

Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision in order to promote equality of opportunity?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<p>Informed Choice in cancer screening</p> <ul style="list-style-type: none"> • The PHA commissions a service to raise awareness of and promote the three cancer screening programmes throughout Northern Ireland. The service is targeted at those impacted by health inequalities (Section 75 groups, including learning disability, along with those living in socially deprived areas). • The PHA worked with transgender groups to produce a regional screening transgender leaflet for cancer and AAA screening programmes. In final stages of drafting. • The PHA regularly runs social media campaigns to promote the 3 cancer screening programmes, tied to awareness raising events eg Cervical Screening Awareness Week. <p>Training for those who work with women with HIV</p> <ul style="list-style-type: none"> • All antenatal screening co-ordinators (ANSCs) are encouraged to complete the Infectious diseases in pregnancy training programme run by NHS 	<p>Diabetic eye screening</p> <ul style="list-style-type: none"> • It is not currently possible to book an appointment online in another language. Patients are advised in the invitation letter that they can contact the Trust directly to make an appointment and also to advise if they require an interpreter to attend the appointment. The Trust currently do not provide letters or leaflets in other languages; it is an area that the Trust hope to address within the coming months. • Patients with a disability such as deafness are also advised in their invitation letter that they can contact the Trust by email (as an alternative means of communication regarding their needs). <p>Children with special educational needs</p> <ul style="list-style-type: none"> • The PHA continues to work in partnership with SPPG, DoH, EA and DE in the increased number of children and young people with Special Educational Needs who require placement in Special Schools to determine and deliver the AHP support to

England. For those ANSCs with caring responsibilities this is an on-line training which can be accessed from home.

- Currently none of the ANSCs have disabilities or are members of ethnic minority groups, however if this was the case provisions would be made to accommodate them and ensure that they could avail of the training via the use of interpreters or signers for the deaf if necessary.
- The ANSCs are then tasked with providing training to the staff working in maternity services including HIV awareness training. Trusts would be responsible for ensuring that staff with disabilities or language problems could access the training.

Awareness Days

- Deaf: We arrange a Sign Language Interpreter for all our events.
- Carers: We organise our Awareness Days on Tuesdays, Wednesdays and Thursdays, when most staff who work part-time are at work. We upload the presentation from the speakers and, whenever possible, record and upload the speaker's input onto the Tapestry website. That way, all staff can access the

meet their needs across the section 75 categories. This includes developing a model of training to support educational staff to meet needs of CYP with disabilities that is age appropriate and meets their cognitive and cultural needs.

Informed Choice in cancer screening

- This commissioned service is due to go out to tender. The current service has been temporarily extended in the interim. Funding for this work going forward is uncertain.
- To make information more accessible to those who do not have English as a first language, we will review our suite of available translated leaflets, adding leaflets in new languages, if required and providing translated versions of new leaflets.
- We hope to undertake a review of the literature to further understand the barriers to screening and interventions to promote informed choice for those impacted by health inequalities.

New entrants' services

- BSO face to face foreign language Interpreting Services are available to all Patients/Clients who do not speak English proficiently when

information at a time convenient to them.

Work Placements

- We work with a range of disability organisations to ensure opportunities are offered to people from a wide spectrum of disabilities, as well as different gender and age groups.
- We ensure that reasonable adjustments are discussed and put in place before placements commence.
- Some of the placements are offered on the basis of Hybrid Working. This means, working in an office some of the time and working from home some of the time, if preferred by the individual.
- We have completed a separate equality screening for our Placement Scheme. We review this screening every year when we make changes to the Scheme.

Tapestry Disability Staff Network

- We ensure that the way the forum operates allows people with a range of disabilities and from a range of age and ethnic backgrounds to be involved (for example, by providing information in accessible

accessing Health and Social Care services in Northern Ireland

Training for those who work with women with HIV

- Trusts will be asked for assurance that all staff working in maternity services are able to access HIV awareness training.

Strategic Planning Teams

- In developing the SPT communication and engagement strategies we will identify meaningful approaches for engaging people with disabilities, recognising the differing needs depending on age, gender, ethnicity, caring responsibilities and sexual orientation.

formats; arranging for a Sign Language Interpreter to attend all meetings; and by arranging meetings online).

- Accessible formats and inclusiveness are integrated into the Terms of Reference.
- Strict confidentiality provisions apply.
- When we engage with Tapestry members we offer members to take part in a discussion at a meeting or to send their views to a dedicated email address for Tapestry. Only a small number of staff from the BSO Equality Unit, who facilitate the network, have access to this email address.