



**NORTHERN IRELAND PRACTICE AND EDUCATION  
COUNCIL FOR NURSING AND MIDWIFERY**

## **Equality Scheme**

**Our plan about how we are going to treat  
people fairly and make things better for  
staff and people who use our services**



**Easy to read**

**September 2011**

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

This is a shorter version of the Equality Scheme for the Northern Ireland Practice and Education Council for Nursing and Midwifery.



You can also get a copy by looking on our website:

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

If you want us to send you a paper copy of this Equality Scheme, you can contact Janet Hall, our Corporate Services Manager, in any of the following ways.

|   |  |
|---|--|
|  | <p>Telephone: 0300 300 0066</p>  |
|  | <p>For Text Relay, if you are deaf and have a text phone and want to contact someone who is not deaf, please use 18001 028 9023 8152. Someone else will help you to talk to this person using your text phone.</p> |
|   |  |



Email: [enquiries@nipec.hscni.net](mailto:enquiries@nipec.hscni.net)

You can also ask for a copy of the full Equality Scheme in other formats such as in large print or audio.

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## Message from the Chief Executive



My name is Glynis Henry. I am the Chief Executive of the Northern Ireland Practice and Education Council for Nursing and Midwifery.

The Chief Executive makes sure that all our work gets done.

We want to make sure that in the work that we do everyone is treated by their needs and not treated badly because of their difference.

The Chief Executive makes sure that day to day work in relation to equality issues gets done.

Staff in the Equality Unit in the Business Services Organisation help us to carry out our equality work.



This book is about our Equality Scheme.

Equality means different sorts of people being treated fairly and having the same chances.

Scheme means a 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.

## What some words mean?



When we say “we” in this report we mean the Northern Ireland Practice and Education Council for Nursing and Midwifery.

When we say “Scheme” we mean our Equality Scheme.

When we say “equality” we mean different people being treated fairly and getting the same chances in their lives.

When we say “good relations” we mean building relationships.

When we say “inequalities” we mean when people are not being treated fairly and are not getting the same chances as other people.

When we say “audit of inequalities” we mean a check on what we are doing .We looked at what we are doing and whether this makes things fairer and gives better chances.

When we say “action plan” we mean a list of things we need to do to make things fairer and to make equality better at work and in services.

When we say “consultations” we mean when we contact people to find out what they think about what we are doing.

When we say “screening” we mean we look at our work to see if there are any inequalities. Things that we do where people are not treated fairly. We look at what we can do to make things better.

When we say “accessible” this means making sure everyone can use some thing.

When we say “accessible formats” we mean things like Braille, Easy Read, large print, translations, symbols and sign language.

When we say “Corporate Plan” we mean an outline of our business.

There are nine different groups of people that we look at. A list of these people is on pages 11 to 12.

There are three good relations groups. A list of these is on page 13.

## About our Organisation



This is our logo.

We were set up in April 2002.

We are a public authority. A public authority means organisations that look after things like health, social care, hospitals, schools, housing and roads.

## What do we do?

The Northern Ireland Practice and Education Council for Nursing and Midwifery is part of health and social care services in Northern Ireland. We try to improve the quality of health and care services by supporting nurses and midwives working in the hospitals, community and in nursing and residential homes.

## We do things like:

- Support the practice, education and development of nurses and midwives who look after patients and clients.
- Give advice and guidance to nurses and midwives.
- Support new practice and guidance given to nurses and midwives to improve the way they work.
- Help nurses and midwives develop and learn.

## What is an Equality Scheme?

Like any other public authority the Business Services Organisation has to follow the law on treating different people fairly. We want to look at ways how we might change about how we think about and treat other people.

Equality means different sorts of people being treated fairly and according to their needs.

### Equality Commission

FOR NORTHERN IRELAND

The Equality Commission checks out each year what we are doing to make sure we obey the equality laws.

We must think about equality when we plan our services for the public and for staff.



This year, as well as asking us to write a new Equality Scheme, the Equality Commission asked us to carry out an audit of inequalities. This was to check out what things we could do better.

We a made a list of some things that we are going to do to make things fairer.

We will use our Corporate Plan and check out how well we are doing on the actions in our audit of inequalities.

## Our Equality Scheme



The Equality Scheme puts in one booklet information that tells you what we are going to do to make sure that people are treated fairly and by their needs and that people have equal chances.

## Our Equality Scheme is about everyone



Our staff

People who use our services

It is also about other organisations that work with us

We will use our Equality Scheme to help support equality.

## Actions in our Equality Scheme



As part of our Equality Scheme we plan to do a number of things.

Each year we will write a report that tells the Equality Commission and the public how well we are doing with our Equality Scheme.

We will check out throughout the year how well we are doing and tell our senior managers and our board members.

We will keep up to date information about those who use our services and our staff.

We will make sure that training is available to our staff.

We will look at our policies and check if there are any equality issues. This is called screening of policies.

If there are big inequalities we will carry out more work on our policies. This is called an Equality Impact Assessment

We will make sure that our information is easy to understand.

We will provide information in accessible formats like large print, audio, Easy Read or translated for people who do not speak English or in sign language for people who are deaf.

We will make sure our consultations are open to everyone.

We will keep our consultation list up to date.

We will look at complaints as they come in and where we can we will fix them.

We will make sure that those we are in contact with also know about our Equality Scheme

**Equality Commission**

FOR NORTHERN IRELAND

In our report to the Equality Commission each year we will report on progress on these things.

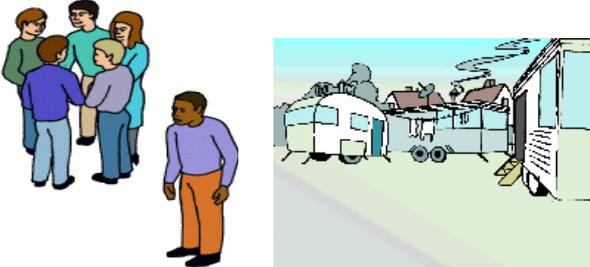


We will do this each year.

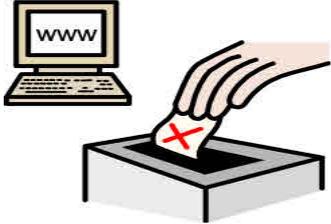


## What does the law say?

The law says that the people we need to treat fairly are:

| <b>Nine Equality Categories</b>   |  |
|---|--|
|    | <p>Men and women</p>   |
|   | <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>   |
|  | <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>   |

| <b>Three Good Relations Categories</b>   |                          |
|--|--------------------------|
|   | <p>Religion</p>          |
|   | <p>Political opinion</p> |
|  | <p>Race</p>              |

## How you can contact us

If you would like to contact someone in NIPEC about the Equality Scheme or about equality issues, you can meet or speak to Janet Hall, our Corporate Services Manager, by contacting her in any of the following ways:

|   |                      |
|---|----------------------|
|  | <p>0300 300 0066</p> |
|---|----------------------|

|  |  |
|--|--|
|   | <p>For Text Relay, if you are deaf and have a text phone and want to contact someone who is not deaf, please use 18001 028 9023 8152. Someone else will help you to talk to this person using your text phone.</p> |
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|  | <p>Email: <a href="mailto:enquiries@nipec.hscni.net">enquiries@nipec.hscni.net</a></p>   |

**Thank you**

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To contact Inspired Services: [www.inspiredservices.co.uk](http://www.inspiredservices.co.uk)

We are also grateful to Mencap (Northern Ireland) for helpful feedback received.

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