

EQUALITY ACTION PLAN April 2019 - March 2024 - YEAR 2 ANNUAL REVIEW APRIL 2021

Health Inequality: A rapidly ageing population; society is getting older; people are living longer, often with long-term health conditions; and we are having fewer children.			
S75 group & PfG linkage¹	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Age</p> <p>Dependants</p> <p>Disability</p> <p>Gender</p> <p>PfG 4 – We enjoy long active healthy lives</p> <p>PfG 5 - improve the quality of the healthcare experience</p> <p>PfG9 - Improve support for adults with care needs</p>	<p>Health & Wellbeing 2026</p> <p>To provide support for carers, including support to do the things those without caring responsibilities take for granted such as working, going out socially, having a break or going on holidays, by progressing the commitments set out in the Health & Wellbeing 2026 publication.</p> <p>Expand the range of information and interaction available to citizens online.</p>	<p>1, Develop and consult on Reform of Adult Social Care and Support by Spring 2020.</p> <p>2. Progress development of a patient portal for dementia patients. A 'Go live phase 1' commenced on the 19th January 2019, however, recruitment of patients is an issue and project teams are working with Dementia Navigators and Dementia NI to recruit patients and their representatives. Pilot will run until 31st March 2019 with pilot evaluation scheduled for mid - April 2019.</p> <p>3, Development of a draft Family Support Strategy by March 2019 which will seek to target families with specific needs, including families who function with the support of young carers.</p> <p>4. Continue the ongoing rollout of the electronic version of the 'carer support tool' with HSC Trusts increasing the number of carer assessments offered by 10%, year on year (Commissioning Plan Target).</p>	<p>1. The work of the Reform of Adult Social Care was significantly interrupted during the COVID-19 response in 2020. However during that period the Reform work was still able to implement the first year of programmes that provided invaluable training and career pathways for the social care workforce; augmenting Open University Degree in Social Work, for social care worker places, provision of the My Home Life Leadership Programme (MHL) specifically designed to meet the unique needs of care home managers by supporting them to improve the quality of life for residents, relatives and staff, and through a Social Care Workforce Strategy brought forward a public awareness campaign to promote the recognition and value of social care in 20/21, as well as other significant pieces of work that will support and complement the reform</p>

			<p>proposals to value the social care workforce.</p> <p>The Reform of Social Care Project reconvened in February 2021 and is progressing in bringing forward proposals for ministerial consideration in line with key objectives as proposed in the Expert Panel's report 'Power to People – Proposals to reboot adult care and support in Northern Ireland' focusing on the pay, training and career pathways for the social care workforce. Following this an Action Plan is to be prepared to include an options analysis for reform with a period of public consultation in Autumn 2021.</p> <p>Re: Early stakeholder engagement – As above, regarding the proposed plans of public consultation in Autumn 2021, there has been ongoing engagement with the Reform of Adult Social Care Project Board, which has cross departmental representation, HSCTs, unions, regulatory bodies, and voluntary and community sector members. A strong coproduction approach with service users and carers has been adopted throughout Our Independent Expert Carers Panel and Service User Engagement Groups are also represented on the Project Board, and meet the requirements of S75 groups. Feedback on the draft papers developed to date for</p>
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	Review of Urgent and Emergency Care The review will aim to establish a new regional model for urgent and emergency care, including a focus on meeting the needs of the rising proportion of older people in the population.	Aim to commence a public consultation in late 2019.	Aim to commence Public Consultation by Autumn 2021
Health Inequality: The difference in health and wellbeing outcomes between the most and least deprived areas are stark, examples include life expectancy, mental health problems, indicators of birth weights and obesity. (Mental Health action measures are addressed in the DAP 2019-24)			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
Age Gender Race Disability Religion PfG3 – Reduce health inequality PfG4 Reduce preventable deaths	Making Life Better 2013-2023 To achieve better health and wellbeing for everyone and reduce inequalities in health by progressing the Executive's commitment in <i>Making Life Better 2013-2023</i> to creating the conditions for individuals, families and communities to take greater control over their lives and be enabled and supported to lead healthy lives. Its vision is that "all people are enabled and supported in achieving their full health and wellbeing potential."	Undertake a mid-term review of Making Life Better by March 2020	A Making Life Better (MLB) Mid-term Review Group (the Group) has been established to progress the review. The mid-term review is being taken forward in-house, led by Department of Health (DoH) on behalf of the All Departments Officials Group (ADOG) which is responsible for co-ordinating collaborative working at departmental level, and supported by the Public Health Agency (PHA) and the Group. The Group consists of representatives from Government Departments and agencies, the community and voluntary sector and the research / academic sector. This work has been paused due to staff redeployment related to COVID-19 pressures, however we hope to move this forward again as soon as possible.

	<p>A Fitter Future For All - Framework for Preventing and Addressing Overweight and Obesity 2012 - 2022</p> <p>To progress actions set out in the Framework to prevent and address overweight and obesity through encouraging and supporting people to eat healthily and participate in physical activity.</p>	<ul style="list-style-type: none"> • Reduce the level of obesity in adults by 4% and overweight and obesity by 3% by 2022. • In children reduce obesity by 3% and overweight and obesity by 2% by 2022. • Review short term outcomes every three years. • Currently reviewing short term outcomes for 2019 -2022 and plan to implement in June 2019. <p>Relevant reports can be accessed through the Department's Obesity webpage at: https://www.health-ni.gov.uk/articles/obesity-prevention</p> <p>The short term outcomes for 2015-2019 can be accessed here: https://www.health-ni.gov.uk/publications/fitter-future-all-outcomes-framework-2015-2019</p>	<p>Revised short-term outcomes for 2019-2022 were published in December 2019.</p> <p>A Strategic Innovation Lab focussed on Childhood Obesity was held in October 2019, with a report issued to delegates in December 2019. A systems dynamic modelling process is currently underway to identify the most effective interventions identified during the Strategic Innovation Lab. Work to progress this was paused during the height of the COVID-19 pandemic, but meetings of the Regional Obesity Prevention Implementation Group are restarting in May 2021 and will consider options.</p> <p>Work on developing a successor obesity prevention strategy for 2023 began in February 2021.</p>
	<p>To develop a successor to the New Strategic Direction for Alcohol & Drugs Phase 2 (NSD Phase 2)</p> <p>To co-develop a new Substance Use Strategy for Northern Ireland to reduce the level of alcohol and drug related harm (until any new strategy is developed, NSD Phase 2 remains extant).</p> <p style="text-align: right;"><i>Updated July 2021</i></p>	<p>Actions planned to take forward in 2020/21 include:</p> <ul style="list-style-type: none"> • Co-development of a new substance misuse strategy for public consultation. <p>The consultation document plus associated screenings & papers can be accessed at: https://www.health-ni.gov.uk/SUS-consultation</p> <p style="text-align: right;"><i>Updated July 2021</i></p>	<p>As a commitment in <i>New Decade New Approach</i>, a new substance use strategy was co-developed & co-designed and issued for public consultation from October 2020 to February 2021. The consultation involved an Online Survey, a series of independently-facilitated Stakeholder Engagement Events, and Bi-Lateral Meetings, plus an Easy Read version of the draft strategy. A draft Equality Impact Assessment and a Rural Impact Screening were conducted and published on the DoH website alongside</p>

			<p>the Consultation Document. Having analysed & considered the comments received during the consultation process, the new Substance Use Strategy is currently being finalised and subject to the necessary approvals, is expected to be launched shortly.</p> <p>The new Substance Use Strategy will contain a commitment to consult on a Minimum Unit Pricing for Alcohol within the next year.</p>
	<p>Breastfeeding – A Great Start: A Strategy for Northern Ireland (2013-23)</p> <p>Continued implementation of the Strategy to improve the health and well-being of mothers and babies in Northern Ireland through breastfeeding and to encourage Mothers from lower socio-economic groups who are less likely to breastfeed.</p>	<ul style="list-style-type: none"> Consider the introduction of legislation to protect mothers' breastfeeding in public (subject to Health Minister's policy direction and Executive approval). Continue to implement the Breastfeeding Strategy 2013-2023. <p>A mid-term Review of the Breastfeeding Strategy 2013-2023 was published in August 2018 The Review can be found at: https://www.health-ni.gov.uk/articles/breastfeeding</p>	<p>The Departmental Solicitors Office (DSO) intends to prioritise and assist the Department with any COVID-19 related secondary legislation/directions/ implementation advices/scrutiny. This work was deferred to allow the prioritisation of other critical and urgent Covid-19 response work within the Department; however, it is now being considered once again.</p>
	<p>10 year strategy for Tobacco Control 2012- 2022</p> <p>Continue to progress targets to create a tobacco free society. While the strategy targets the entire population, it focuses on priority groups which includes disadvantaged people who smoke.</p>	<p>The following aspirational targets are to be achieved by 2020 with the aim to reduce the proportion of:</p> <ul style="list-style-type: none"> Children who smoke to 3% (from 8%) Pregnant women who smoke to 9% (from 15%) Manual workers who smoke to 20% (from 31%) Adults who smoke to 15% (from 24%) 	<p>A mid-term review of the Tobacco Control Strategy was published in early 2020 which identified progress to date and priorities for future implementation. The resulting recommendations will form the basis for new and enhanced actions over the remaining lifetime of the strategy. They include recommendations relating to the formulation of actions to address smoking prevalence in deprived areas,</p>

		Based on a mid-term review of the tobacco control strategy (a draft report is expected by end of May 2019), account will be taken of the progress made to date as well as any significant new developments in tobacco control and the direction for the remaining term of the strategy.	amongst those with mental health conditions and amongst pregnant women. Mid-term Review TCS link.
	Protect Life 2 - A Strategy for Preventing Suicide and Self Harm in Northern Ireland Finalisation of a revised Strategy to reduce the differential in the suicide rate between the most deprived areas and least deprived areas.	Publication of Protect Life 2 Strategy. New Strategy aims are expected to include a 10% reduction in the Northern Ireland suicide rate over the next 5 years and targeted suicide prevention investment to deprived areas where suicide and self-harm rates are highest. New Strategy actions are to be fully implemented by 2024.	The Protect Life 2 Strategy was published on 10 September 2019. Protect Life 2 focuses on suicide prevention as a societal issue and seeks to ensure collaborative cross-departmental engagement to address risk factors for suicide and self-harm, as well as engagement across wider society. The Strategy aims to reduce the suicide rate in Northern Ireland by 10% by 2024, in line with World Health Organisation best practice guidance. Protect Life 2 also ensures suicide prevention services and support are delivered appropriately in deprived areas where suicide and self-harm rates are highest. The Protect Life 2 Steering Group has been set up and is meeting quarterly. The group is chaired by the Chief Medical Officer, Dr Michael McBride. Membership is comprised of representatives from Government Departments, Health and Social Care, local government and community and voluntary organisations.

			A wide range of services are currently commissioned to reduce suicide prevention and self-harm. This includes services for LGBT community, travellers and ethnic minorities. The CLEAR small grants programme also provides emotional health and wellbeing programmes at a community level throughout Northern Ireland. The Public Health Agency has commenced a pre-consultation process in advance of procurement of new services.
Health Inequality: Economic, social and environmental factors, and experiences early in life, play a major role in determining health outcomes and social, educational, economic and other outcomes.			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
Age Disability PfG10 - Improve support for looked after children PFG15 Improve child development (led by Department of Education)	Strategy for looked after children Subject to Ministerial approval, consult on and publish a Strategy to support children and young people to be successful healthy adults through the promotion of health and well-being; to improve outcomes; to help them achieve their full potential in line with their peers; and to give them the best start in life. (subject to Ministerial/ Executive approval)	A public consultation on the joint Health/ Education draft Strategy for looked after children took place between May and August 2018. An analysis of the responses by both Departments has commenced with the consultation analysis report due to be published by April 2019. Work is continuing to finalise the draft Strategy by June 2019. Related actions planned for 2019/20 include: <ul style="list-style-type: none">• By March 2020, recruit up to 35-40 new specialist foster carers across all five Health and Social Care Trusts• By March 2020, design and deliver bespoke leadership training for team leaders and service managers in the residential care workforce and have established coaching	<i>Target complete – Strategy published. Related actions ongoing and noted below.</i> Work continued with the Department of Education (DE) on finalising the new Strategy for looked after children and care-experienced young people: A Life Deserved “Caring” for Children and Young People in Northern Ireland. Following Executive agreement, the Strategy was published on 19 February 2021, alongside children’s and teenage versions. In tandem with the work to finalise the Strategy for publication, a number of actions were progressed during 2020/21, including those funded by Transformation programme funding including:

		<p>and mentoring networks to cascade learning and promote supportive working relationships</p> <ul style="list-style-type: none"> • By March 2020, train circa 2,500 social workers in the Signs of Safety approach across all five Health and Social Care Trusts <p><i>Ministerial/Executive approval will be required for publication.</i></p> <p>The Outcomes Delivery Plan for 2018/19 can be found at: https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/outcomes-delivery-plan-2018-19.pdf</p>	<ul style="list-style-type: none"> • As at 31 March 2021 a total of 121 specialist foster carer are in place across all Trusts. Intensive wraparound support is in place for all carers. This is helping young people with complex needs to be appropriately placed and reside in stable placements with these specialist carers. <p>Qualitative feedback was very positive with 100% engagement in the Coaching and Mentoring programme.</p> <p>Preparations with a provider regarding a Programme of training/ development for staff primarily focusing on coaching skills has been completed.</p> <ul style="list-style-type: none"> • Since March 2020 Signs of Safety training moved mainly online due to Covid and has delivered: <ul style="list-style-type: none"> - 2 online introductory training sessions for 30 people each - 1 online advanced training for 60 people - 2 extra partner briefings for SBNI (up to March 2021) - 4 x 2 day workshops on Words and Pictures (60 places each) <p>There are currently 2302 users on the Knowledge Bank.</p> <ul style="list-style-type: none"> • As outlined in year 1 (19/20) 2117 of the
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			<p>2,500 children's social workers had attended a two day training course on implementing the Signs of Safety model. 371 children's social workers attended a 5-day training course on implementing the model.</p> <p>Following publication of the Strategy, the focus will be on implementation of the commitments to action across the Strategy's 8 wellbeing outcomes.</p>
	<p>Healthy Child, Healthy Future Programme</p> <p>The Child Health Promotion Programme, delivered by health visitors and school nurses, aims to offer every family information and guidance to support parenting, and make healthy choices, enabling children and their families to achieve optimum health and wellbeing.</p>	<p>Following publication of the 5th Edition of "Health for all Children" in February 2019, the Department will:</p> <ul style="list-style-type: none"> • Review "Healthy Child, Healthy Future" and update to take account of the evidence provided in the 5th edition of "Health for all Children" • Through "Health and Wellbeing 2026: Delivering Together" the Department has committed to give every child the best start in life, by increasing the support we provide to children young people and families. • Establish a working group consisting of key stakeholders to review current practice and identify evidence based changes by May 2019. • Address workforce implications through the Delivering Care Phase 4 (Health Visiting). This will be evaluated by Sept 2019 as part 	<p>The Department of Health are in the process of beginning the review and updating the Healthy Child Healthy Future programme to take account of Health for all Children (fifth edition). This work is ongoing.</p> <p>This has been delayed to allow for the prioritisation of more urgent Covid19 response work within the department. The timescales will be September 2021</p> <p>This will be evaluated September 2021</p>

		of the Enhanced Multidisciplinary team in primary care.	
	<p>Adoption and Children Bill</p> <p>To finalise a Bill which will deliver a framework for adoption which is more consistent with the principles and provisions of the Children (NI) Order 1995 and international human rights requirements. The Bill will also amend some of the provisions in the Children (NI) Order 1995 to improve services for looked after children.</p>	<p>A draft Adoption and Children Bill was published for public consultation in 2017. Consultation responses have been fully analysed.</p> <p>The Department will continue to work with Counsel to finalise the Bill by late spring 2019.</p> <p><i>Ministerial approval of the Bill will be required prior to introduction.</i></p>	<p>The Department sought Executive agreement to introduce the Bill within the current mandate.</p> <p><i>Update at July 2021: The Executive agreed to the introduction of the Bill in the Northern Ireland Assembly in the current mandate on 28 June 2021. Subject to successful passage through the Assembly, it is expected that the Bill will gain Royal Assent and be enacted in spring 2022. Work will then commence to implement the Bill. This will be undertaken on a phased basis and will require a substantial number of Statutory Rules to be drafted and consulted on. It is expected that the majority of provisions will not become operational until 2023/24 at the earliest.</i></p>

Health Inequality: Migrant, Black and Minority Ethnic (BME) and the Irish Travellers communities represent a diverse and dynamic population with priority health needs which need greater awareness and promotion.

S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Race</p> <p>PfG 5 - improve the quality of the healthcare experience</p>	<p>Publications</p> <p>Publications to be translated and made available in other formats on request, or as appropriate, to develop and enhance service provisions for all members of the community, in particular ethnic minorities and migrants of the community.</p>	<p>The Department will respond to requests, usually within 5 working days.</p>	<p>Continues - On request.</p>
	<p>Racial Equality Champions Network</p> <p>To ensure that all policies and operational practices of the Department of Health and agencies take account of the aims and principles of the Racial Equality Strategy 2015-2025.</p>	<p>The Departments Racial Equality Champion will actively participate in the NICS Racial Equality Champions group led by The Executive Office and, via this group, engage closely with the Racial Equality Subgroup which is made up of representatives from the minority ethnic sector and has been established to be “the voice of minority ethnic people and migrants at the heart of government.”</p> <p>The Department’s Racial Equality Champion will:</p> <ul style="list-style-type: none"> • communicate to all staff within their Departments the racial equality strategy and any actions arising within the Department’s policy and operational areas; • cascade the strategy, as relevant, to the 	<ul style="list-style-type: none"> • Due to Covid-19, only 1 meeting of the NICS Racial Equality Champions group took place. On 11/11/2020, with a further meeting scheduled for 1 April 2021. • The Equality and Human Rights Unit (EHUR) is also responsible for chairing the Equality and Human Rights Steering group with representatives from each of the HSC Trusts plus the HSC Business Service Organisation and NI Fire and Rescue Service. Meetings were held on 19 November 2021 and 16 February 2021. • Awareness raising on diversity and racial equality issues is included in Annex C of the Annual Progress Report.

		<p>Department's ALBs and encourage and/or work with them to ensure its effective implementation;</p> <ul style="list-style-type: none"> • share knowledge, expertise and good practice with others. 	
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Health Inequality: People with dementia: not receiving appropriate care and treatment.

S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Age</p> <p>PfG 9 - Improve support for adults with care needs</p>	<p>E-Health and Data Analytics Pathfinder – Dementia Project Phase II</p> <p>Development of the Phase 2 project known as the E-Health and Data Analytics Pathfinder – Dementia Project Phase II will improve services for people with dementia, with increased emphasis on early diagnosis and information and support from an early stage. Improved awareness and knowledge of dementia among HSC staff And allow people with dementia and their carers to access better quality services.</p> <p>(subject to Ministerial/ Executive approval)</p>	<p>Introduction of the Phase 2 project to enable delivery by the same partners involved in the delivering of the Dementia Together NI i.e. the Department of Health, The Executive Office and Atlantic Philanthropies.</p> <p>The expected completion date for this project is June 2019, however this will be considered within the limits of the financial and other resources allocated to the Department and as priorities and targets are approved by a new Minister and Executive.</p>	<p>The Phase 2 project was completed in July 2020, with a number of follow on actions continuing past this date. The activity directly supports wider HSC ambitions for data driven culture and practice that provides support to the system in improving information that can be utilised to maximise patient health and wellbeing and the better management of service provision.</p> <p>An Action Plan based on the findings and outputs from the Pathfinder project is being drafted by the HSCB Social Care Commissioning Lead and will constitute part of the workload for HSCB, PHA, Trusts and others going forward.</p> <p>An external evaluation of the Pathfinder project concluded that significant progress has been made across all strands however, it is acknowledged that the true value of this investment will be in the extent to which the products / outcomes from the project can be used to inform and improve service design and</p>

			<p>practice into the future, most crucially, the roll-out of the regional Dementia Care Pathway</p> <p>The Programme is having a valuable impact on the development of analytics capacity and technology enabled solutions but will require further support to sustain and embed these.</p>
Health Inequality: Younger people and men who have sex with men are especially vulnerable to sexual ill health			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Age Sexual Orientation Gender</p> <p>PfG 5 - improve the quality of the healthcare experience</p>	<p>Regional Sexual Health Plan</p> <p>Development of a new Regional Sexual Health Plan, by the regional Sexual Health Implementation Network, which aims to deliver a range of programmes to improve sexual health improvement and treatment services.</p>	<p>It is anticipated that a new Regional Sexual Health Action Plan 2019-2023* would be launched by the Public Health Agency in 2019. The new plan aims to reduce the incidence of sexually transmitted infections including HIV, empowering young people to make informed choices before engaging in sexual activity, and tackling discrimination associated with HIV, STIs and sexual orientation.</p> <p><i>* Now 2020-2025</i></p>	<p><i>Target complete.</i></p> <p>The Sexual Health Action Plan was agreed in January 2020 (date revised to 2020- 2025). In response to Covid-19, a significant portion of health and social care services were heavily impacted upon. SH:24 (online sexual and reproductive health service) played a significant role in maintaining crucial testing services for people in recent months, taking huge pressure off local laboratories.</p>
Health Inequality: Lower uptake of cervical cancer screening in women aged 25-29 compared to those in other age groups.			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Gender Age</p> <p>PfG 5 - improve the quality of the healthcare</p>	<p>Cervical Screening</p> <p>To increase the uptake in cervical screening for women in the younger age bracket 25-29.</p>	<p>The Public Health Agency has specifically designed a social media campaign for cervical screening, aimed at women in the 25-29 year age group. The campaign started in September 18 and in the period up to 28th February 19 has reached over 300, 000. The</p>	<p>Coverage data is based on the number of women having had at least one adequate test in the last five years. The adjusted* coverage for 25-29 year olds in 2019-2020 is 71.3%. This represents an increase of 2.8% on 2018-2019 coverage</p>

experience		<p>campaign was developed with input from charities and service users. It includes a series of posts and infographics, a video from a service user who had cervical cancer identified at screening and a video showing what happens when you go for a smear. The campaign aims to address some of the recognised barriers to attendance at cervical screening, such as embarrassment and misinformation. Bright graphics featuring younger women in the posts were chosen along with the employment of some humour to help ensure that the campaign was as relevant and engaging as possible. The Department will:</p> <ul style="list-style-type: none"> • evaluate the overall impact of the campaign in 2019/20 and consider whether the campaign should run again and if so, are any modifications required. <p>A peer facilitator education programme to raise awareness of cancer screening and promote informed choice is in place to deliver peer education sessions within local communities, with a focus on areas of deprivation and those with special needs, where participation in screening is likely to be lower, including participation in cervical screening for the younger age groups. In 2017/18 the Women's Resource & Development Agency (WRDA) peer facilitators delivered 84 cervical educational awareness sessions, with a total of 810 participants. The WRDA contract will continue until Feb 2020 and will:</p>	<p>for 25-29 year olds, indicating the positive impact associated with the promoting informed choice work described previously below. Coverage is expected to have decreased in 2020/21 due to the pause in the screening programme during the Covid-19 response.</p> <p>However, during 2020/21, the PHA continued to commission the Women's Resource and Development Agency (WRDA) to run a programme to raise awareness of cancer screening and promote informed choice via peer education. Although this is usually delivered face-to-face, WRDA adapted the programme for online delivery during the pandemic and once the programme was operational again. The programme targets groups where participation in screening is likely to be lower, including those in the younger age groups.</p> <p>WRDA also designed a two-minute animated promotional video to launch the online service and shared this widely on social media and via press release. The animation has the strapline 'Public Cervix Announcement' and describes what happens during cervical screening, notes that infection control measures are in place during the pandemic and promotes the 'Be Cancer Aware' messages.</p>
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Health Inequality: Marginalised women (those with disabilities, traveller women, BME, rural women etc.) are less likely to avail of the antenatal and post natal maternity services and sexual health services.			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Gender Disability Race</p> <p>PfG7 – Improve health in pregnancy</p> <p>PfG 5 – Improve the quality of the healthcare experience</p>	<p>Maternity Care</p> <p>To provide high quality, safe, sustainable and appropriate maternity services to ensure the best outcome for all women and babies in NI, while addressing the inequalities of maternal ill health and higher risk of poor pregnancy outcomes for women from certain migrant and minority ethnic groups, including Irish Travellers.</p> <p>(subject to Ministerial/ Executive approval)</p>	<p>Proposals for service development for the Black & Minority Ethnic (BME) population, following the 2014 scoping report which examined the maternity needs of BME women in NI, will be progressed subject to funding within the limits of the financial and other resources allocated to the Department and as priorities and targets are approved by a new Minister and Executive.</p> <p>Following scoping of a pathway in 2018, the HSCB funded the BHSCT to recruit a specialist nurse in epilepsy maternity care to provide a regional service. Proposed actions for the 2019-20 include:</p> <ul style="list-style-type: none"> • Development of information for inclusion in the Pregnancy Book and Maternity Hand-Held Record which will encourage women to contact their midwife if they have any concerns. • Completion of Delivering Care for midwifery. • Ongoing work with e-health colleagues to develop maternity information on NI Direct. 	<p>BME</p> <ul style="list-style-type: none"> - This is an outstanding objective from the Maternity Strategy 2012-2018. Going forward this will be addressed with a population health needs assessment by the PHA for the maternity and neonatal review leading into the next maternity strategy. - Antenatal Section of the Maternity Hand Held Recorded updated in April 2021 - Video info clips developed with PHA communications team to encourage women to attend maternity services if they have any worries or concerns. Shared on social media during pandemic. - Delivering Care phase 11 Midwifery workforce review commenced January 2021 - Annual review of NI Direct of maternity information sections - NI Maternity and Parenting Website developed for women and partners to provide regional up to date information on COVID 19 during pregnancy and Trust specific service changes

			www.ni-maternity.com - Perinatal Mental Health Business case approved and Regional Service to be established 2021. -Online virtual antenatal education available for all women and partners in NI with over 100 translations available.
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Health Inequality: Tackling domestic and sexual violence and abuse on all sections of the community.

S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
All S75 groups PfG 4 – We enjoy long active healthy lives	Stopping Domestic and Sexual Violence and Abuse Seven Year Strategy (published jointly by DoH and DoJ in March 2016) To have a society in Northern Ireland in which domestic and sexual violence is not tolerated in any form, effective tailored preventative and responsive services are provided, all victims are supported and perpetrators are held to account.	Publication of a Year 5 Action Plan for 2020/21 to support <u>all</u> victims of domestic and sexual violence and abuse irrespective of age, ethnicity, religion, gender, gender identify, sexual orientation or any form of disability. Delivery will be overseen by a Strategic Delivery Board in partnership with statutory, voluntary and community organisations represented on a Stakeholder Assurance Group. Both groups will meet quarterly.	A Year Five Action Plan was published and delivered in 2020/21. A key priority was to ensure that essential services, such as the Domestic and Sexual Abuse Helpline, continued to operate effectively and remain fully available during the covid-19 pandemic. This work also included: <ul style="list-style-type: none"> - the publication of additional guidance so that victims (or those concerned about others) can easily access, in one place, the contact details for different support organisations. - development of the 'Ask for ANI' pharmacy code word scheme to allow those at risk or suffering from abuse to discreetly signal to pharmacy staff that they need help to access support. Participating pharmacies have promotional material on display in store to signal

			<p>that they are taking part. This includes Boots and Superdrug pharmacies in NI, as well as a number of other independent pharmacies;</p> <ul style="list-style-type: none"> - additional funding to Women's Aid, for initial care packages for families who have experienced or been a victim of domestic abuse. Nexus NI and Men's Advisory Project also received an uplift in funding under their existing contracts with the HSC Board to help reduce counselling waiting lists; - piloting the Identification and Referral to Improve Safety ('IRIS') programme in East Belfast and Newry and District GP Federations. IRIS is being delivered in partnership with Women's Aid, Victim Support NI, Men's Advisory Project and Nexus NI, to train and support GPs to recognise and respond to domestic and sexual abuse and refer patients to advocacy support. <p>The Strategy's yearly Action Plans continue to be delivered in partnership with key stakeholders. The Department co-Chairs a Stakeholder Assurance Group with DoJ. Members of the group include voluntary and community organisations who represent specific equality and disability groups. The Group met quarterly during 2020/21 via online</p>
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			meetings and workshops to share learning and best practice.
Health Inequality: To improve the health and wellbeing of children, young people and adults in contact with the criminal justice system (CJS)			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
<p>Age Gender Disability Sexual Orientation Race</p> <p>PfG 5 – improve the quality of the healthcare experience</p>	<p>Improving Health within Criminal Justice Strategy and Action Plan</p> <p>Our joint commitment, with the DOJ, is to work together to ensure that these children, young people and adults in the Criminal Justice System have the highest attainable standard of health and well-being</p> <p>(subject to Executive approval)</p>	<p>It is anticipated that the Improving Health within Criminal Justice Strategy and Action Plan will be approved during 2019.</p> <p>The initial three year Action Plan sets out a clear programme of change to deliver improvements, structured around seven strategic priorities.</p> <p>This programme of change will be reviewed and refreshed in year three of the Strategy and a supplementary two year Action Plan issued to cover the remaining period.</p>	<p><i>Target complete. Action Plan ongoing.</i></p> <p>The strategy and action plan was published in June 2021 and an Implementation Group established to oversee the delivery of the various action measures.</p> <p>Actions ongoing – no specific update for 2020-21.</p>

Accountability and Assurance			
S75 group & PfG linkage	Policy Area and Intended Outcome	Performance Indicator and Target	Year 2 Update April 2021
All S75 groups	The oversight of Arm's length Bodies (ALB's) governance and performance will enable the monitoring of ALB's compliance with Section 75. The sponsor branches are responsible for ensuring ALBs address issues of concern at the Accountability Review.	The Department will annually ensure, through steps in the assurance and accountability framework, that all ALBs discharge their Section 75 duties.	Ongoing. ALBs continue to report to sponsor branches and policy leads as appropriate, highlighting any relevant issues.
	To have due regard to the need to promote equality of opportunity and good relations for its Section 75 obligations the Department will ensure the Equality Action Plan and Equality Scheme are up to date and address and emerging issues.	The Equality Action Plan will be a standing item on the EHR Unit Business Plan to ensure ongoing monitoring and reporting with annual review and updating, as required	Ongoing - business plan objectives rolled forward into 2019/20.

Note: Since April 2017, responsibility for the Human Resources function in all NI Departments has passed to NICSHR which is located in the Department of Finance. The Department of Finance S75 Action Plan and the Disability Action Plan now include all Human Resource activity that will be taken across the Northern Ireland Civil Service during the period 2017 – 2022.

The Equality Action Plan should be read in conjunction with the Disability Action Plan which covers the following areas:	
Awareness and Training	
Consultation and Stakeholder Engagement	
Long Term Conditions Policy Framework	
Implementation of the Mental Capacity Act	
Regional Trauma Network	
Development of a Service Framework for Mental Health	
Autism Strategy (2013-20)	Published 8 March 2021
Rare Disease Implementation Plan	
Housing Adaptations Services Action Plan	
Service Framework for Children and Young People	
Stroke Services	