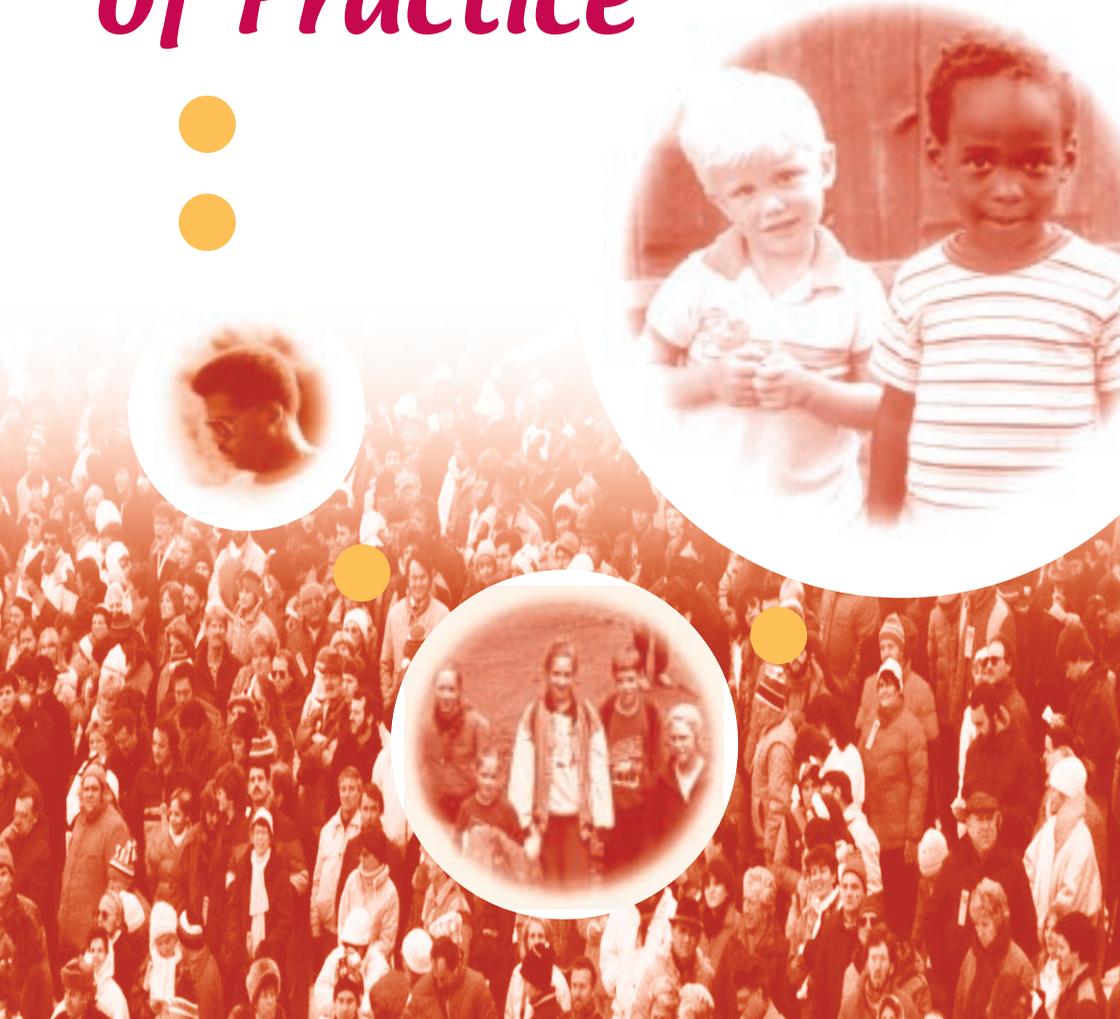
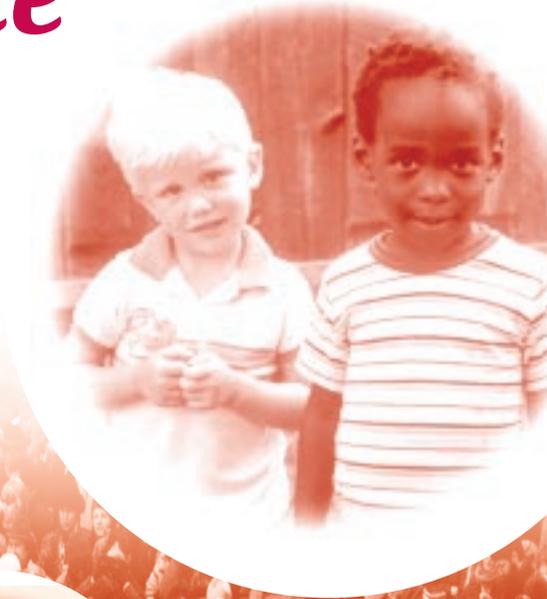


North Western Health Board Anti-Racist Code of Practice



INTRODUCTION



1.1) Introduction:

This Anti-Racist Code of Practice was developed in partnership with staff and members of the Traveller Health Unit (T.H.U.) of the North Western Health Board. It explicitly acknowledges that racism exists as a serious issue in Irish society for Black people, people of colour and other recognized minority ethnic groups such as Travellers, as a result of their skin colour, nationality, ethnic or cultural background. It also acknowledges that racism presents a particular challenge for the N.W.H.B. as a service provider and as an employer.

This Code of Practice clearly outlines our policy regarding anti-racism and identifies a range of actions to be undertaken by the N.W.H.B. to address racism within the health services in the North West.

The Code of Practice comprises of three sections- the first section details our anti-racism policy and outlines our commitment to anti-racism. The second section details the legislative framework regarding challenging discriminatory practices. The third section outlines the range of actions that will be undertaken by the NWHB to address racism and to promote anti-racist practices.



1.2) Anti-Discrimination Statement



This Anti Racist Code of Practice is part of the North Western Health Board's overall commitment towards managing diversity in the health services.

The North Western Health Board, as the main provider of health and social services to the people of the North West Region of Ireland and the biggest employer in the region, and in accordance with The Employment Equality Act, 1998 and The Equal Status Act 2000, will not discriminate against any individual or group on the grounds of:

- Gender
- Marital status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Membership of the Traveller Community

This commitment to anti-racism is in tandem with the values that guide the Board's work which are:

- Self reliance
- Holism



- Equity
- Accountability
- Continuous evaluation
- Confidentiality
- Respect

Our goal is to ensure equality of access, participation and outcome for all who avail of our services, participate in our programmes and / or work with us as employees. In view of this the NWHB will not accept or tolerate racist behaviour on the part of our own employees or on the part of contractors/ suppliers to the NWHB.

1.3) Racism

The North Western Health Board acknowledges that racism is a specific form of discrimination and exclusion experienced by Black people, people of colour and other recognized minority ethnic groups such as Travellers, as a result of their skin colour, nationality, ethnic or cultural background.

We recognize that racism is an issue at all levels of Irish society; national, regional, local and community and that individuals and institutions can greatly contribute to racism.

The North Western Health Board understands that racism deprives people of their basic human rights, dignity and respect. We acknowledge that this deprivation often results in cumulative disadvantage which may include:



- Inadequate or inappropriate accommodation,
- Poor physical or psychological health
- Literacy difficulties
- Low income
- Poor access to employment and education
- Limited life choices.

Racism involves individual actions and institutional practices that discriminate against these groups. This discrimination can be intentional and without intent. At times, it is only visible in the unfair outcomes for these groups relative to outcomes for the majority population.

1.4) Commitment to Anti-Racism:

The North Western Health Board is committed to this code of practice because:

- ✓ Racism is a growing problem in Irish society and we are challenged to demonstrate an intolerance of the practice of racism.
- ✓ As in wider society, there is the potential for racism within our organisation and we seek to prevent this potential being realized and from finding fertile ground.
- ✓ The community we serve and employ is multi-cultural and cultural difference challenges us to do things differently if we are to create equal outcomes for all in the community.
- ✓ We are committed to adhering to both the spirit and the letter of the Employment Equality Act 1998 and the Equal Status Act 2000.



LEGISLATIVE FRAMEWORK



2.1) Employment Equality Act 1998

The Employment Equality Act, 1998 outlaws discriminatory practices in relation to and within employment. The legislation applies to all public sector organizations, including the North Western Health Board. The Act prohibits direct and indirect discrimination, victimisation and harassment in employment on nine distinct grounds. These grounds are :

- Gender
- Marital status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Traveller community

Under the legislation, all aspects of employment are covered:

- Equal pay
- Access to employment
- Vocational training
- Conditions of employment



- Work experience
- Promotion
- Dismissal

2.2) Equal Status Act 2000

Under the Equal Status Act it is prohibited to discriminate, on nine distinct grounds, when providing goods and services to the public (this is subject to certain exceptions). These grounds are as stated in section 2.1 above.

All Health Boards are obliged to comply with this Act.



ACTION PLAN FOR THE IMPLEMENTATION OF THE N.W.H.B.'S ANTI- RACIST CODE OF PRACTICE



The North Western Health Board is committed to advancing its anti-racist code of practice through the implementation of a five-year action plan. The measures identified in the action plan will be monitored and reviewed as appropriate.

1. Visibility – Internal

- An explicit anti-racist statement will be inserted into all internal publications such as:
 - Staff Induction Manual
 - Personnel Handbook
 - Job Descriptions
 - Service Plans
 - Personnel Newsletter.
- Anti- racist training will be provided for all staff at all levels on an on-going basis. One hundred staff members per annum will be targeted for anti-racist training. Staff will be obliged to participate in anti-racist training within 24 months of commencing employment with the N.W.H.B.
- Senior management will publicly commit to this anti-racist code of practice and will encourage staff to attend anti- racist training.
- Measures to combat racism will be included in service plans
- The ethnicity of staff will be recorded by the Human Resources



Department so as to ensure that the diverse needs of staff can be met.

2. Visibility – External

- This code of practice will be launched publicly.
- An anti-racist statement will be included in all Board publications/reports.
- As part of the Board's Anti- Racism policy the Board will develop and display an anti-racism logo for the North West Region.
- Thought will be given to developing posters that get the anti-racist message across visually in the organisation. This will be done in consultation with local ethnic minority groups.
- A short version of this policy/code of practice will be displayed in waiting rooms and other public places in the N.W.H.B.
- The Board and it's staff will annually mark International Day against Racism, 21st March.
- Anti-racist training will be included in the Life Skills Programme for Primary and Second Level Schools and other such programmes which the Board supports and/or develops.
- This Anti-Racist Code of Practice will be displayed on the N.W.H.B.'s website.

3. Health Information and Promotion:

- The experience of racism is a significant determinant of health and as such anti-racist work is by definition health promoting and will be



- supported by the board.
- Culturally appropriate health-promoting models, methods and materials will be developed and amended with ethnic groups to improve the health status of these groups.
 - Partnerships will continue to be developed between groups representing ethnic minorities and the North Western Health Board.
 - The Board believes that health is best promoted through collaborative action with other agencies through interagency working. The Board will use every opportunity, through its involvement in interagency settings, to challenge anti racist practices and to promote the development of anti-racist codes of practice in other sectors including schools, workplace and health.

4. Decision making procedures

We will ensure that our decision-making procedures are anti-racist through:

- Encouraging and supporting the participation of minority ethnic groups on our decision-making and consultative structures e.g. Care groups, Consumer Panels, Consultative committees, Traveller Health Unit.
- Providing capacity building and resources to ensure that this participation is effective;
- Providing training for everyone involved in shared decision-making;
- The minority ethnic group should be supported to choose its own representatives for such groups in consultation with the NWHB. Structures will be developed to support representatives and provide



- feed in and feedback mechanisms.
- The Board's policy can also be informed through submissions both written and verbal and other means from individuals and from User groups.
 - The Board will take into account the different languages used by minority ethnic groups by providing appropriate supports, including translators, to enable effective communication to take place. Culturally appropriate translators will be specifically appointed where appropriate.



5. Employment Policy

The Board is committed to pursuing its role as an employer in an anti-racist manner through:

- Setting up a competency framework for recruitment, training and organizational change;
- The manner in which jobs are advertised;
- The person specification prepared for jobs;
- Recruitment and interviewing practices;
- Commitment to positive action in developing employment opportunities for minority ethnic groups;
- Taking action to create the conditions for employment equality for members of these groups e.g. by developing appropriate employment supports;
- Providing opportunities for members of minority ethnic groups to participate in work experience;
- Ensuring that there is encouragement for employees from minority ethnic backgrounds to progress within the organisation by providing opportunities for continuous professional and personal development.



6. Provision of Services

The Board will pursue our goal of equality for all service users by :

- Taking positive action to enable minority Ethnic groups have equal access to our services;
- Ensuring that services are culturally appropriate through consultations with ethnic minority groups;
- Providing options/choices in a flexible manner for people from minority ethnic backgrounds;
- Supporting Community groups who work with minority ethnic groups, including Travellers.
- Challenging racist incidents which occur on Health Board premises;
- Taking whatever steps are necessary to overcome barriers to communication;
- Ensuring that there are sanctions and penalties for racist behaviour.

7. Implementing this Code

Senior Management within the Board will take responsibility for ensuring that this code is implemented fully. However all employees of the North Western Health Board have a role in ensuring that the provisions for this code are adhered to. Specific responsibility falls on those in managerial and supervisory roles who will ensure that the code is fully implemented and that staff are fully informed about it.



8. Monitoring and Evaluation

- In line with the Programme for Prosperity and Fairness and recent equality legislation, the North Western Health Board will develop a system of ethnic monitoring and disaggregation of data in relation to minority ethnic groups in order to effectively plan and deliver services and monitor outcomes.
- Data will be collected to provide baseline information for the monitoring of the Code of Practice.
- Complaints from individuals and/or groups from ethnic minorities will be collated, analysed and appropriate action taken in response to the complaint.
- Consumer feedback will be sought through focus groups and random sampling.
- Anti-racist training will be designed, piloted, implemented and periodically evaluated.
- This anti-racist code of practice will be periodically reviewed and modified with regard to new national legislation, national accreditation standards, policies and strategies.
- On an annual basis this Code of Practice will be monitored and evaluated as to its effectiveness by the Equality Advisory Committee in collaboration with the Traveller Health Unit, Personnel Department, Public Health Department and Community Services.



RELEVANT CONTACTS

NWHB Consumer Services Office,
Community Services,
Ballybofey,
Co. Donegal.
074-89016

Equality Officer,
N.W.H.B.
Head Office,
Manorhamilton,
Co. Leitrim.
087-6504793

Regional Co-ordinator for Asylum Seekers and Refugees,
Community Services,
Ballybofey,
Co. Donegal.
074-89037

Sligo Traveller Women's Project,
Sligo Development Centre,
Cleaveagh Road,
Sligo.
071-41138



Diversity Sligo,
C/o Youth Information Centre,
5 A Market Sreet,
Sligo
071-44150.

Donegal Traveller's Project,
Mountain Top,
Kilmacrennan Road,
Letterkenny,
Co. Donegal.
074-29281

Leitrim Travellers Project,
County Leitrim Partnership,
Credit Union Buildings,
Mohill,
Co. Leitrim.
078-31715

National Consultative Committee on Racism and Interculturalism,
26 Harcourt Street,
Dublin 2.
01-4785777



Equality Authority,
Clonmel Street,
Dublin 2.
01-4173333

National Anti-Racism Awareness Programme,
Department of Justice, Equality and Law Reform,
43-49 Mespil Road,
Dublin 2.
01-6670344

Galway One World Centre,
Quay Street,
Galway.
091- 530590



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