



2020-21 Action Plan

Theme One: Promoting the Staff Network

	Action	Owner / Update
1	Promote Tapestry through a range of activities: <ul style="list-style-type: none"> • Coffee mornings • Representation at staff health fairs • Information stands • Attend senior management and team meetings. Tapestry members from the regional organisations will present to their senior teams and directors • Remind staff of Chief Executive Statement with quarterly send outs and publish on tapestry website. 	Tapestry/BSO Equality Unit
2	Tapestry website	Tapestry/BSO Equality Unit

	<ul style="list-style-type: none"> • Identify new content / review content at each meeting • Track Tapestry website traffic and what staff are using it for • Use website to share agenda and meeting information • Addition of a section on experiences of working during COVID-19 • Inclusion of a link to all the relevant documents and policies from HR that affect staff 	
3	<p>Draft 2x newsletter articles</p> <ul style="list-style-type: none"> • 2019/20 meeting dates • Call for staff to become role models/share staff experiences • Carers Leaflet 	Tapestry/BSO Equality Unit

Theme Two: Raising Awareness of Disability

	Action	Owner/ update
4	<p>Arrange and host one lunch and learn session</p> <ul style="list-style-type: none"> • Request Disability Champions to support attendance 	Tapestry/BSO Equality Unit

	<ul style="list-style-type: none"> Placement Scheme – experience of placement managers, participants and an employment support officers on the scheme 	
5	<p>Online chat options for people within our organisations who have disabilities to get together and share their experiences.</p> <ul style="list-style-type: none"> To be shared with managers and staff more widely. 	Tapestry/BSO Equality Unit
6	Hold at least one meeting in a location other than Belfast	Tapestry/BSO Equality Unit
7	<p>Focus on hidden disabilities</p> <ul style="list-style-type: none"> Staff article on the issue of face masks to raise awareness of the fact that people with certain hidden disabilities may be exempt 	Tapestry/BSO Equality Unit

Theme Three: HSC as an employer of choice

	Action	Owner/ Update
8	Short survey distributed to the tapestry mailing list on feedback and suggestions for the network	Tapestry/BSO Equality Unit
9	Identify and highlight a minimum of two more role models / staff experiences in regional HSC organisations relating to	Tapestry/BSO Equality Unit

	disability, to be published on the Tapestry website	
10	Promotion of Mental Health First Aid team for staff within the regional orgs.	Tapestry with help from BSO HR/Equality Unit