



Northern Ireland Ambulance Service
Health and Social Care Trust



Disability Action Plan 2018-23

The Northern Ireland Ambulance Service HSC Trust (NIAS) works in partnership with HSC organisations to implement statutory duties in respect of Section 75 of the Northern Ireland Act 1998, as reflected in the HSC Equality Action Plan.

Although also a Trust, NIAS is a smaller organisation with approximately 1,200 staff and with the specific purpose of provision of ambulance services. The Trust will contribute to implementation of the regional HSC Plans and **in addition** the following will be key priorities for the NIAS.

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1. What is in our Disability Action Plan for 2017 - 2022

The following tables outline our actions for the next five years. This Plan is designed to be flexible and responsive to changing circumstances and needs. Our Plan will be reviewed on an on-going basis and when the Equality Commission publishes their statement on key inequalities in health. We will report annually via our S75 Annual Progress Report to the ECNI which is submitted at the end of August each year and available on all of our websites or by contacting the Equality Units.

Section 1 – Promoting positive actions and increased participation through training, awareness and resources

Disabled people have told us that promoting well-informed social attitudes to disability is central to securing the right to equality for all disabled people. We are committed to providing training and resources to support our staff in the implementation of our disability duties.

What we will do	How will we measure what we have done	When
<ul style="list-style-type: none">We will launch and disseminate NIAS policy and procedure for Transportation of Assistance Dogs Policy and Procedure	<ul style="list-style-type: none">Provide advice and induction awareness about the implementation of NIAS assistance dogs policy and procedureContinue to oversee and monitor implementation	Year 1

Section 2 – Supporting full participation of disabled people by improving accessibility

We have done much work over the years in enhancing the accessibility of health and social care services but disabled people continue to tell us that barriers to full accessibility remain. We are committed to working with disabled people on the initiatives listed below to improve accessibility for and participation of disabled people when accessing our buildings, information and services.

What we will do	How will we measure what we have done	When
We will develop deaf awareness training for staff, and enhance involvement of deaf community in service development	<ul style="list-style-type: none">• Training sessions to inform and advise staff• Staff and managers clearer about issues affecting the deaf community• Staff and managers aware of various options for communicating with deaf community• Engagement with sector re: service/policy issues and through PPI work re: service transformation	Year 1-2

Section 3 – Supporting full participation of and positive attitudes towards disabled people in our workforce

We know that there continues to be gaps between the proportion of disabled people employed in health and social care compared with non-disabled people. We are committed to ensuring that disabled people are afforded equality of opportunity in respect of entering and continuing employment in health and social care. We will work in partnership with disabled people to make sure our employment policies and practices and working environments are as inclusive and accessible as possible.

What we will do	How will we measure what we have done	When
We will establish a network of disabled employees	<ul style="list-style-type: none"> • Broaden the effectiveness of the staff Equality Forum by developing disabled employees network • Lift the profile of disability issues on the agenda of the Equality Forum • Develop awareness of key issues facing staff with disabilities • Consider options to further address any such issues by involving staff with disabilities and their representatives in review of the Trust's management of disability and reasonable adjustment procedures 	Year 2