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Equality and Disability Action Plan 2018-2023

Consultation Document

October 2017

Northern Ireland Social Care
Council



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What is in this document?	Page
Message from the Chief Executive	4
Who we are and what we do	7
How people can be involved in our work	7
What the law says	8
How we made our plans	8
Equality Action Plan	10
Disability Action Plan	11
What difference will it make?	12



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

www.niscc.info

You can get a different version of these action plans:

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

by contacting the Northern Ireland Social Care Council (NISCC)

A blue icon of a telephone handset on a base.	Telephone: 028 9536 2600
A white square icon containing a black '@' symbol and a small red square.	Email: info@niscc.hscni.net



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Message from the Chief Executive



My name is Colum Conway. I am the Chief Executive of the Northern Ireland Social Care Council.

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
	Disabled people
	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
	People with different religions or beliefs
	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
	People with different political views



	<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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Who we are and what we do

The **Northern Ireland Social Care Council** is part of health and social care in Northern Ireland.

We do things like:

- Maintain the register which has around 37,000 social workers, social care workers and students on it.
- We carry out investigations about the conduct of social workers and social care workers who are registered with us. Social workers have a Code of Conduct which they must comply with.
- Review the Codes to ensure they are always up to date and reflect good practice.
- Ensure those who are registered complete all the necessary training they need.
- Take into account the views and experiences of service users and carers when we are planning and delivering our work.

How people can be involved in our work

You can get involved in our work in a number of ways –

- You can attend a large number of our meetings.
- You can be a member of our Participation Partnership which works with carers and people who use social care services to ensure your experiences help us do the right thing.



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- You can check our website or get in touch to see our consultation documents.
- You can apply for jobs which we advertise.

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.



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Disability Action Plan 2018-2023:

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

Information



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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What difference will it make?

We want to ensure that all people can equally apply for jobs which we advertise and get involved in our work. We also want to ensure that our staff are aware of the needs of people with a disability and that our services are suitable for their needs.

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.

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.



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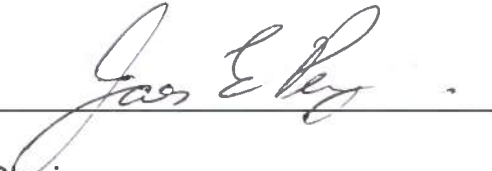
People with disabilities will have better access to our services.

People with disabilities will have better chances of getting a job with us.



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Signed by:



Chair

Date: 26/09/17.



Chief Executive

Date: 26/09/17

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Please contact us at:

7th Floor Millennium House,
19-25 Great Victoria Street,
Belfast,
BT2 7AQ

info@nisc.hscni.net

<https://niscconline.hscni.net/>

028 9536 2600