staff Side, front line staff, reception staff trained.</p> <p>Evaluation Report completed.</p>	
<p align="center"><b>OBJECTIVE TWO: COMMUNICATIONS</b></p> <p align="center">To ensure effective communication systems are established for the successful implementation of the Disability Duties.</p>			
<p>Establish a regional working group to identify good practice and ensure information produced by the Trust is accessible by everyone.</p> <p>Develop a Regional Communications Strategy for mainstreaming the Disability Duties. This will include:</p>	<p>January - March 2008</p> <p>January – December 2008</p>	<p>Working group established to include people with a disability and/or their representatives. Terms of Reference developed. Include additional performance indicators once group established.</p>	<p>Health and Social Inequalities Manager in the interim until Chair of Working Group elected.</p>

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<p>a) Identifying existing models of good practice for communicating effectively with disabled people, and roll out across the Trust, e.g. Guidelines for written, visual and oral communication. Draw on recommendations from the Equality Commission's investigation into the accessibility of health information.</p>	<p>December 2008</p>	<p>Examples of good practice identified and implemented across the Trust.</p>	
<p>b) Identifying additional areas for improvement e.g.</p> <ul style="list-style-type: none"> <li>- ensure that key public communications are available in accessible formats e.g. Plain English</li> <li>- inclusion of regular articles and examples of real situations and case studies re. the Disability Duties in staff correspondence e.g. staff newsletter/ magazine</li> </ul>	<p>December 2008</p>	<p>New areas identified and implemented in the Trust.</p>	
<p>Ensure Trust's website is fully accessible.</p>	<p>Ongoing</p>	<p>Work with Trust's website manager to promote the Disability Duties and enhance public participation. Achieve European Accessibility Standards to ensure consistency of best practice across the Trust.</p>	
<p>Identify examples of existing best practice re. website accessibility are extended. e.g. Disability Matters</p>	<p>Ongoing</p>		

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<p>Monitor usage of Trust's website to ensure it is fully accessible by everyone.</p> <p>Develop guidelines to promote the use of sign language interpreters</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Evaluate through user survey on website.</p> <p>Guidance completed and implemented.</p> <p>Increased availability and use of trained sign language interpreters.</p> <p>Monitoring of this service.</p>	
<p><b>OBJECTIVE THREE: EMPLOYMENT</b></p> <p>To address the under representation of people with disabilities in the health and social care workforce</p>			
<p>Establish a regional working group to develop and implement an Employment Plan to promote employment opportunities for disabled people and to promote positive actions. The working group will include disabled employees, disabled people, their representative organisations and staff side.</p> <p>Employment Plan to include measures that improve pathways to employment that increases the numbers of people with disability</p>	<p>January to March 2008</p> <p>December 2008</p>	<p>Working group established to include people with a disability and/or their representatives. Terms of Reference agreed and ongoing timetable of meetings established.</p> <p>Employment Plan developed and endorsed by the Trust.</p>	<p>Health and Social Inequalities Manager in the interim until Chair of Working Group elected.</p>

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<p>on work placements and/or volunteering.</p> <p>Conduct a baseline audit of staff to identify the number of disabled persons currently employed within the Trust.</p> <p>To promote a culture that positively encourages staff to declare disabilities.</p> <p>Implementation of Employment Plan. Managers informed of new Employment Plan and best practice e.g. through team briefs, training.</p> <p>Ensure Trust Volunteering Strategy specifies securing placements for disabled people as a key target.</p>	<p>January – June 2008</p> <p>September 2008</p> <p>Ongoing</p> <p>January - March 2009.</p> <p>Ongoing.</p>	<p>Survey tool designed.</p> <p>Baseline audit undertaken and completed of current workforce.</p> <p>Report produced on findings and Implementation Plan developed.</p> <p>Monitor number and types of Reasonable Adjustments undertaken for existing and new staff members.</p> <p>Increase in Trust Staff declaring they have a disability.</p> <p>Increase in numbers of people with disability applying for employment within the Trust.</p> <p>Increased numbers of disabled people in volunteering roles as a potential route to employment.</p>	
<p><b>OBJECTIVE FOUR: ENCOURAGING PARTICIPATION</b></p> <p><b>To ensure increased effective and meaningful public involvement of people with disability</b></p>			
<p>Establish a regional working group to develop an audit that identifies the current</p>	<p>January – March 2008</p>	<p>Working group established to include people with a disability and/or their</p>	<p>Health and Social Inequalities Manager in the</p>

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
level of participation by people with disabilities on Trust decision making groups e.g. Trust Boards, public Fora, User groups, etc.	Ongoing	representatives. Terms of Reference agreed.	interim until Chair of Working Group elected.
Conduct the audit and identify actions that will further promote the participation of disabled people in public life and existing groups.	September 2008	Audit Report completed with information on current situation and clear recommendations made for action to improve opportunities for disabled people to participate.	
Develop a Plan based on the Audit Report's recommendations.	December 2008	Implementation Plan completed.	
Plan implemented within the Trust.	January 2009 - December 2010	Ongoing monitoring and evaluation to ensure increased numbers of disabled people involved in decision making fora.	
Develop guidelines on how disabled people will be recognised and rewarded as a result of their participation in public life.	September 2008	Guidelines developed and implemented.	
<p align="center"><b>OBJECTIVE FIVE: MAINSTREAMING THE NEW DISABILITY DUTIES AND MONITORING</b></p> <p align="center">To establish appropriate mechanisms to gauge progress in implementing the new Disability Duties.</p>			
Establish a regional working group to develop a system of internal monitoring, review and evaluation of the Disability Action Plan and associated	January – March 2008	Working group established to include people with a disability and/or their representatives. Terms of Reference agreed.	Health and Social Inequalities Manager in the interim until Chair of Working Group elected.

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<p>actions.</p> <p>These regionally agreed monitoring arrangements will be implemented at local Trust level.</p>		<p>The Health and Social Inequalities Manager within the Trust will provide quarterly reports to the Senior Executive Team.</p>	<p>Health and Social Inequalities Manager</p>
<p>Provide training and support for disabled people to enable them to participate in the monitoring and review process.</p>	<p>March 2008</p>	<p>Performance management process established and regular reviews carried out.</p>	
<p>Ensure that consideration is given to the new Disability Duties in all policy development and decision making. This will be done through integrating the duties into the Equality Screening and Equality Impact Assessment processes.</p>	<p>Ongoing</p>	<p>Ensure new policies or Trust decisions take account of the new Disability Duties during the Equality Screening and Equality Impact Assessment (EQIA) processes.</p>	
<p>Programme of Master Classes in Equality Screening, to include consideration of the Disability Duties. The programme will be delivered to all key managers.</p>	<p>April 2008</p>	<p>Regional Equality and Human Rights Screening Tool Kit launched and used by all Trusts.</p>	
<p>Ensure when buying services that</p>	<p>April 2008</p>	<p>All key managers and Staff Side to have attended a Master Class in Screening.</p>	
<p>Ensure when buying services that</p>	<p>January 2008 and ongoing.</p>	<p>The Procurement/ Purchasing process</p>	

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
<p>arrangements take account of the new Disability Duties. Relevant information to be added to the Trust's standing orders and purchasing/contractual documentation.</p>		<p>promotes disability equality and ensures contractors understand their obligations.</p>	
<p>Guidance provided on the Disability Duties to independent contractors to include voluntary and community groups and offer training when required.</p>	<p>Ongoing</p>	<p>Guidance produced and disseminated.</p>	
<p>Surveys developed in partnership with service users, disability groups, management and Staff Side that will identify attitudes towards people with disabilities and other Section 75 groups, NB multi-identifies.</p>	<p>January – March 2008</p>	<p>This will provide a base line for future monitoring.</p>	
<p>Surveys conducted with both service users and employees.</p>	<p>December 2008</p>	<p>Survey Reports completed and further Performance Indicators agreed by Working Group and Disability Action Plan revised accordingly.</p>	
<p>Quarterly Reports submitted to Senior Executive Team.</p>	<p>Ongoing</p>	<p>Progress effectively monitored. Revised measures considered and agreed and Disability Action Plan revised accordingly.</p>	<p>Health and Social Inequalities Manager</p>

MEASURES	TIMESCALE	PERFORMANCE INDICATORS/TARGET	RESPONSIBLE
Annual Progress Report submitted to Trust Board and Senior Executive Team.	Ongoing	Progress effectively monitored via Annual Progress Reports to the Equality Commission by 31 August each year which will be also be available on the Trust's website.	Health and Social Inequalities Manager
Establish a Disability Steering Group, chaired by a Director who will champion the promotion of disability equality. Membership of group will include representatives of disabled people, organisations and trade unions	By January 2008	<p>Promotion by top management of commitment to disability and equality.</p> <p>Partnership working and positive involvement with staff side on the disability &amp; equality agenda.</p>	Health and Social Inequalities Manager

## Contributors to the draft Plan

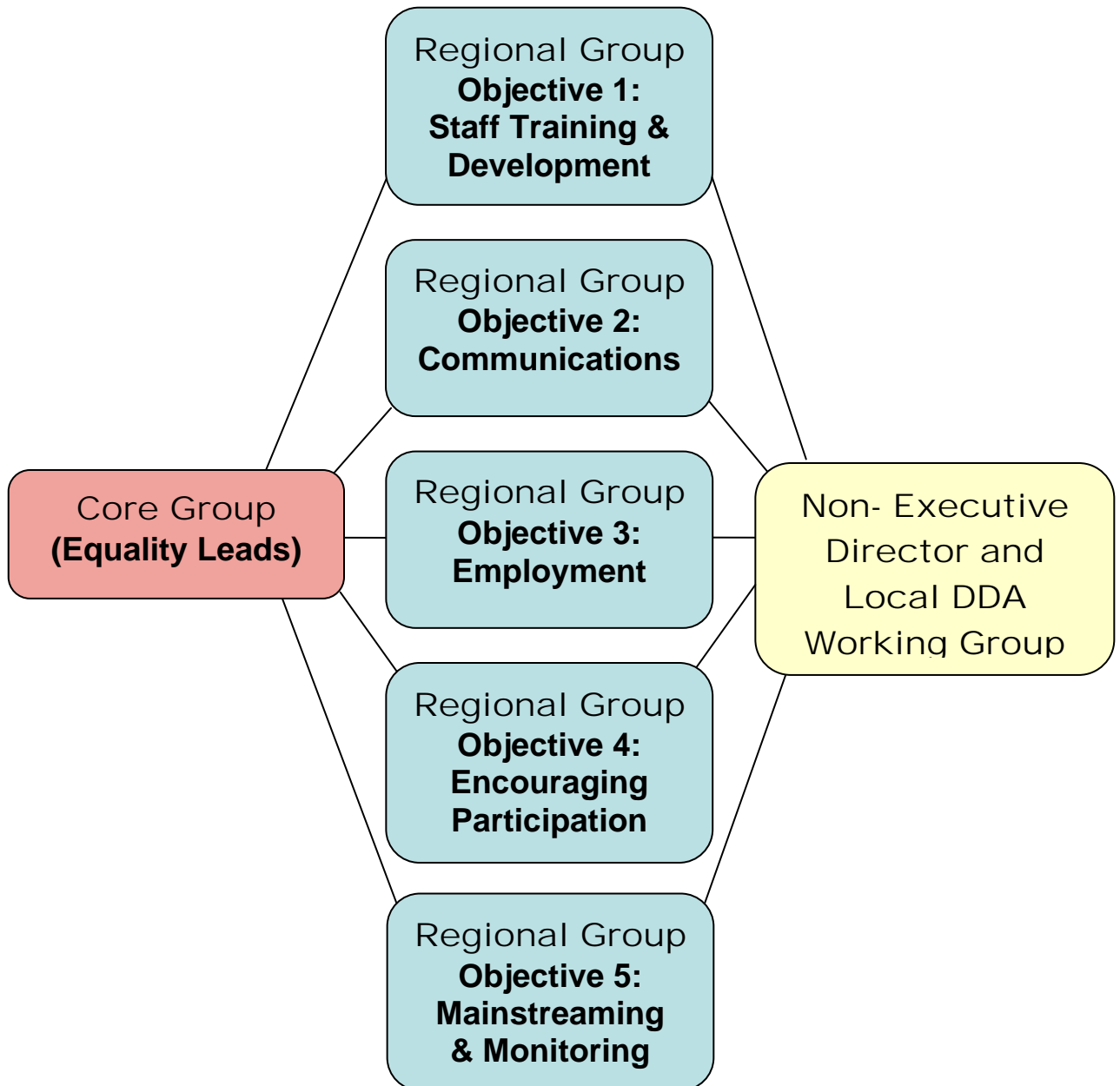
A wide range of stakeholders were contacted both at a regional level and within each Trust area. The following groups and individuals contributed their ideas and suggestions through written responses, telephone, face to face meetings or participation on working groups. Their help was invaluable and the Trusts are very grateful for their support.

- Age Concern Northern Ireland
- Aisling Centre
- Altnagelvin Patients Forum
- A-Team, Laurels Day Centre (Adults with Learning Disability)
- Ballymena Access Group
- Border Handwave
- Brendan McKeever (Individual)
- British Association of Social Workers (BASW)
- Carers NI
- Coalition on Sexual Orientation (COSO)
- Colin Community Network
- Craigavon and Banbridge Community Forum
- Derriaghy Day Centre Users and Carers Forum
- Disability Action
- Disability User Groups
- Downs Syndrome Association
- Epilepsy Action
- Equality Commission for Northern Ireland
- Equality Review and Human Rights Group for North and West Belfast
- Heads Together (Omagh)
- Health Staff
- Kevin McLaughlin (Individual)
- Kids Together
- Lenadoon Community Forum
- Leonard Cheshire
- Mater Hospital Community Forum
- MENCAP
- Mental Health service user (Individual)
- Northern Health and Social Care Trust Transition Team
- Northern Health and Social Services Board
- Police Service of Northern Ireland
- Prospects UK
- Rainbow
- Raynauds and Scleroderma Support Group
- RNIB

- RNID
- Royal British Legion
- Shopmobility
- South Tyrone Hospital Community Forum
- Staff Side
- Stepping Stones
- Trusts' Senior Executive Teams/Trust Board
- Western Community Development Steering Group
- Western Young People with Disabilities Forum
- Willowbank Resource Centre (Adults with Physical Disability)

## Implementation Plan for the DAP

Each Regional Group and Local Implementation Team will consist of Trust members of staff and Disabled People and/or their representatives.



### REPORTING ARRANGEMENTS

Quarterly and Annual Progress Reports (31 August each year) will be provided to the Trust Senior Executive Team. Annual Progress Reports will be submitted to the Equality Commission for Northern Ireland and placed on the Trust's website and intranet.