

Chapter 6: Mitigation Report



Equality and Human Rights Mitigation Report

April 2025 – March 2026

Engagement Strategy

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<u>Disability and dependent status:</u> Staff with a disability with specific communication needs will be supported to ensure they can fully engage in team and business communications by providing HSC tools relevant to the individual's needs. We are reviewing our accessibility arrangements across all forums as part of this Engagement Strategy. During the development of the Engagement Strategy we enhanced what we are doing to support and enable people who use service and carers and those with a disability. Issues relating to accessible information for people with disabilities are considered in our Accessible Formats Policy. <u>Ethnicity Status</u> During the development of the Engagement Strategy we recognised the need to include what we are doing to support a diverse social work and social care workforce. <u>People with a disability, children, older people and those whose first language is not English</u>	We will keep this decision under review. We will deliver on the commitments outlined in the Strategy to support people who use services and carers. We will ensure our services and engagement approach are accessible by all. We will deliver on the commitment relating to diversity and inclusion in the Engagement Strategy and will keep progress under review. We will deliver on the commitment relating to accessibility in the Engagement Strategy and will keep progress under review. This includes

The Social Care Council's 's Accessible Formats Policy outlines how staff should consider alternative formats, and how information and publications can be requested in alternative formats, receipt of which is recorded and requests are monitored. As part of HSCNI, the Social Care Council can access the regional contract for translation and interpreting. The Social Care Council's procedure for booking external venues requires those responsible for organising events and meetings ensure that venues are fully accessible. <u>People with dependents, political opinion/religion</u> When planning engagement events and meetings, the Social Care Council will consider their timing and location and the need for a neutral venue/location. Where applicable, assistance with travel expenses will also be considered. The Social Care Council is a regional body and organises engagement events and meetings on a geographical spread where required – it will also arrange for tele and video conferencing to facilitate those unable to travel.	providing alternative formats or assistance when it comes to IT issues when engaging with us on request. The Social Care Council will continue to monitor requests for alternative format and/or language to inform future production of electronic and written communication. A checklist will be developed to assist those organising engagement events and meetings and developing information – this will cover the need to take account of specific needs of the nine groups.
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