

Northern Ireland
Blood Transfusion Service



Equality Scheme

**Our plan about how we are going to
treat people fairly and make things
better for staff and people who use our
services**



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September 2011

Northern Ireland Blood Transfusion Service
Lisburn Road
BELFAST
BT9 7TS



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This is a shorter version of the Equality Scheme for the Northern Ireland Blood Transfusion Service.



You can also get a copy by looking on our website:

<http://www.nibts.org>

If you want us to send you a paper copy of this Equality Scheme you can contact the Equality Unit, Business Services Organisation.

Contact:

	Telephone: 028 9053 5531
	For Text Relay if you are deaf and have a text phone and want to contact someone who is not deaf use 18001 028 9053 5531. Some one else will help you to talk to this person using your text phone



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An icon of a fax machine with a document being sent.	Fax: 028 9053 5641
An icon of an '@' symbol on a document, representing email.	Email: Equality.Unit@hscni.net

You can also ask for a copy of the full Equality Scheme in other formats such as in large print or audio.



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Message from the Chief Executive



My name is Dr Kieran Morris. 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 sure that in the work that we do everyone is treated by their needs and not treated badly because of their difference.

The Northern Ireland Blood Transfusion Service makes sure that day to day work in relation to equality issues gets done.

Staff in the Equality Unit in the Business Services Organisation help us to carry out our equality work.



This book is about our Equality Scheme.

Equality means different sorts of people being treated fairly and having the same chances.



Scheme means a 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.

What some words mean?



When we say “we” in this report we mean the Northern Ireland Blood Transfusion Service.

When we say “Scheme” we mean our Equality Scheme.

When we say “equality” we mean different people being treated fairly and getting the same chances in their lives.

When we say “good relations” we mean building relationships.

When we say “inequalities” we mean when people are not being treated fairly and are not getting the same chances as other people.

When we say “audit of inequalities” we mean a check on what we are doing .We looked at what we are doing and whether this makes things fairer and gives better chances.



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When we say “action plan” we mean a list of things we need to do to make things fairer and to make equality better at work and in services.

When we say “consultations” we mean when we contact people to find out what they think about what we are doing.

When we say “screening” we mean we look at our work to see if there are any inequalities. Things that we do where people are not treated fairly. We look at what we can do to make things better.

When we say “accessible” this means making sure every one can use some thing.

When we say “accessible formats” we mean things like Braille, Easy Read, large print, translations, symbols and sign language.

When we say “Corporate Plan” we mean an outline of our business.

There are nine different groups of people that we look at. A list of these people is on Pages 14 to 16.

There are three good relations groups. A list of these is on Page 16.



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About our Organisation



This is *our logo*

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.

What do we do?

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
- Cord Blood Bank-We collect and process cord blood units



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Supply of Blood and Blood products	Antenatal Service
<p>We provide hospitals and clinics with safe blood and blood products. We recruit donors and collect blood from them. We then process and test the blood which is collected.</p>	<p>We receive and test blood samples from Antenatal clinics throughout Northern Ireland. We test the blood sample to check the Mothers blood group and check for any 'red cell antibodies'. These can be harmful to an unborn baby.</p>
Reference Laboratory	Finance and I, M and T
<p>We provide a service to hospital blood banks. We investigate any problems in relation to blood transfusions. We provide a 24 hour on call service for emergencies.</p>	<p>We deliver financial services and Information Management and Technology for the NIBTS. We ensure that the business has financial plans and are within budget.</p>
Cord Blood Bank	Quality and Regulatory Affairs
<p>We collect, process, test and store cord blood units.</p>	<p>We are responsible for delivering quality systems for the NIBTS. We manage information and Risks and are responsible for emergency planning.</p>



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HR and Corporate Services	
We deliver HR and Facilities services for the NIBTS. We are responsible for health and safety and providing HR support to the organisation.	

What is an Equality Scheme?

Like any other public authority the Northern Ireland Blood Transfusion Service has to follow the law on treating different people fairly. We want to look at ways how we might change about how we think about and treat other people.

Equality means different sorts of people being treated fairly and according to their needs.



The Equality Commission checks out each year what we are doing to make sure we obey the equality laws.

We must think about equality when we plan our services for the public and for staff.





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This year, as well as asking us to write a new Equality Scheme, the Equality Commission asked us to carry out an audit of inequalities. This was to check out what things we could do better.

We a made a list of some things that we are going to do to make things fairer.

We will use our Corporate Plan and check out how well we are doing on the actions in our audit of inequalities.

Our Equality Scheme



The Equality Scheme puts in one booklet information that tells you what we are going to do to make sure that people are treated fairly and by their needs and that people have equal chances.



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Our Equality Scheme is about everyone

Our staff



People who use our services
It is also about other organisations that work with us.

We will use our Equality Scheme to help support equality.

Actions in our Equality Scheme



As part of our Equality Scheme we plan to do a number of things.

Each year we will write a report that tells the Equality Commission and the public how well we are doing with our Equality Scheme.

We will check out throughout the year how well we are doing and tell our senior managers and our board members.

We will keep up to date information about those who use our services and our staff.



We will make sure that training is available to our staff.

We will look at our policies and check if there are any equality issues. This is called screening of policies.

If there are big inequalities we will carry out more work on our policies. This is called an Equality Impact Assessment

We will make sure that our information is easy to understand.

We will provide information in accessible formats like large print, audio, Easy Read or translated for people who do not speak English or in sign language for people who are deaf.

We will make sure our consultations are open to everyone.

We will keep our consultation list up to date.

We will look at complaints as they come in and where we can we will fix them.

We will make sure that those we are in contact with also know about our Equality Scheme



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Equality Commission

FOR NORTHERN IRELAND

In our report to the Equality Commission each year we will report on progress on these things.



We will do this each year.



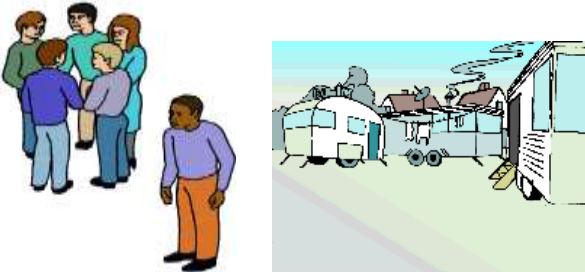


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What does the law say?





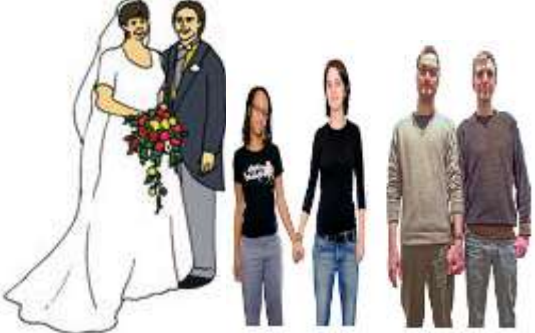
The law says that the people we need to treat fairly are:

Nine Equality Categories	
	Men and women
	Disabled people
	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



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	<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>
	<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>



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	<p>Younger people and older people</p>
<p>Three Good Relations Categories</p>	
	<p>Religion</p>
	<p>Political opinion</p>
	<p>Race</p>

How you can contact us

If you would like to contact someone in the Northern Ireland Blood Transfusion Service about the Equality Scheme or about equality issues



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You can meet or contact: Ivan Ritchie, Head of HR and Corporate Services

	028 90 32 1414
	<p>For Text Relay if you are deaf and have a text phone and want to contact someone who is not deaf use 18001 028 90xxxx.</p> <p>Some one else will help you to talk to this person using your text phone.</p> <p>Text phone 028 9024 7515</p>
	Fax: 028 9043 9017
	Email: Ivan.Ritchie@nibts.hscni.net



Thank you

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To contact Inspired Services: www.inspiredservices.co.uk

We are also grateful to Mencap (Northern Ireland) for helpful feedback received.

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