

Northern Ireland Social Care Council***Equality and Disability Action Plans 2023-2028*****Oct 2023 – March 2024**

- We will consolidate Tapestry into our Health and Wellbeing Committee
- We will work with service users, carers and people with a disability to ensure they have opportunities to inform our work and are supported to attend events, including training.
- We will add a section to our intranet on how to book a sign language interpreter.
- We will review our website to identify key information to be made available in signed video format and that contact details are up to date

April 2024 – March 2025

- We will review our section 75 data for staff to ensure that we address any gaps identified.
- We will work with staff to ensure equality, diversity and good relations is part of our culture and can be readily evidenced as a positive experience for all.
- We will ensure all staff are trained in relation to race equality.

April 2025 – March 2026

- We will review the Section 75 data for referrals for Fitness to Practise to see if there are any issues.
- We will also do this for the uptake/ completion of social work and social care training to see if there are any issues.
- We will work with Tapestry to co-produce, commission and deliver, and evaluate a disability training plan and will encourage our staff to participate.

April 2026 - March 2027

- We will ensure a Board member is appointed as a Disability Champion.
- We will actively work to promote people with a disability including D/deaf people to join our organisation

April 2027 – March 2028

- We will work with our stakeholders to see how we can influence and address barriers or issues for D/deaf students applying to be a Student Social Worker

Every year (2023 - 2028)

- We will encourage staff to keep their Section 75 data up to date
- We will improve the Section 75 data for Registrants.
- We will participate in the Disability Work placement scheme
- We will promote and encourage staff to participate in the disability staff network (Tapestry)

Every year (2023 - 2028)

- We will ensure all staff are trained on equality, diversity and good relations, and ensure staff who have a role in developing policy or decisions are trained appropriately to do so (including our Board members).
- We will ensure all staff are trained on equality, diversity and good relations
- Raise awareness of the lived experience of people with specific disabilities and conditions.