Our plan to treat people with disabilities in a good and fair way

This is our plan about the work we will do until 30 April 2014.
About us

We are the **Belfast Health and Social Care Trust**.

We can give people in Belfast healthcare and support.

We want to

- give people with disabilities in Belfast good healthcare and support. We want to make sure it is right for them

- treat our staff with a disability fairly.

We have made a plan about how we will do this.

This document tells you more about our plan.
About our plan

Our plan says we will treat people with disabilities fairly when they

• get healthcare or support from us

• work for us.

Our plan will help us follow a law called the 
**Disability Discrimination Act** as well. The law says

• all people with disabilities should be treated in a good and fair way

• people should think about people with disabilities in a good way

• people with disabilities should be able to take part in lots of different things.

For example people with disabilities should be allowed to say what they think about healthcare and support.
Work we have done already

Since the year 2007 we have done lots of work to treat people with disabilities in a good and fair way.

We have worked with people with disabilities to make sure we get this work right.

We have done things like

- help our staff talk to people with disabilities in a good way

- teach our staff about disability and people with disabilities

- help our staff treat people with disabilities who want a job with us fairly.
This work helped us know we could do more to treat people with disabilities in a good way.

The rest of this document tells you what we did next.
How we decided what to do next

We asked lots of people how we could treat people with disabilities fairly.

We asked people like

- people with disabilities

- groups who give people healthcare and support in different parts of Northern Ireland.

This helped us make a plan about what we wanted to do next.

Then we asked people if they agreed with our plan.

The next page says what they told us.
People said we needed to think about things like

- talking to people with disabilities who don’t usually take part in work like this
- talking to everyone who helped with our plan
- having good training about disability. One group had a film that we could use in the training.

We listened to what they said. We put it into our plan about what work we will do by 30 April 2014.

The next 2 pages say what we will do to help

- people with disabilities take part in our work
- people think about disability in a good way.
Work we will do by 30 April 2014

Help people with disabilities take part in our work

We will try to find people with disabilities who want to help us with our work.

We will think about how disabled people can help our managers learn about disability.

We will have more information in easy words and pictures.

We might have a group who checks our information in easy words and pictures.

We will tell our staff good ideas to help them treat people with disabilities fairly.
Work we will do by 30 April 2014

Help people think the right things about disability

We will look at our training about disability to make sure it is good and useful.

Our managers will learn more about a law that says people with disabilities should be treated fairly.

We will try to help more people with disabilities get jobs.

We will carry on doing work in other plans that can help people with disabilities be treated fairly.

We will set up a group that is only for our staff with a disability.
How to find out more information

We will do more work after 30 April 2014 as well. This will be in another plan.

If you want to know more about the work we will do until 30 April 2014 you can

• phone us. Our phone number is 028 950 465 67

• our textphone number is 028 90 566 755

• email us. Our email address is orla.barron@belfasttrust.hscni.net

• look on our website. Our website is www.belfasttrust.hscni.net