NIMDTA

Northern Ireland
Medical & Dental Training Agency

Equality and Disability Action Plans 2023-28

Northern Ireland Medical & Dental Training Agency

Contents

1. Introduction....3
2. Who we are and what we do....4
3. How people can be involved in our work....4
4. What the law says....4
5. How we reviewed our last plans and developed these new plans....5
6. What we have done so far....6
7. What we have learned so far....7
8. What is in the new plans....8
9. How we will monitor these plans....9
10. **Equality Action Plan 2023-28**: What we will do to promote equality and good relations....10
11. **Disability Action Plan 2023-28**: What we will do to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life....13

We will consider any request for this document in another format or language.

Please contact us at:

NIMDTA
Beechill House
42 Beechill Road
Belfast
BT8 7RL
Phone: 028 95360182
Email: Roisin.Campbell@hscni.net

1. Introduction

As Chair and Chief Executive of the Northern Ireland Medical & Dental Training Agency we are committed to promoting equality and good relations. For people with a disability, we recognise that we have to do more to promote positive attitudes and to encourage their participation in public life.

We want to make sure we do this in a way that makes a difference to people. We will put in place what is necessary to do so. This includes people, time and money. Where it is right to do so, we will include actions from this plan in the yearly plans we develop for the organisation as a whole. These are called ‘corporate’ or ‘business’ plans.

We will also put everything in place in the organisation to make sure that we do what we have to under the law. This includes making one person responsible overall for making sure we do what we say we are going to do in our Equality and Disability Action Plans.

We will make sure we let our staff know of what is in our plans. We will also train our staff and help them understand what they need to do.

The person in our organisation who is responsible for making sure that we do what we have promised to do is Roisin Campbell. When you have any questions you can contact her at:

Name: Roisin Campbell
Title: Senior Professional Support Manager
Address: NIMDTA, `Beechill House’,
42 Beechill Road, Belfast BT8 7RL
Telephone number: 028 9536 0182
Email: roisin.campbell@hscni.net

2. 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:

- The recruitment, selection, allocation, employment, assessment and revalidation of doctors and dentists in Postgraduate Training.
- The quality management of the delivery of postgraduate medical and dental education in Northern Ireland;
- Providing educational events;
- Providing careers advice, one to one support, mentoring and coaching to doctors and dentists in training.

3. How people can be involved in our work

Some of the main ways in which people can be involved in the work of NIMDTA are:

- As members of our Board
  In conjunction with the Public Appointments Unit, we appoint members of the public to sit on our Board.

- As Lay Representatives
  We hold recruitment exercises in order to appoint members of the public to help with, and offer insight into, important aspects of our work such as visits to training environments, the recruitment of doctors and dentists in training, and assessment of junior doctors and dentist progression.

4. What the law says

NIMDTA has to follow the law under **Section 75 of the Northern Ireland Act 1998**. It says that in our work we have to promote equality and good relations. We have to treat people fairly and based on their needs and to make things better for staff and people who use our services. It also says that we have to build better relationships between different groups of people.

There are nine different equality groups that the law requires us to look at:

- Gender (and gender identities)

- Age
- Religion
- Political opinion
- Ethnicity
- Disability
- Sexual orientation
- Marital status
- Having dependants or not.

There are three good relations groups we need to consider:

- Religion
- Political opinion
- Ethnicity.

We also have to follow the law under the **Disability Discrimination (Northern Ireland) Order 2006**, which says that we have to:

- promote positive attitudes towards disabled people and
- encourage participation by disabled people in public life.

This includes people with any type of disability, whether for example, physical disabilities; sensory disabilities (such as sight loss or hearing loss); autism; learning disabilities; dyslexia; mental health conditions (such as depression); or conditions that are long-term (such as cancer or diabetes). Some of these disabilities may be hidden, others may be visible.

Both pieces of legislation require us to develop an action plan: an Equality Action Plan and a Disability Action Plan. We have to send these plans to the Equality Commission for Northern Ireland and then report every year on what we have done.

5. How we reviewed our last plans and developed these new plans

In developing our plan we looked at what we have done so far to promote equality and good relations, to promote positive attitudes towards disabled people and to encourage their participation in public life.

As part of our Five Year Review, we asked all teams in our organisation to think through the following questions:

- What has worked well?
- What hasn't worked well?
- What lessons have we learned?
- Did we do what we said we would do?
- Has this made a difference for people in the way we thought it would?

For the new plans, we asked them to consider two questions:

- In your area of work, what are the key issues for people in the equality groupings?
- What can you do to address these issues?

We encouraged our staff to look at a range of sources of information such as:

- our Five Year Review of Equality Scheme
- monitoring data
- new research or data
- equality screening exercises that have been completed
- their professional experience and knowledge
- issues raised in consultations or through other engagement with staff and service users.

We engaged closely with Tapestry, our Disability Staff Network, in the development of our Disability Action Plans. We held a focus group with them to find out what issues important to them as a member of staff with a disability or as a carer they think the organisation should address as a priority.

We researched what the Equality Commission says would be good to do to make a difference.

6. What we have done so far

This is some of what we have done to promote equality under our previous Equality Action Plan:

- We provided a well-being programme for staff covering the following areas: Mindfulness, Emotional Resilience, Positive Mental Health, Caring for the Carer, a walking group and Boot Camp. In May 2019 we were nominated for a Workplace Well Being Award from our Employee Well-being Programme with Inspire. Although we did not win it was an opportunity for our

well-being champions to get recognition for all the work that they put in to organizing and supporting well-being events for our staff. In the 2019-20 HSC survey our 100% of our staff responded that they felt NIMDTA takes positive action on health and well-being which was the Highest in HSC. 100% of our staff also responded that NIMDTA provided advice on mental health which was the highest in HSC.

- We encouraged Doctors and Dentists to declare a Disability through our Trainee Forum. We reviewed equality statistics for doctors attending our Professional Support Unit and applying to training programmes to identify and support doctors with a disability.

This is some of what we have done to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life.

Promote positive attitudes towards disabled people

- To date, we have held 17 disability awareness days for our staff. Each looked at a different disability. The aim is to increase the knowledge and awareness of our staff including on how to support a person with that particular disability. Since the pandemic we have been holding these online via Zoom. The sessions are recorded and uploaded to the website of Tapestry, our disability staff network.

- We have developed a dedicated module on disability as part of our e-learning resource called ‘Making a Difference’. It is available to all Health and Social Care staff. All our staff have been asked to complete the programme at induction.

Encourage the participation of disabled people in public life

- Together with our partners, we set up Tapestry, a disability network for our staff. Part of the role of this network is to raise disability issues with decision makers in our organisation.

7. What we have learned so far

Some of the key points we have learned from developing and implementing our action plans are described below.

Disability Awareness Days

- Since we moved our days online we have seen a huge rise in numbers of staff attending our events.
- Recording the sessions has been a great success. This means staff who can't attend on the day can access the event whenever it suits them.
- There is a huge information need of staff who are carers of a person with a disability, for example of a person living with ADHD or with dementia.
- Staff are interested in learning more about how to support a family member, not just colleagues in the workplace.

We have found that attendance at awareness day events is greatest when the subject is most relevant to staff. This can be because they have the condition themselves or they know or work with someone who has the condition. We will continue to ask staff which areas relating to disability they would like more information on.

Tapestry – Disability Staff Network

- Staff fora need refreshed and promoted on an ongoing basis.
- For a forum to be effective in its supporting and influencing role, a committed HR presence at senior level is essential as is the timely engagement and consultation on policies/decisions/strategies etc. to inform the development of these.

8. What is in the new plans

There are two separate tables below. The first table lists all the actions that we will do to promote equality and good relations. This is our Equality Action Plan.

The second table describes what we will do to promote positive attitudes towards people with a disability and to encourage their participation in public life. This is our Disability Action Plan.

In both plans we also say what difference we hope to make and when we will do these actions.

9. How we will monitor these plans

Every year we will write up what we have done. We will also explain when we haven't done something. We send this report to the Equality Commission. We also publish this report on our website.

We will have a look at the plans every year to see whether we need to make any changes to them. If we need to, we will write those changes into the plans. Before we make any big changes we talk to people in the equality groupings to see what they think.

When we finish an action we will take it off the plans for the next year. That way we will keep our plans up to date. They will show what we still have to do.

After five years we will look at our plans again to see how we have done. We will also see what else we could do.

Whenever we develop or look at our plans we will invite people who have a disability to help us.

The plans are also available on our website.

We will send our plans to all organisations and individuals on our consultation list when we have finalised them and also when we have made major changes to them.

To find out whether what we do makes a difference, we will do a number of things, for example,

- For training and awareness events, we ask our staff about what learning they are taking away with them.
- We check summary figures to see whether, for example, more people from a particular under-represented group are availing of a service after promoting it to them specifically.

You can find further information on how we will monitor each action in the plans themselves.

10. Equality Action Plan 2023-28: What we will do to promote equality and good relations

What we will do	What we are trying to achieve and who for (ie. which Section 75 category specifically)	Performance Indicator and Target	By whom and when
Review the support provided for International Graduates in Postgraduate Medical and Dental Training in Northern Ireland. Evaluate the effectiveness of peer mentoring, one to one support, immigration support, welcome and induction events. Work with Trainee Ambassadors, The Trainee Forum and Adept Fellows to improve and enhance the support.	**Race Equality Duty** **International graduates feel well supported and that their specific needs are met**	Immigration Support – feedback on service On-boarding support. Annual Welcome Events – attendance at events Professional Support and Well-being (PSW)– uptake on attendance at PSW GMC Welcome to UK Practice- attendance. Focus Group with Trainee ambassadors to identify good practice and any areas for development.	Senior Management with support from BSO Equality Unit EDI Working Group **2023-2025**

What we will do	What we are trying to achieve and who for (ie. which Section 75 category specifically)	Performance Indicator and Target	By whom and when
Reach out to young people to make them aware of a career in the HSC and NIMDTA through liaising with schools, universities and voluntary organisations. Attend careers fairs and produce a social media campaign to advertise NIMDTA employment opportunities. Offer opportunities for placements with schools, university summer internships, graduate schemes, work experience.	**Age Equality Duty** NIMDTA has a significantly low number of employees who are under the age of 25 in the workforce. The aim is to explore how to attract potential employees from this demographic in or entering the current labour market. The aim is to increase the number under the age of 25 in the NIMDTA workforce.	Attendance at Careers Fairs Advertise employment, placement opportunities and asses uptake. Annual review of uptake on employment and placement opportunities	Senior Management Team PSW & SLE Employment Team **2023-2025**

What we will do	What we are trying to achieve and who for (ie. which Section 75 category specifically)	Performance Indicator and Target	By whom and when
Review and update the provision of Equality Training programmes for all Educators and trainees.	**All Section 75 Equality Groups** Equality awareness training including understanding of the impact of Differential Attainment in medical training. Specific focus on the role of the Educator in ensuring fairness in training provision. Provide training for educators on the specific support needed for those with hearing impediments. We will emphasise importance of having an interpreter present.	Attendance records at training programme. Review of complaints and appeals to consider equality implications. Disseminate learning from complaints and appeals to the Education Forum.	Senior Management with support from BSO Equality Unit PSW Heads of Training Departments **2023-2028**

11. Disability Action Plan 2023-28: What we will do to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life

What we will do	What we are trying to achieve	Performance Indicator and Target	By whom and when
Implement the Mental Health Charter for NIMDTA Staff. Provide mental health training for staff. Supporting managers to make reasonable adjustment for those with a disability.	**Promoting positive attitudes:** Staff feel well supported and their particular needs are met. To create an open and inclusive workplace culture which displays respect for mental ill health.		Senior Management with support from BSO Equality Unit PSW Health and Well Being Champions **2023-2025**

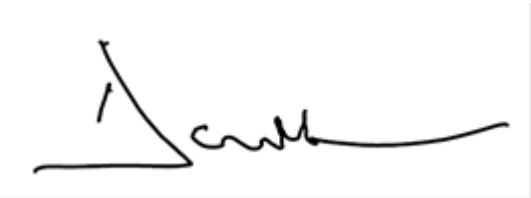
What we will do	What we are trying to achieve	Performance Indicator and Target	By whom and when
Neurodiversity Deliver awareness training for NIMDTA educators on Neurodiversity. Engage with trainees who have undertaken training to obtain feedback on their experience and obtain suggestions on improvement. Provide PSW support to doctors and dentists with Neurodiversity. Explore the options to support trainees nationally.	**Promoting positive attitudes:** Educators have a greater understanding of Neurodiversity and trainees with Neurodiversity feel supported in the workplace.	Delivery of workshops for Educators/staff.	Senior Management with support from BSO Equality Unit Heads of Training Depts. PSW **2023-2025**

What we will do	What we are trying to achieve	Performance Indicator and Target	By whom and when
Awareness Days Raise awareness amongst NIMDTA staff of the lived experience of people with specific disabilities and conditions.	**Promoting positive attitudes:** Increased staff awareness of a range of disabilities and conditions.	2 awareness days profiled every year. >50% of staff taking part in the evaluation indicate they know more about people living with disabilities and conditions as a result of the awareness days.	Senior Management with support from BSO Equality Unit. End Mar 2028

What we will do	What we are trying to achieve	Performance Indicator and Target	By whom and when
Placement Scheme Create and promote meaningful placement opportunities for people with disabilities.	**Promoting positive attitudes and Encouraging participation in public life:** People with a disability gain meaningful work experience. People with a disability are successful in applying for paid employment after they have completed a placement.	At least 1 placement offered every year. Feedback through annual evaluation of scheme indicates that placement meets expectations. At least 1 placement participant is successful in applying for paid employment within 12 months of completing their placement.	Senior Management with support from BSO Equality Unit. End Mar 2028

What we will do	What we are trying to achieve	Performance Indicator and Target	By whom and when
Tapestry Promote and encourage staff to participate in the disability staff network and support the network in the delivery of its priorities.	**Encouraging participation in public life:** Staff with a disability feel more confident that their voice is heard in decision-making. Staff with a disability feel better supported.	Increase in Tapestry membership or in participation at meetings Tapestry staff survey	Senior Management with support from BSO Equality Unit End Mar 2028
Reasonable Adjustments Review the reasonable adjustments for those with a Disability in postgraduate medical and dental training programmes. Work with OH depts to ensure trainees get timely OH appointments on moving Trust area and review the system for information to support their rotational movement.	**Disability** To support Disabled Doctors in Postgraduate training programmes in Northern Ireland. Ensure that reasonable adjustments are facilitated.	Review feedback from trainees on support received as they transfer placement. Follow up actions with LEPS where adjustments have been delayed or not put in place.	Senior Management with support from BSO Equality Unit PSW Head of training depts. **2023-2025**

Signed by:



Chair

Chief Executive

Date: 28 September 2023

NIMDTA
Northern Ireland
Medical & Dental Training Agency

NIMDTA
Beechill House
42 Beechill Road
Belfast
BT8 7RL

Phone: 028 9536 0182
Email: Roisin.Campbell@hscni.net