

Equality Commission NI support for ICTU and Employers

presenter:

Una Wilson, Equality Commission for Northern Ireland

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How the Equality Commission for NI supports employers and works in partnership with ICTU

- Employer advice line
- Review policies
- Develop Guide in partnership with ICTU on menopause
- Provide free online training for trade unions and employers
- Mental Health Charter

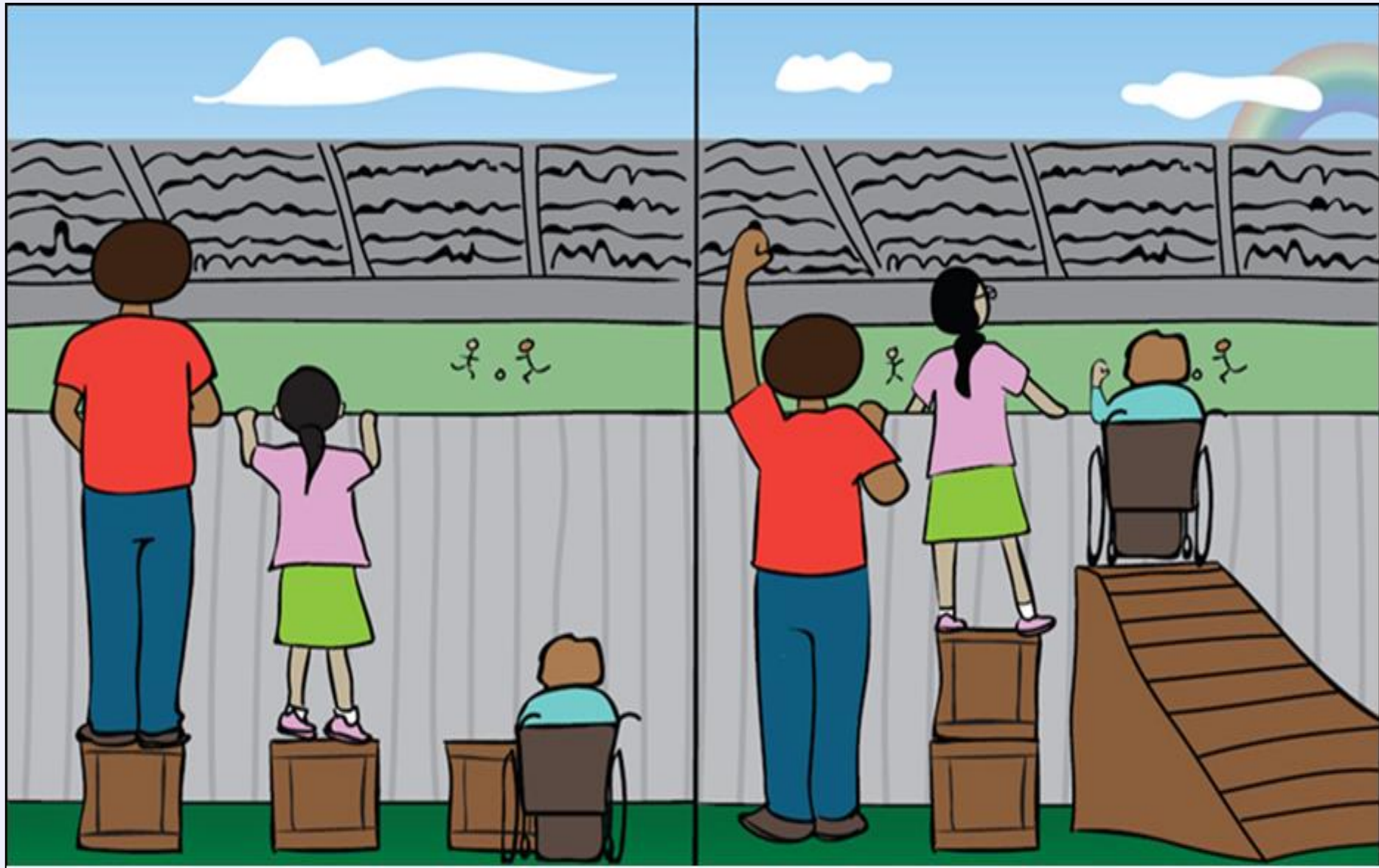


www.equalityni.org

www.lra.org.uk

www.ictuni.org

Duty to Make Reasonable Adjustments



Ask the right question

Question: Could **P** do this job?



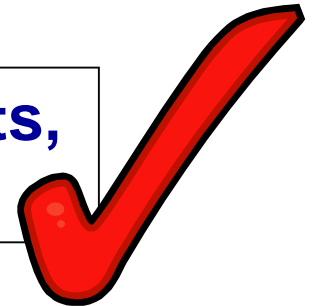
Question: If I make reasonable adjustments, could **P** do this job?



Question: Can **P** return to work?



Question: If I make reasonable adjustments, can **P** return to work?



Mental Health Charter

Equality Commission

FOR NORTHERN IRELAND



Mental Health Charter

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We recognise that many people experience mental ill health during their lives and that, with the right help at the right time, they can recover.

We believe that everyone in the workplace has a responsibility to create an environment that promotes wellbeing and to look after their mental health.

We positively engage in agreeing reasonable adjustments with our applicants, employees and service users. As an employer and service provider, we will work to create a workplace culture that promotes equality of opportunity and respect for those with mental ill health and provide a positive service to people with mental ill health.

We note that those with mental ill health suffer particular disadvantages in the workplace and in accessing goods and services. Therefore this Charter focuses on the area of mental ill health. However, we recognise that many of the Charter commitments relate equally to those with other disabilities including physical, sensory, learning and hidden disabilities.

Charter Commitments

- 1** To create an open and inclusive workplace culture which displays respect for those with mental ill health
- 2** To promote equality of opportunity and challenge discrimination in the workplace
- 3** To promote equality of opportunity in recruitment and selection for those with mental ill health
- 4** To identify and provide sources of information and support regarding mental ill health
- 5** To adopt Every Customer Counts recommendations - working towards taking positive steps to make services accessible to people with mental ill health