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Northern Ireland Medical and Dental Training Agency

Equality and Disability Action Plan 2018-2023

March 2018



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

<http://www.nimdta.gov.uk>

You can get a different version of these action plans:

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

by contacting: **Roisin Campbell Professional Support Manager**

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Message from the Chief Executive

My name is Keith Gardiner. I am the Chief Executive of NIMDTA.

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.

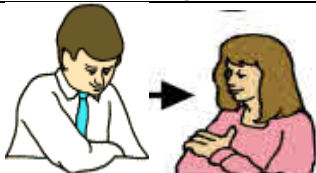
The Chief Executive makes sure that day to day work in relation to equality and disability actions gets done.

This book is about our Equality and Disability Action Plans. It explains what we are going to do over the next 5 years.


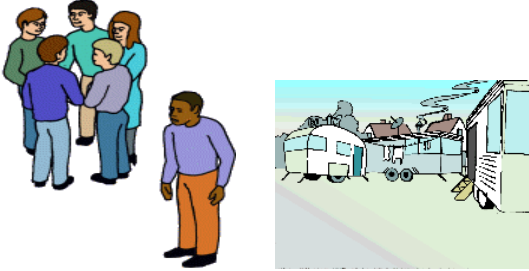





Equality Action Plan

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



	<p>Disabled people</p>
	<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 a man and woman attracted to each other, two men attracted to each other or two women attracted to each other</p>
	<p>People with different political views</p>



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	<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 Medical and Dental Training Agency is part of health and social care in Northern Ireland.

We were set up in April 2004.

We do things like:

- Organise the training and development of Doctors and Dentists once they have finished their University Studies.
- Make sure that this training is as good as possible, so that patients receive the best possible care.

Why are we doing this work?

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.



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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 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 review our HR and Flexible Working Policies to ensure we support our staff.



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 encourage our junior doctors and dentists in training programmes to seek support for their disability.



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



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Commission that helps people of all ages and abilities to access our services.

What difference will it make?

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.

Our staff will be aware of Equality issues.

The Health and Well Being of our staff will be supported.

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.

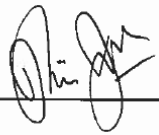

There will be better information on the numbers of staff with disabilities.



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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.

 _____ Chair	 _____ Chief Executive
Date: <u>26-04-18</u>	Date: <u>22/4/18</u>

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