

Western Equality and Human Rights Forum

Terms of Reference

Section 1

1.1 Constitution and Membership

From a Western Health and Social Care Trust (WHSCT) perspective it is essential that the Western Equality and Human Rights Forum (WEHRF) continues to have representation from all Service Directorates. They should be represented by an Assistant Director (AD), with a nominated Deputy in the event of the AD not being able to attend the meeting. This will facilitate the mainstreaming of this corporate responsibility.

Membership should also include representation from:

- Health Improvement, Equality and Involvement Department;
- Communications Department.

In addition to the core members, the Head of Equality & Involvement will attend Forum meetings and will fully contribute to the business. Secretariat for the Forum will be supported by the Equality & Involvement Team.

The Forum will meet 3 times per year, chaired by the Director of Performance and Service Improvement of the WHSCT. A quorum shall be at least 50% of the members of the Forum.

A formal agenda will be agreed in advance of the meetings and notes of meetings will be recorded and made available to member organisations. Collaborative decision-making will underpin the work of the Forum.

The membership of the Forum will be as outlined below:- ***Agreed at last WEHRF meeting Membership to be listed by Post Title only***

Name	Designation
Maeve Brown	Service Manager, General & Specialist Medicine (Acute)
Ursula Doherty	Senior Human Resources Manager (Management Development)
Elizabeth England	Assistant Director of Nursing, SWAH/OHPCC (Acute)
Amanda Ross	Business Manager, Women and Children's Services
Sean Moynihan	Business Manager (AMHD)
Teresa Molloy	Director of Performance and Service Improvement (Chair)
Seamus Ward	Head of Health Improvement

Paul Nicholl	NIPSA Branch 734, Trade Union Side Representative
Maura O'Neill	Assistant Director, Performance and Service Improvement
TBC	Communications Department

1.2 Role and Responsibilities of Forum Members

The key responsibilities of Forum members are:

- To attend meetings and fully contribute to the WEHRF.
- To provide leadership and direction re Equality and Human Rights within their Directorate/Departments. It is expected that they will raise the awareness of their colleagues that it is everybody's responsibility to ensure compliance, good practice and ongoing progress in this area.
- To effectively support the Equality & Involvement Team to mainstream Equality and Human Rights throughout the WHSCT.

Section 2 Terms of Reference

The Forum has been established to ensure that the Western Health and Social Care Trust fully complies with its legal duties and obligations under Section 75 of the Northern Ireland Act 1998, the Human Rights Act 1998, the Race Relations Act 1997 and Section 49a of Disability Discrimination Act 1995.

The Forum will establish subgroups and/or working groups as appropriate.

Specifically the Forum will:

- Provide leadership and direction across the WHSCT in the interpretation, implementation, monitoring, evaluation and review of the requirements of the above equality and human rights legislation.
- Oversee and monitor progress on the Regional Equality Action Plan Actions 2018 – 2023 which Health and Social Care organisations will take forward collaboratively, and the WHSCT Equality Action Plan and Disability Action Plan Local Actions 2018 – 2023 within the WHSCT (through the Trust Disability Steering Group).
- Review any new legislation and regional strategies in the area of equality and human rights and make recommendations for action within the WHSCT.

- Monitor compliance and progress in the Western Health and Social Care Trust in implementing all duties and obligations under Section 75 (NI Act 1998).
- Review the WHSCT Equality Screening Report quarterly and monitor the uptake of Equality Screening Training.

Section 3 Review

The constitution, membership and terms of reference of the Western Equality and Human Rights Forum will be kept under review. A formal review will take place on an annual basis.

Updated April 2018
Review Date: April 2019

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