



# **Equality and Disability Action Plans 2018-2023**

Consultation Document

October 2017

**Regulation and  
Quality Improvement Authority  
(RQIA)**



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

[www.rqia.org.uk](http://www.rqia.org.uk)

You can get a different version of these action plans:

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

by contacting the RQIA

A blue icon of a telephone handset on a base.	Telephone: 028 9051 7500
An icon showing a blue text relay device with a keyboard and a small screen, with a pen and a paper slip above it.	For Text Relay: 18001 028 9051 7500
An icon of an '@' symbol inside a square box with a red square in the top right corner.	Email: <a href="mailto:Info@rqia.org.uk">Info@rqia.org.uk</a>



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## Message from the Chief Executive



My name is Olive Macleod. I am the Chief Executive of the RQIA.

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.




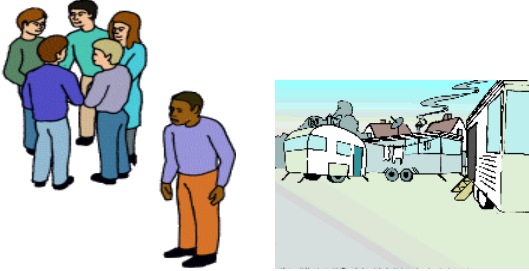



### Equality Action Plan

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

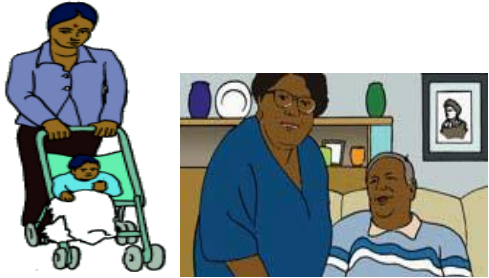
	Men and women
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	<p>Disabled people</p>
	<p>People from ethnic minorities. These are people who come from another country or whose families came to Northern Ireland from another country. It includes Irish Travellers</p>
	<p>People with different religions 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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## **What we do**

The Regulation and Quality Improvement Authority (RQIA) is the independent body responsible for monitoring and inspecting the availability and quality of health and social care services in Northern Ireland, and encouraging improvements in the quality of those services.

## **We do things like:**

- Register and inspect a range of health and social care services.
- Encourage improvements in how services are delivered.
- Check up on services that are provided to people with a mental illness or a learning disability.
- Check radiation that is used to diagnose, for example x-rays, and treat people, for example cancer treatment, to make sure that it is safe.
- Look at particular areas of health and social care to make sure they are as good as the law and guidelines say they should be.
- Listen to service users and act on these views.

## **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 RQIA, including:

- Applying to be a lay assessor
- Applying to be a peer reviewer



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- Engagement with service users and carers as an integral part of RQIA's inspections and reviews of health and social care services
- Becoming involved in opportunities for co-production.

## 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





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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 do to 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 think about equality in the way we carry out inspections.



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We will make sure information provided by services we inspect is accessible.



We will encourage people with disabilities to apply to be lay assessors.



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## Disability Action Plan 2018-2023:

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



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



We will offer work placements for disabled people.



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 train our staff and Board members to tell them about disability issues.



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.



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We will join up to the Mental Health Charter. This sets out our commitment to support our staff who have mental health issues.

## **What difference will it make?**

### **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.

Thinking about equality in the way we inspect services will mean things will be better for service users.

Information provided by health and social care services that we inspect will be more accessible.

People with disabilities will be more involved in our work.



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## **Disability Action Plan**

There will be more support for staff with a disability.

People with disabilities will get a better chance to work with us in work placements.

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

People with disabilities and ages 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:

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Chair

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Chief Executive

Date:

Date:

## Artwork

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