

Chapter 6: Mitigation Report

Patient and Client Council
Your voice in health and social care

Equality and Human Rights Mitigation Report

April 2021 – March 2022

Co-production Paid Associate Model

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<p>Gender: The PCC have set up a gender identity engagement platform to take issues forward, this project will link in with this group.</p> <p>Age: The network of networks set up by the PCC, will ensure all target areas are involved in the project. This is continually being added to in terms of new support organisations. The project reached out to young people's organisations</p> <p>Dependents: The project has built flexibility into the project to allow for carers who may have family caring duties. We have done this by ensuring there are always two peer Partners on each project to support each other. A projects Co-ordinator is also employed to mentor and supervise these peer partners.</p> <p>Disability: In terms of accessibility and adaptation, the project has taken the needs of disabled Peer partners and members of the public into consideration. As far as possible zoom contact will be used, Interpreters will be employed and those with visual impairment will have suitably produced materials and resources. We have a number of staff responsible for access for those with learning disabilities; their expertise will be called upon for easy read versions and approaches. The</p>	<p>To revisit the membership scheme and analyse the database to ensure all section 75 groupings are being engaged with and take up involvement positions. The project will reach out to further education colleges and universities to ensure a higher percentage of young people get involved in the project.</p>

<p>PCC have set up a Learning disability engagement platform and a mental health engagement platform which this project will tap into for reference and guidance.</p> <p>Ethnicity: Because of the language barriers this group are difficult to reach but the project will ensure networks and links are strengthened with the BEM organisations.</p> <p>Sexual orientation: In recognition of the impact of discrimination and victimisation experienced by gay, lesbian and bisexual individuals, in order to increase the likelihood of participating in this programme, the PCC have linked with voluntary and advocacy organisations supporting those of different sexual orientations</p>	
--	--

Engagement Platform discussing the formulation of an NI Bereavement Charter

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<p>A series of meetings are planned across the region. These focus groups, hosted by our involvement team, will focus on bringing the voice of marginalised groups to the table; VCSE groups working with these communities will be invited to help us promote their voice.</p>	<p>The consultation will provide all stakeholders with an opportunity to shape future service delivery.</p> <p>Broader learning will be sought out; reflection <i>in action</i> will allow us to learn as we go through this process how to make future processes more open.</p>

<p>Relevant providers / service users / carers will be encouraged to engage in the consultation process. Young men, travellers, LGB&T and black & ethnic minorities communities have specifically been identified as groups who may be marginalised from taking part in public consultation. To meet their needs we intend to contact; Stronger Together Network, NICEM - Migrant Service, Youth Action, Rainbow, Cara-friend project, Bryson House, Extern, Barnardos, British Deaf Association.</p> <p>Cruse Bereavement will be used as a conduit between the engagement opportunity and those in the prison service; children and young people; and older people who have been bereaved.</p> <p>'Other Borders' (2006) recommends that documents need to be written in an accessible way – Plain English.</p>	<p>A culture of openness and transparency is in place. The consultation process will be an opportunity to actively tackle discrimination and support people and communities to do so.</p> <p>We will track responses from different ethnic backgrounds in a bid to establish a baseline for improving future reach into these communities.</p> <p>Inclusion of a PCC Client Support Officer in Engagement Platforms will provide signposting, advocacy and access to grief and bereavement resources.</p> <p>Alternative formats will be offered where appropriate - as not all material will necessarily need to be produced in these versions, every effort to do so will be made as needed e.g. large print, Braille, audio CD, translation, etc.</p>
---	--

Menopause at Work Policy

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
<p>Gender Whilst menopause occurs in women, it was important to highlight how it can affect different genders both directly and indirectly. This policy and</p>	<p>This policy shall be reviewed:</p> <ul style="list-style-type: none"> • Every 2 years or; • following receipt of new information;

supporting guidance are intended to provide clarity and direction on how the PCC should deal with menopause related issues, for all individuals irrespective of their perceived gender who are experiencing difficulties associated with the menopause.

Age

Although menopause is part of the natural ageing process, medical conditions or surgical intervention can bring on menopause irrespective of age. This policy and supporting guidance highlights how variance exists in age and will raise wider awareness and understanding of menopause. In many cases it is an individual experience, not comparable with colleagues of the same age or stage of menopause.

Disability

Menopause of itself is not a disability, however, depending on the severity and longevity of menopause related symptoms experienced by the individual it may be classified as such. *Davies -v- Scottish Courts & Tribunal Service* in May 2018, an employee's menopausal symptoms were deemed to be a disability for the purposes of the Disability Discrimination Act 1995. Therefore when dealing with employees who have menopausal symptoms, BSO will be mindful of the need to consider if an employee is disabled as a result of those symptoms and if it is concluded that they are - reasonable adjustment(s) will be considered in line with relevant policies and related legislative provisions such as the

- upon implementation of new agreements which may affect the procedure
- Regular communication to staff on awareness/education on menopause
- Consultation with appropriate groups from the voluntary sector via Employment Equality Network Group
- Ensure appropriate language is used and update where necessary
- Provide awareness sessions on Menopause on a regular basis
- Update Health and Wellbeing SharePoint site with up to date information, webinars, infographics, toolkits where appropriate

<p>DDA 1995. Case law has also recognised the importance of putting in place ‘timely’ reasonable adjustments for staff with a disability.</p> <p>Marital Status/Ethnicity/Sexual Orientation</p> <p>Menopause Assessment and Action Plan: Guidance for managers and employees included in appendices to support the policy outlining how the menopause can have an effect on marital status, and how the menopause can affect people differently depending on their ethnicity and sexual orientation. This policy covers the impact of the menopause on employees working within HSC organisations recognising that severe menopausal symptoms can adversely affect health and wellbeing, work performance, absenteeism, presenteeism, staff retention and/or health and safety at work.</p> <p>The policy sets out the key principles to which the PCC should adhere to, to ensure that individuals affected by the menopause or perimenopause are treated fairly and given the appropriate support and any reasonable adjustments if applicable.</p>	
---	--

Statement of Strategic Intent Consultation

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
A series of meetings are planned across the region. These focus	The consultation will provide all stakeholders with an opportunity to

groups, hosted by our involvement team, will focus on bringing the voice of marginalised groups to the table; VCSE groups working with these communities will be invited to help us promote their voice. These will be offered through online Zoom sessions, and, where there is a need for deaf interpreters, we will use the RIS to secure an interpreter.

Relevant providers / service users / carers will be encouraged to engage in the consultation process. Young men, travellers, LGB&T and black & ethnic minorities communities have specifically been identified as groups who may be marginalised from taking part in public consultation. To meet their needs we intend to contact; Stronger Together Network, NICEM - Migrant Service, Youth Action, Rainbow, Cara-friend project, Bryson House, Extern, Barnardos, British Deaf Association.

shape future service delivery.

Broader learning will be sought out; reflection *in action* will allow us to learn as we go through this process how to make future processes more open.

A culture of openness and transparency is in place. The consultation process will be an opportunity to actively tackle discrimination and support people and communities to do so.