

**2019 -20 Action Plan**

**Theme One: Promoting the Staff Network**

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|  | **Action**  | **Owner / Update** |
| 1 | Promote Tapestry through a range of activities:* Coffee mornings
* Representation at staff health fairs
* Information stands
* Attend senior team meetings
* Remind staff of Chief Executive Statement with quarterly send outs and publish on tapestry website.
 | Tapestry/BSO Equality Unit  |
| 2 | Tapestry website * 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
 | Tapestry/BSO Equality Unit |
| 3 | Draft 2x newsletter articles * 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**

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|  | **Action**  | **Owner/ update** |
| 4 | Arrange and host one lunch and learn session* Request Disability Champions to support attendance
* Placement Scheme – experience of placement managers, participants and an employment support officers on the scheme
 | Tapestry/BSO Equality Unit |
| 5 | Focus group for people within our organisations who have disabilities to get together and share their experiences. * 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 | Focus on hidden disabilities * Staff article
 | Tapestry/BSO Equality Unit |

**Theme Three: HSC as an employer of choice**

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|  | **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 disability, to be published on the Tapestry website | Tapestry/BSO Equality Unit |
| 10 | Create an Easy read version of the BSO complaints process | Tapestry/BSO Equality Unit |
| 11 | Establishment of a Mental Health First Aid team for staff within the regional orgs.  | Tapestry with help from BSO HR/Equality Unit  |