



Northern Ireland
Blood Transfusion Service



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Equality and Disability Action Plan 2018-2023

Consultation Document

October 2017

Northern Ireland Blood
Transfusion Service



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What is in this document?	Page
Message from the Chief Executive	4
Who we are and what we do	7
How people can be involved in our work	7
What the law says	7
How we made our plans	8
Equality Action Plan	9
Disability Action Plan	11
What difference will it make?	13



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You can also get a copy of these action plans by looking on our website:

<http://www.nibts.org/>

You can get a different version of these action plans:

- Paper copy
- Braille
- HTML
- MP3
- Large print
- Other languages
- Other formats

by contacting the Northern Ireland Blood Transfusion Service

A blue icon of a telephone handset on a base.	Telephone: 028 90321414
A blue icon of a text relay device with a keypad and a small screen.	For Text Relay use 18001 028 9024 7515
A white icon with a red square in the top right corner and an '@' symbol in the center.	Email: hr@nibts.hscni.net



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Message from the Chief Executive

My name is Karin Jackson. I am the Chief Executive of the Northern Ireland Blood Transfusion Service.

The Chief Executive makes sure that all our work gets done.

We want to make things better for people who use our services.

We want to make things better for our staff.

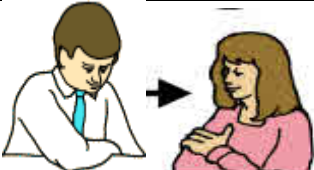
The Chief Executive makes sure that day to day work in relation to equality and disability actions gets done.

This book is about our Equality and Disability Action Plans. It explains what we are going to do over the next 5 years.


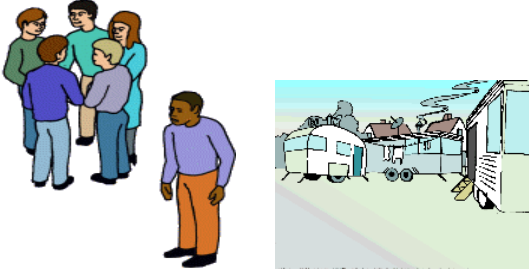





Equality Action Plan

This is a plan about what we are going to do about equality. This is to help make things more fair and equal for people in the nine equality groups in the table below.

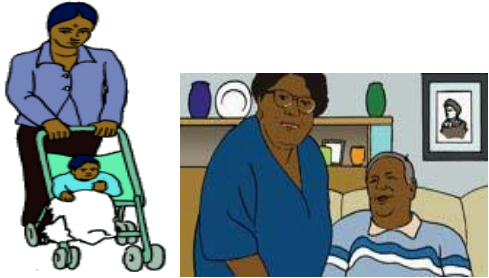


Nine Equality Groups	
	Men and women



	<p>Disabled people</p>
	<p>People from ethnic minorities. These are people who come from another country or whose families came to Northern Ireland from another country. It includes Irish Travellers</p>
	<p>People with different religions or beliefs</p>
	<p>People who have different sexual orientations. Sexual orientation means a man and woman attracted to each other, two men attracted to each other or two women attracted to each other</p>
	<p>People with different political views</p>



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	<p>People who care for their children or care for other adults who are sick or have a disability</p>
	<p>People who are married, in a civil partnership (between two men or between two women), single, widowed or divorced</p>
	<p>Younger people and older people</p>



Disability Action Plan

This is a plan about what we are going to do to ensure people with a disability are treated fairly and have the same chances as people who don't have a disability.



This is to make things better for people with a disability.



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Who we are and what we do

We were set up on 1st June 1994. We are a public authority. A public authority means organisations that look after things like health, social care, hospitals, schools, housing and roads.

The Northern Ireland Blood Transfusion Service is part of health and social care in Northern Ireland. We do things like:

- Supply Blood and Blood products to hospitals
- Process and test blood
- We receive and test blood samples from antenatal clinics

How people can be involved in our work

There are a number of ways in which people can be involved in the work of the Northern Ireland Blood Transfusion Service.

One way is to apply for a public life position in the Northern Ireland Blood Transfusion Service. These positions are advertised by the Department of Health. These roles help with the running of the organisation.

What the law says



The equality law says that we need to treat people in the 9 groups listed on page 4, fairly.

The disability law says that we must involve people with different disabilities when we plan and do things. It also says that we must encourage people to think about and treat disabled people in a positive way.



How we made our plans

We looked at what we have done so far.



We asked our staff to think about what worked well and what could have worked better.

For the new plans, we asked them to think about how we can make things better for people who use our services and our staff.



We held coffee mornings with staff to find out what we can do to improve things for our staff with a disability or who look after someone who has a disability.



We ran a survey with our staff to find out what we can do to improve things for our staff with a disability or who look after someone who has a disability.



We held a meeting with service users and community groups to find out what they think would make things fairer.



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Equality Action Plan 2018-2023

This is a list of what we will do about equality.



We will provide information to staff who care for their children or care for other adults who are sick or have a disability. This is information on what support we offer to help them care and work.



We will train our staff on how to do what our transgender policy says, we will support our staff who are transgender.



We will train our staff on equality issues.



We will put in place new support for our staff who have been abused at home.



We will tell people of a change to the length of time a man who has had sex with a man needs to wait before he can donate blood.



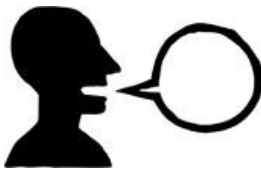
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When we make changes to our facilities we will assess how they will impact the people in the nine equality groups.



We will try to encourage people from ethnic minorities to donate blood. These are people who come from another country or whose families came to Northern Ireland from another country. It includes Irish Travellers



We would like to try and have an interpreter at a donation session to see if more blood donors whose first language is not English will donate blood.



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Disability Action Plan 2018-2023:

This is a list of what we will do about disability.

Information



We will provide information for staff on certain disabilities. We want all our staff to know more about disabilities.



We will encourage our staff to attend our disability staff network meetings.



We will encourage our staff to tell us if they have a disability on our computer systems



We will sign up to the Mental Health Charter in order to provide further support to staff with mental health conditions.



We will join up to Every Customer Counts. This is a set of guidelines from the Equality Commission that helps people of all ages and abilities to access our services.



We will ensure our donor information material is accessible, including background colour, shape and size of font and language used.



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We will write a policy to assist our staff and our donors who are transgender and wish to donate blood.



We will develop a policy to assist staff who are off sick with a serious illness.



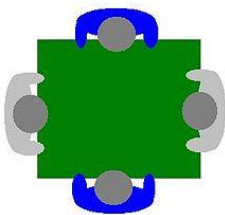
We will review our policy on taking care of family at home.



We will translate our donor information leaflet to the top 5 most spoken foreign languages in Northern Ireland.



We will ensure our donor seating couches are fit for anyone that has problems with their muscles, joints and limbs.



We will encourage people with disabilities to join our community meetings to give them an opportunity to input into the decisions made in the Northern Ireland Blood Transfusion Service.



We will promote our Chef Executive as our Disability Champion so that staff know who is in charge of disability in the organisation.



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We will change our laboratory working area to ensure it's accessible for people with disabilities.

What difference will it make?

We produced a signposting document for our staff. It provides information on support networks in the community for people from each of the nine equality groups. We update this resource every year.

We put in place an Accessible Formats Policy; this policy relates to all of the nine equality groups including age, gender, disability, ethnicity, sexual orientation, political opinion, dependants, religion and marital status. It addresses specific needs in relation to sensory impairment, learning disability, sexual orientation, older people, younger people, translation and interpreting for minority ethnic groups and more general literacy levels that are of particular importance.

This is some of what we have done to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

Equality Action Plan

There will be better support for staff who are carers.

There will be better support for staff who are transgender.

There will be better support for staff who have been abused at home.



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Disability Action Plan

There will be more support for staff with a disability..

There will be better information on the numbers of staff with disabilities.

People with disabilities will have better access to our services.

People with disabilities will have better chances of getting a job with us.



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Signed by:

John Lennon

Chair

Date: 13th September 17'

[Signature]

Chief Executive

Date: 13th September 17'

Artwork

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