



18 Ormeau Avenue
Belfast
BT2 8HS

Audit of Inequalities and Action Plan

What we did and what we plan to do?



Easy to read

March 2013

This is a shorter version of a report called Audit of Inequalities and Action Plan, Safeguarding Board for Northern Ireland.



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

<http://www.safeguardingni.org>

If you want us to send you a paper copy of this disability action plan you can contact the Safeguarding Board for Northern Ireland.

Contact: **Equality Unit in the Business Services Organisation**



Telephone: (028) 90535531

	<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 90535531 Someone else will help you to talk to this person using your text phone.</p>
	<p>Email: equality.unit@hscni.net</p>

You can also get copies in:

- Braille
- Audio CD, mp3 or Daisy
- Large print
- Other languages
- Other formats

We would like you to tell us what you think about our Audit of Inequalities and Action Plan.

We would need you to tell us by 31st May 2013.

We tell you how you can do this on Pages 19-20

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What some words mean?

When we say “we” in this report we mean the Safeguarding Board for Northern Ireland.

When we say “Scheme” we mean our Equality Scheme.
(We will provide our Equality Scheme in easy read too).

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

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 in the Safeguarding Board for Northern Ireland.
We looked at what we are doing and whether this makes things fairer and gives better chances.

When we say “action plan” we mean a list of things the Safeguarding Board for Northern Ireland need to do in the next 3 years to make things fairer and to make equality better at work and in services.

About the Safeguarding Board for Northern Ireland



We were set up in 2012.

We are a public authority. A public authority means an organisation that look after things like health, social care, hospitals, schools, housing and roads.

What do we do?

The Safeguarding Board for Northern Ireland is part of health and social care in Northern Ireland.

Our job is to help keep children safe from harm.

This includes doing a number of things.



The job of the Safeguarding Board is to:

Make sure that everyone understands how important it is to keep you safe;

Make sure that all the agencies who are part of the Board are doing the best job possible;

Report to the Northern Ireland Government (Department of Health) about what they do;

Look into cases where children are badly hurt or have died;

Keep a check on information about child deaths;

Give advice to all agencies;

Listen to your views and ideas;

Hold discussions about what people think.

Equality Commission

FOR NORTHERN IRELAND

Why are we doing this work?

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 children and young people and their parents and carers and for staff.



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.



The Equality Commission also asked us to write an Action Plan.

What we did to find out if things were not fair?

The first thing we did was to make a list of all the things that we do in the Safeguarding Board for Northern Ireland.

We looked at both our services and our role as an employer of staff.

We looked at how the things that we do affect different adults, children and young people.

We talked to other people.

We used other reports and information about staff and services.

We also checked out websites and used things that people told us from other meetings about their different needs.

We made a list of things that showed that we were not giving people a fair chance.

There are nine different groups of people that we are asked to look at. A list of these people is on Pages 17 to 19.

Our Action Plan



In our action plan we have made a list of things that the Safeguarding Board for Northern Ireland needs to do to make equality better for services and for staff.



We will use our Action Plan to check out how well we are doing.



What will we do?

Our Action Plan says that we will do things like:

- Make sure that children and young people get information in a format that suits their needs
- Make sure that the information we produce is easy to understand
- Use Easy Read, pictures and symbols for children and young people with learning disabilities
- We will make sure we use the right formats for children who are from Black and Minority Ethnic groups
- We will use the right format for children who are deaf, hard of hearing, blind and partially sighted
- In our written documents we will use Arial 14pt. For Easy Read we will use Arial 16pt or larger



We will do much of this between now and 2016

What change or difference will it make?

Our methods for providing information will be improved.

All children will get a fair chance to receive information in a way that suits their needs.

Children and young people will be better placed to know what we do in the Safeguarding Board for Northern Ireland.

Who will do it?

Policy and Procedures Committee
Engagement and Communication Committee
Director of Operations



What will we do?

- Carry out a review to identify children whose views we do not always get
- We will make special effort to identify how to listen to children and young people who are
 - very young
 - blind, partially sighted, deaf or hard of hearing
 - from black and minority ethnic groups
 - lesbian, gay, bisexual and transgender
 - or have a learning disability



We will do much of this between now 2016

What change or difference will it make?

Greater number of Groups of Section 75 children and young children will be identified

Children and young people will get a fairer chance to get involved with us

Who will do it?

Engagement and Communication Committee



What will we do?

- Set up face to face meetings of Section 75 groups of children and young people including those who are:
 - very young
 - blind, partially sighted, deaf or hard of hearing
 - from black and minority ethnic groups
 - lesbian, gay, bisexual and transgender
 - or have a learning disability
- Find out the views of these children and young people on issues about child protection and safeguarding



We will do much of this between now and end 2013

What change or difference will it make?

Children and young people will get a voice in policies and decisions that affect their lives

Who will do it?

Engagement and Communication Committee



What will we do?

- Look at data and information that we collect from other organisations
- We will use this information to inform our work
- We will also use this data and information to tell us what people are not getting a fair chance in relation to child protection and safeguarding



We will do much of this yearly

What change or difference will it make?

We will have better information about needs and inequalities
This will help us and other organisations to look at what things we can do to make things better.

Who will do it?

Policy and Procedures Committee

Effectiveness and Governance Committee



What will we do?

- We will screen our policies to make sure that they are fair
- We will make sure that we look at things that we could do better



We will this on an ongoing basis

What change or difference will it make?

We will have policies in place that are fairer and take account of children, young peoples and parents/carers rights.

Who will do it?

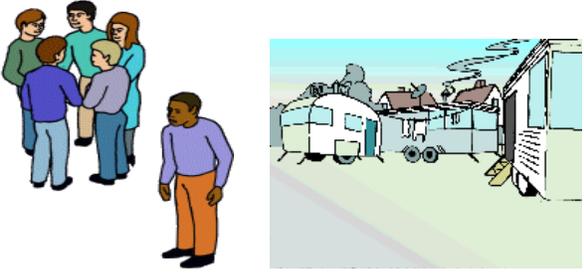
Effectiveness and Governance Committee
Director of Operations

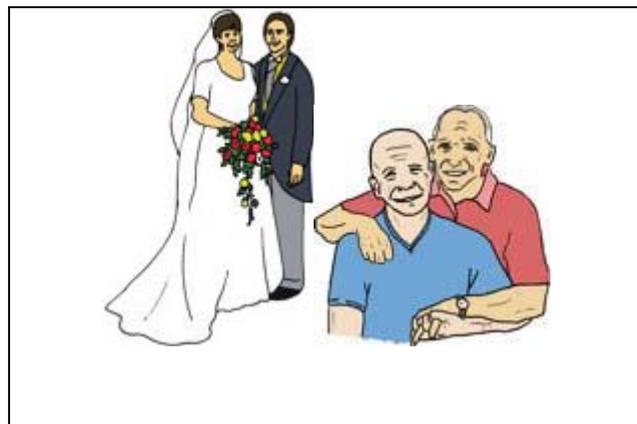


What does the law say?

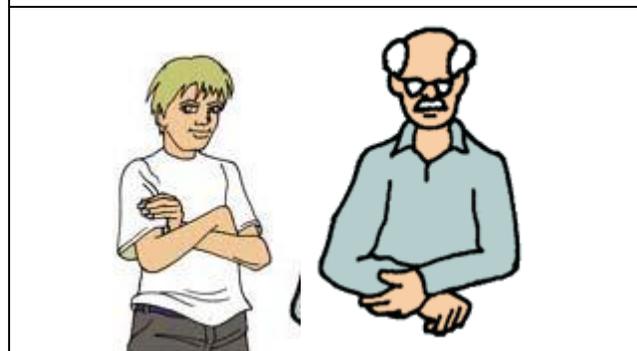
The law says that the people we need to treat fairly are:

	Men and women
	Disabled people

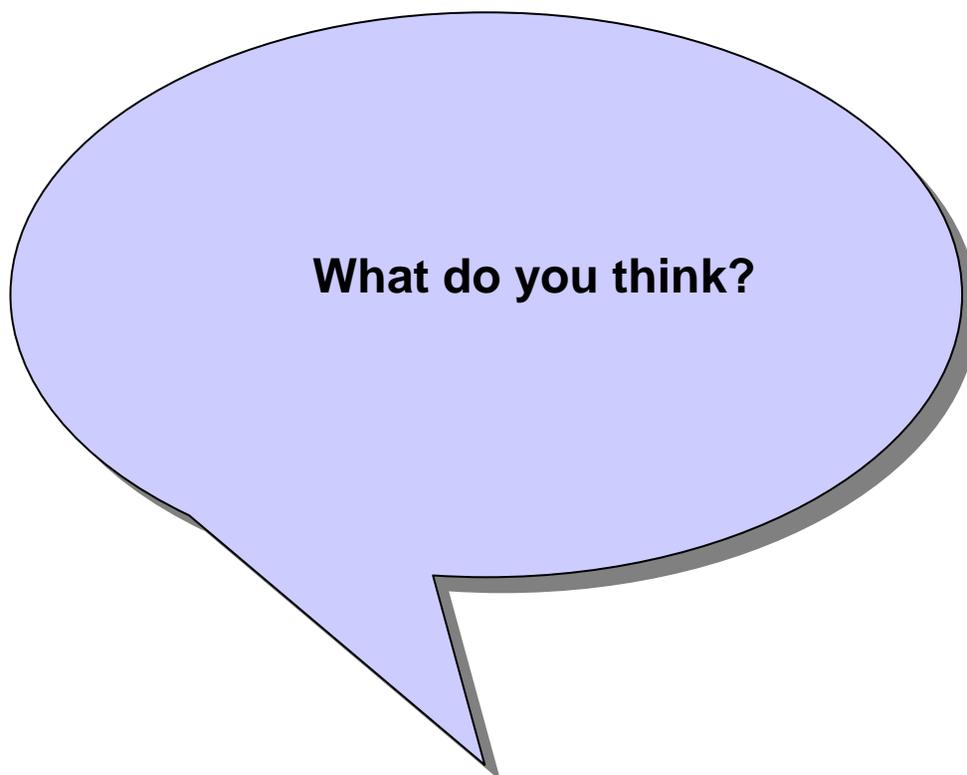
	<p>People from ethnic minorities. These are people who come from another country or whose families came to Northern Ireland from another country. It includes Irish Travellers</p>
	<p>People with different religions or beliefs</p>
	<p>People who have different sexual orientations. Sexual orientation means whether someone is attracted to men, or women or both</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>



People who are married, in a
civil partnership, single or
divorced



Younger people and older
people



**We would like you to tell us what you think about our
Audit of Inequality and Action Plan**

Contact: Sharon Beattie, Director of Operations:

	Telephone: (028) 90311611
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	<p>Email: sbnisupport@hscni.net</p>

Please tell us what you think by

31st May 2013

Thank you

About what you tell us

The Safeguarding Board for Northern Ireland may want to share what you tell us with others.

We will usually put the comments we get into a report that others can see.

If you want to keep what you tell us private please tell us why you think we should do this.

We will think about your reasons for keeping your information private if we are asked to share information but we cannot promise to keep it private.

Artwork

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