



Northern Ireland  
Blood Transfusion Service

## Public Authority Statutory Equality, Good Relations and Disability Duties - Annual Progress Report 2022-23

### Contact:

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<ul style="list-style-type: none"><li>Section 49A of the Disability Discrimination Act 1995 and Disability Action Plan</li></ul>	As above <input checked="" type="checkbox"/>

Documents published relating to our Equality Scheme can be found at: [Equality and Disability – Northern Ireland Blood Transfusion Service \(hscni.net\)](https://www.hscni.net/equality-and-disability)

### (ECNI Q28):

The report on our most recent Five Year Review of Equality Scheme can be found at: [Equality and Disability – Northern Ireland Blood Transfusion Service \(hscni.net\)](https://www.hscni.net/equality-and-disability)

Our Equality Scheme is due to be reviewed again by 31<sup>st</sup> March 2026.

**Signature: 10<sup>th</sup> August 2023**

**This report has been prepared adapting a template circulated by the Equality Commission. It presents our progress in fulfilling our statutory equality and disability duties. This report reflects progress made between April 2022 and March 2023**

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**Please note:**

**(ECNI Q8,9) We are currently consulting on our new Equality and Disability Action Plans 2023-2028.**

## Chapter 1 Summary Quantitative Report

(ECNI Q15,16,19)

### Screening, EQIAs and Consultation

1. Number of policies screened (as recorded in screening reports). (see also Chapter 6)	Screened in 0	Screened out with mitigation 1	Screened out without mitigation 0	No concerns were raised by consultees on screening published in 2022-23
2. Number of policies subjected to Equality Impact Assessment.	0			
3. Indicate the stage of progress of each EQIA.	N/A			

4. Number of policy consultations conducted	0
5. Number of policy consultations conducted with screening presented. (See also Chapter 2, Table 2)	0

**(ECNI Q24)**  
**Training**

6. Staff training undertaken during 2022-23. (See also Chapter 2, Q6)

<b>Course</b>	<b>No of Staff Trained</b>	<b>No of Board Members Trained</b>
Equality Screening Training	1	0
Equality Impact Assessment Training	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

eLearning: Making a Difference-

Part 1 – All Staff	178
Part 2 – Line Managers	18

**(ECNI Q27)**  
**Complaints**

7. Number of complaints in relation to the Equality Scheme received during 2022-23

0

Please provide detail of any complaints:

N/A

**(ECNI Q7)**  
**Equality Action Plan (see also Chapter 3)**

8. Within the 2022-23 reporting period, please indicate the number of:

Actions completed:  Actions ongoing:  Actions to commence:

**(ECNI Part B Q1)**  
**Disability Action Plan (see also Chapter 3)**

9. Within the 2022-23 reporting period, please indicate the number of:

Actions completed:  Actions ongoing:  Actions to commence:

## Chapter 2 Section 75 Progress Report

### (ECNI Q1,2,3,3a,3b,23)

1. In 2022-23, please provide **examples** of key policy/service delivery developments made by the public authority in this reporting period to better promote equality of opportunity and good relations; and the outcomes and improvements achieved. Please relate these to the implementation of your statutory equality and good relations duties and Equality Scheme where appropriate.

Table 1 below outlines progress to better promote equality of opportunity and good relations<sup>1</sup>.

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<sup>1</sup>This includes as a result of

- screening / Equality Impact Assessments (EQIAs)
- monitoring
- staff training
- engagement and consultation
- improvements in access to information and services
- implementation of Equality and Disability Action Plans.

In most cases, it is not possible to ascribe developments and changes to one single factor. New initiatives, such as the Gender Identity Employment Policy, for instance are not necessarily an outcome of screenings or Equality and Disability Action Plan implementation.

As mainstreaming progresses and the promotion of equality becomes part of the organisational culture and way of working, the more difficult it becomes to ascribe activities and outcomes to the application of a specific element of Equality Scheme implementation.

**Table 1:**

	<b>Outline new developments or changes in policies or practices and the difference they have made for specific equality groupings.</b>
Persons of different religious belief	An analysis of our Donor Sessions indicates that currently NIBTS is using 83 venues. 40 of the venues being with no perceived religious affiliation, 27 perceived to have a Protestant affiliation and 16 perceived as having a Catholic affiliation. Looked at another way it might conclude that there are 40+27 venues at which Protestants should feel at ease and 40+16 at which Catholics should feel at ease to donate blood.
Persons of different political opinion	There have been no new developments or changes in policies or practices.
Persons of different racial groups	Introduced universal anti-Hepatitis B core (HBc) donor screening on 30/5/2022 as per Safety of Blood, Tissues and Organs (SaBTO) recommendation. This new test helps reduce the risk of transmission of the Hepatitis B virus (HBV) from donated blood. Donors deferred disproportionately affect people born in Hepatitis B virus (HBV) endemic areas. An Equality Screening has been completed for this.
Persons of different age	There have been no new developments or changes in policies or practices.
Persons with different marital status	There have been no new developments or changes in policies or practices.

Persons of different sexual orientation	There have been no new developments or changes in policies or practices.
Persons of different genders and gender identities	There have been no new developments or changes in policies or practices.
Persons with and without a disability	<p>On our behalf, the BSO Equality Unit met with a group of members of our disability staff network as part of the preparations for the consultation on our new Equality and Disability Action Plans. The discussion focused on how we can make our consultation as accessible and inclusive as possible. We then followed their advice and produced the consultation document adhering to a set of accessible formatting standards and in a number of alternative formats up front and we made sure that our most senior managers in the organisation were aware of the consultation beforehand.</p> <p>Further work on promoting equality for people with a disability in the workplace is reported on in detail in Chapter 3 (the Equality and Disability Action Plan – Progress Report 2022-23).</p>
Persons with and without dependants	There have been no new developments or changes in policies or practices.

Where changes resulted from screenings, these will be listed in Chapter 5, the mitigation report.

**(ECNI Q4,5,6)**

2. During the 2022-23 reporting period

(a) were the Section 75 statutory duties integrated within...?

	Yes/No	Details
Job descriptions	Yes	For all new posts, the Job Description now includes the following: “Assist the organisation in fulfilling its statutory duties under Section 75 of the Northern Ireland Act 1998 to promote equality of opportunity and good relations and under the Disability Discrimination (Northern Ireland) Order 2006. Staff are also required to support the organisation in complying with its obligations under Human Rights Legislation.”
Performance objectives for staff	Yes	Equality is a core dimension of the staff review process.

(b) were objectives and targets relating to Section 75 integrated into...?

	Yes/No	Details
Corporate/strategic plans	Yes	The organisations obligations in respect of Section 75 were appropriately referenced within the organisation’s corporate plan and business plan.
Annual business plans	Yes	

**(ECNI Q11,12,17)**

3. Please provide any details and examples of good practice in consultation during the 2022-23 reporting period, on matters relevant (e.g. the development of a policy that has been screened in) to the need to promote equality of opportunity and/or the desirability of promoting good relations:

**Table 2**

<p><b>Policy publicly consulted on</b></p>	<p><b>What equality document did you issue alongside the policy consultation document?</b></p>	<p><b>Which Section 75 groups did you consult with?</b></p>	<p><b>What consultation methods did you use?</b></p> <p><b>AND</b></p> <p><b>Which of these drew the greatest number of responses from consultees?</b></p>	<p><b>Do you have any comments on your experience of this consultation?</b></p>
<p>N/A</p>	<p><input type="checkbox"/> Screening template</p> <p><input type="checkbox"/> EQIA report</p> <p><input type="checkbox"/> none</p>			

**(ECNI Q21, 26)**

4. In analysing monitoring information gathered, was any action taken to change/review any policies?

No

Please provide any details and examples:

**Table 3**

<b>Service or Policy</b>	<b>What equality monitoring information did you collect and analyse?</b>	<b>What action did you take as a result of this analysis?</b>  <b>AND</b>  <b>Did you make any changes to the service or policy as a result?</b>	<b>What difference did this make for Section 75 groups?</b>
N/A			

**(ECNI Q22)**

5. Please provide any details or examples of where the monitoring of policies, during the 2022-23 reporting period, has shown changes to differential/adverse impacts previously assessed:

**Table 4**

<b>Policy previously screened or EQIAed</b>	<b>Did you gather and analyse any equality monitoring information during 2022-23?</b>  <b>(Please tick)</b>	<b>What were the adverse impacts at the point of screening or EQIA?</b>	<b>What changes to these occurred in 2022-23, as indicated by the equality monitoring data you gathered?</b>
N/A	<input type="checkbox"/> Yes  <input type="checkbox"/> No		

## (ECNI Q25)

6. Please provide any examples of relevant training shown to have worked well, in that participants have achieved the necessary skills and knowledge to achieve the stated objectives:

The organisation avails of the joint Section 75 training programme that is coordinated and delivered by the BSO Equality Unit for staff across all 11 partner organisations. The following statistics thus relate to the evaluations undertaken by all participants for the training:

### Screening Training Evaluations

The figures in bold below represent the percentage of participants who selected 'Very Well' or 'Well'. Participants were asked: "Overall how well do you think the course met its aims":

- To develop an understanding of the statutory requirements for screening: **94%**
- To develop an understanding of the benefits of screening: **95%**
- To develop an understanding of the screening process: **90%**
- To develop skills in practically carrying out screening: **85%**

## (ECNI Q29)

7. Are there areas of the Equality Scheme arrangements (screening/consultation/training) your organisation anticipates will be focused upon in the next reporting period? (please provide details)

During 2023-24 we will focus on:

- Consulting on new Equality and Disability Action Plans, jointly with our partner organisations, and considering what changes we need to make to our draft Plans as a result.
- Ensuring all relevant staff Band 5 and above in our organisation complete Equality Screening Training.
- Implementation of our Equality Scheme commitments in respect of screening of policies.

## **Appendix – Further Explanatory Notes**

### **1 Consultation and Engagement**

#### **(ECNI Q10)**

##### **targeting –**

We did not undertake any public consultations or pre-consultation exercises during the year.

#### **(ECNI Q13)**

##### **awareness raising for consultees on Equality Scheme commitments –**

During the year, in our quarterly screening reports we raised awareness as to our commitments relating to equality screenings and their publication.

#### **(ECNI Q14)**

**consultation list** – During the year, we reviewed our consultation list every quarter.

### **2 Audit of Information Systems**

#### **(ECNI Q20)**

We completed an audit of information systems at an early stage of our Equality Scheme implementation, in line with our Scheme commitments.



Northern Ireland  
Blood Transfusion Service

## **Equality and Disability Action Plans 2018-2023**

### **What we did between 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023**

If you need this document in another format please get in touch with us. Our contact details are at the back of this document. Our Equality and Disability Action Plan 2018-23 (updated in August 2022) can be found on our website at: [Equality and Disability – Northern Ireland Blood Transfusion Service \(hscni.net\)](https://www.hscni.net/equality-and-disability)

## **Equality Action Plan 2022-23: What we will do to promote equality and good relations**

**Action 1:** Human Resources with support from BSO Equality Unit (by end of March 2023)

**What we will do:** Identify and pilot training available from organisations in the gender identity sector and put arrangements in place to access such training for teams where a member of staff comes forward to disclose that they identify as transgender or non-binary.

**What we are trying to achieve:** Staff who identify as transgender and non-binary feel more supported in the workplace.

**Performance Indicator and Target:** Arrangements are in place. Feedback from staff who have drawn support through the policy indicates a positive experience.

### **What we did over the last year:**

During the year, BSO commissioned The Rainbow Project to deliver training on Gender Identity Awareness to a team for whom this specific training need was identified. The training was well received by the team, with members reporting they found it really useful. This positive feedback means that The Rainbow Project's details can be held as a provider of Gender Identity Awareness Training, to ensure timely access to training when the need arises in future.

We completed this action.

**Action 2:** Human Resources with support from BSO Equality Unit (by end of March 2023)

**What we will do:** 'Making a Difference' e-learning: Add module to suite of mandatory training for all staff. Deliver on training targets.

**What we are trying to achieve:** Increased staff awareness of equality and human rights.

**Performance Indicator and Target:** Making a Difference e-learning included in mandatory training for staff  
40% of staff have completed the e-learning module.

**What we did over the last year:**

To date, 174 BTS staff have completed Making a Difference eLearning, which is 87% of all our staff.

We completed this action.

**Action 3:** NIBTS Medical Team (by end of March 2023)

**What we will do:** Develop a Gender Identity Policy in relation to Donors

- Scope best practice in other Blood Transfusion Services
- Engage with gender identity groups and individuals
- Develop, screen and consult on policy.

**What we are trying to achieve:** Needs and dignity of donors who identify as transgender, non-binary and intersex are better met.

**Performance Indicator and Target:** Policy in place providing clear advice and support for Donors and Staff  
Feedback from donors indicates their needs and dignity have been better met.

**What we did over the last year:**

We were not able to progress this action during 2022/23 due to staff absences within an already small medical team over the last few years. During a focus group in 2022/23 it was agreed for this action to be included within the next five-year Equality & Disability action plan, in order to be able to meaningfully complete it within the early stages of the action plan. This action is part of the Equality & Disability Action Plan public consultation during April – July 2023.

We did not complete this action in 2022-23.

**Action 4:** Donor Services (by end of March 2023)

**What we will do:** Undertake a strategic review and equality screening of access to blood donor services including:

- Explore how engagement, of donors with disabilities, at PPI events can be improved

- Review donor complaints and suggestions to identify any which focus on the need to improve accessibility for people with disabilities
- Review the donation process, documentation and procedures to ensure that the needs of donors with disabilities has been considered. Including those with sight/hearing loss and those with a learning disability. Identify any areas for improvement
- Review the donation process, documentation and procedures to ensure that the needs of donors whose first language is not English have been considered. Identify any areas for improvement
- Review how we assess donor venues. Ensure the needs of people with disabilities have been considered.

**What we are trying to achieve:** Access to the blood donation services is streamlined and more accessible to a diverse donor pool.

**Performance Indicator and Target:** Information on accessibility and suitability of blood donation for all donors to be sought via donor satisfaction surveys. To include questions specifically related to access for those with a disability or whose first language is not English.

**What we did over the last year:**

After careful analysis of the magnitude of this action and following a focus group exercises it was agreed to amend the scope of this action and include it within the next five-year Equality & Disability action plan. With new ownership and timeline for this action a meaningful and tangible review of the service will be undertaken. This action is part of the Equality & Disability Action Plan public consultation during April – July 2023.

We did not complete this action in 2022-23.

**Action 5: Medical Team with input from Donor Services (by end of March 2023)**

**What we will do:** As part of a general review of NIBTS blood collection programme, undertake a pilot of the use of interpreters for blood donors whose first language is not English.

**What we are trying to achieve:** Donors whose first language is not English are facilitated to donate blood, thereby increasing the pool of donors.

**Performance Indicator and Target:** Numbers of donors whose first language is not English has increased.

**What we did over the last year:**

We were not able to progress this action further during 2022/23 due to staff absences within an already small medical team over the last few years. During a focus group in 2022/23 it was agreed for this action to be included within the next five-year Equality & Disability action plan, in order to be able to meaningfully progress

appropriate stages. This action is part of the Equality & Disability Action Plan public consultation during April – July 2023.

We did not complete this work in 2022-23.

### **Equality Action Plan - Conclusions**

- We completed 2 actions (1 & 2).
- We did some work on but didn't complete 0 actions.
- We didn't do any work on 3 actions (3, 4 & 5).
- All of the actions in our action plan are at regional and at local level.
- Our action plan is a live document. If we make any big changes to our plan we will involve people in the Section 75 categories. We will tell the Equality Commission about any changes.

## **Disability Action Plan 2018-2023: What we will do to promote positive attitudes towards disabled people and encourage the participation of disabled people in public life**

**Action 1** Human Resources and BSO Equality Unit - by end of March 2023

**What we will do: Awareness Days - Raise awareness of specific barriers faced by people with disabilities.**

**What we are trying to achieve:** Increased staff awareness of the range of disabilities and needs.

**Performance Indicator and Target:** Two annual Awareness Days profiled. >50% of staff participating in the evaluation indicate that they know more about people living with disabilities as a result of the awareness days.

**What we did over the last year:**

We ran a survey in which we asked staff which conditions we should feature. Based on its outcome, we held two days during the year, one on Autism (in February 2023) and one on Bowel Conditions (in March 2023). On both days we organised a live session with an expert in the field (from Autism NI for the first Awareness Day and a dietitian from the South Eastern Health and Social Care Trust for the second one). Following their presentation, staff had the opportunity to ask them questions during a Question and Answer session. The presentations were uploaded to the website of Tapestry (our disability staff network) for the benefit of staff and board members who were unable to attend on the day.

As a result, 38% of staff who attended a session on the day or accessed any of the materials felt they knew more about Autism. 42% thought they knew more about 42% Bowel Conditions. It is unclear why the other

survey participants did not record an increase in knowledge. This could be either a reflection on the session or because they already had substantive specialist knowledge beforehand. One comment suggested that the focus of the session on Bowel Conditions (on Inflammatory Bowel Disease to the exclusion of Irritable Bowel Syndrome) may have played a role. In other words, the title of the Day may have been too broad and created expectations that then remained unmet.

We completed this action.

**Action 2** Human Resources and BSO Equality Unit - by end of March 2023

**What we will do: Tapestry - Promote and encourage staff to participate in the disability staff network and support the network in the delivery of its agreed priorities.**

**What we are trying to achieve:** Staff with a disability feel more confident that their voice is heard in decision-making. Staff with a disability feel better supported.

**Performance Indicator and Target:** Increases in Tapestry membership or in participation at meeting.

**What we did over the last year:**

Tapestry is supported by the BSO Equality Unit on behalf of BTS and our partners. For each Tapestry meeting, the Unit issued advance notices to all staff and reiterated the commitment by Chief Executives of the participating organisations that staff can attend in their worktime. On key issues the Unit also encouraged those

members who were unable or not interested in attending the meetings to share their views and experiences by emailing them to a dedicated Tapestry email address.

There are currently 50 members on the mailing list for the Network. In comparison to the previous year, the number has remained the same. Over the year, a few members left the HSC and were removed from the list, however there have likewise been new members who joined.

During the year, the network elected Karen Hunter, BSO Director of Strategic Planning and Customer Engagement, as its new Chairperson. Four Tapestry members provided an input at one of the senior HSC Leadership Programmes during the year. They felt that their presentation was a great success and presenters received very positive feedback. Presentations included comments on recruitment and selection processes as well as a discussion on reasonable adjustments. Throughout the year, Tapestry members identified key issues and barriers for people with a disability and carers in relation to recruitment, employment, and training. These include a lack of accessibility of recruitment processes, training, and IT systems as well as particular aspects of Hybrid Working. They likewise reported barriers for career progression of staff with a disability and those who are carers.

We completed this action.

**Action 3** Human Resources with support from Equality Unit - by end of March 2023

**What we will do: Encourage staff to declare that they have a disability or care for a person with a disability through awareness raising and providing guidance to staff on the importance of monitoring.**

**Prompt staff to keep up to date their personal equality monitoring records (via self-service on new Human Resources IT system).**

**What we are trying to achieve:** More accurate data in place. Greater number of staff feel comfortable declaring they have a disability.

**Performance Indicator and Target:** Increase in completion of disability monitoring information by staff to 90%. Prompt issued to staff on a regular basis.

**What we did over the last year:**

A reminder email was sent out to all NIBTS staff to update their equality information on the Human Resources IT system, with instructions telling them how to do this.

The most recent staff monitoring data this year shows the numbers of staff who told us whether they had a disability or not has slightly increased from 56% in March 2022 to 59% in March 2023. In total, 4% of staff had declared that they have a disability.

While we were not able to meet the 90% target the work that we have done has help raise awareness and has encourage a larger percentage of staff to declare their disability status.

We completed this action.

**Action 4** Human Resources with support by Equality Unit - by end of March 2023

**What we will do: Sign up to Mental Health Charter.**

**What we are trying to achieve:** Staff with mental health conditions feel better supported in the workplace.

**Performance Indicator and Target:** The organisation has signed up and communication has been issued to all staff.

**What we did over the last year:**

While the HSC regional organisations were not able to sign up to the Mental Health Charter, NIBTS were able to successfully train Mental Health First Aiders and Health and Wellbeing Champions to support staff during 2022-2023.

We did not complete this work in 2022-23.

**Action 5 Donor Services - by end of March 2023**

**What we will do: Personal & Public Involvement (PPI) Project - Encourage people with disabilities to attend NIBTS Personal and Public involvement (PPI) events and get involved in donor focus groups:**

- **Develop promotional material in accessible formats**
- **Distribute through disability organisations and on the NIBTS website.**

**What we are trying to achieve:** Better engagement of people with a disability in shaping our service. Improved accessibility and increased blood donations from people with a disability.

**Performance Indicator and Target:** Increased participation of people with a disability in PPI events and donor focus groups.

**What we did over the last year:**

After careful analysis of this action and following a focus group exercises it was agreed to amend the scope of this action and include it within the next five-year Equality & Disability action plan. The action was streamlined to reflect focus on participation of people with a disability in PPI events and donor focus groups. This action is part of the Equality & Disability Action Plan public consultation during April – July 2023.

We did not complete this work in 2022-23.

**(5) Additional Measures**

- We always include Disability on our list of things to talk about at our quarterly Equality Forum with our partner organisations.
- We report on progress against our Disability Action Plan to our Board and Senior Management Team (the people at the top of our organisation) every year.

**(6) Encourage Others**

- We include questions relating to the two duties in our equality and human rights screening form. The screening form is completed for all policies and decisions. This includes work that other organisations will

do for us, for example, contracts that we have with voluntary sector organisations for health and wellbeing promotion work.

#### (7) Monitoring

- During 2022-23 we met to discuss the progress of the plans and to jointly work on the most appropriate way forward on outstanding actions, we held a dedicated focus group to help with this. Every year we also write up what we have done and also explain when we haven't done something.

#### (8) Revisions

- During the year we reviewed our Equality and Disability Action Plans 2018-23. We are currently consulting on our new Equality and Disability Action Plans 2023-28.

#### **Disability Action Plan - Conclusions**

- We completed 3 actions (1, 2 & 3).
- We did some work on but didn't complete 0 actions.
- We didn't do any work on 2 actions (4 &5).
- All of the actions in our action plan are at regional and at local level.
- Our action plan is a live document. If we make any big changes to our plan we will involve people with a disability. We will tell the Equality Commission about any changes.



**Northern Ireland  
Blood Transfusion Service**

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**August 2023**

## **Chapter 4: Equality and Human Rights Screening Report**



Northern Ireland  
Blood Transfusion Service

# **Equality and Human Rights Screening Report**

**April 2022 – March 2023**

These screenings can be viewed on the BSO website under:  
<http://www.hscbusiness.hscni.net/services/3086.htm>

Policy / Procedure	Policy Aims	Date	Screening Decision
Northern Ireland Blood Transfusion Service (NIBTS) implementation of anti-hepatitis B core (anti-HBc) testing	Following the report of two probable transfusion transmitted cases of Hepatitis B virus (HBV) from donors who had not been identified by routine screening, later identified as having Occult Hepatitis B infection (OBI), the Advisory Committee on Safety of Blood, Tissues and Organs (SaBTO) established a working group in September 2019 to investigate the risk from OBI donors to the blood supply in the UK and what changes could be made to screening strategies to reduce this risk.	Feb-23	Screened out with mitigation

No concerns were raised by consultees on screening published in 2022-23

## **Chapter 6: Mitigation Report**



Northern Ireland  
Blood Transfusion Service

# **Equality and Human Rights Mitigation Report**

**April 2022 – March 2023**

**Northern Ireland Blood Transfusion Service (NIBTS)  
implementation of anti-hepatitis B core (anti-HBc) testing**

<p><i><b>In developing the policy or decision what did you do or change to address the equality issues you identified?</b></i></p>	<p><i><b>What do you intend to do in future to address the equality issues you identified?</b></i></p>
<p>NIBTS proactively communicated with donors (mainly on NIBTS website) to make them aware of changes in testing and support them to understand any potential impacts to them.</p> <p>Information to donors (all, and also specifically to donors testing positive for anti-HBc) highlighting that hepatitis B can be transmitted through contact with blood or other body fluids during sex with an infected partner raising awareness of risk factors and providing context for donors.</p> <p>Communications highlighted other donor risk factors including originally from high-risk countries, people who inject drugs, and people who have unprotected sex with multiple sexual partners.</p> <p><b>Ethnicity</b></p> <p>The NIBTS Medical team will contact individuals from different ethnicities who are diagnosed with positive HBsAg and Hepatitis B DNA results will be contacted individually, and referred to appropriate follow-up</p>	<p>Continue to provide the information to donors (&amp; staff managing donors) on the donor risk factors for hepatitis B. Counsel positive donors and use interpreters if required.</p> <p>Engage with the other UK transfusion services and keep up to date on the epidemiology data for positive anti-HBc donors. Implement any changes proposed following future reviews.</p>

services. The team will also give individuals information which help to explain their test results and diagnosis. Issues relating to accessible information for people whose first language is not English are considered in our Accessible Formats Policy.

**Sexual orientation**

If we find donors with positive HBsAg and Hepatitis B DNA results, our medical team will get in touch with the individual to inform them of their results, what they mean for you, and what needs to happen next. They will ask permission to tell the individual's GP, and to refer them to appropriate follow-up services.