

## Equality, Good Relations and Human Rights Screening Template

**\*\*\*Completed Screening Templates are public documents and will be posted on the Trust's website\*\*\***

See 'Equality, Good Relations and Human Rights Screening Guidance Notes' (on SharePoint) for further background information on the relevant legislation and for help in answering the questions on this template.

### (1) Information about the Policy/Proposal

(1.1) Name of the policy/proposal

Bolster Community - Parents Plus ADHD Programme.

(1.2) Is this a new, existing or revised policy/proposal?

New

(1.3) What is it trying to achieve (intended aims/outcomes)?

The Southern HSC Trust Children's ADHD Service are commissioning the Bolster Community to deliver on two evidence based parenting programmes in year (2025-26) for families of young people aged 6-11 years with a confirmed ADHD diagnosis. The Parents Plus ADHD Parenting Programme, is a practical, solution focused and evidence based course that builds on parents/carers strengths. It is hoped that the ADHD Programme will support parents/carers to manage challenges associated with ADHD, improve their family's well-being and strengthen their links with other parents.

The key objectives of the programme are to support parents to:

1. Understand the experiences and needs of ADHD
2. create warm, connected relationships
3. manage behavioural and emotional concerns
4. understand the role of medication and other supports
5. encourage your child's learning and education
6. help your child talk about and understand ADHD
7. reduce your own stress as parents
8. support children's friendships
9. build their children's self-esteem and confidence
10. solve problems together with their child

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal?

This is an evidence based parenting programme and has no relevance or impact (actual /potential) in terms of equality of opportunity, disability duties, good relations and human rights.

It aims to provide parents/carers with education on ADHD.

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DoH, HSCB, the Trust?

SHSCT

(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?)

None as this is an evidence-based parenting programme.

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (E.g. staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc.

SHSCT staff, Bolster Community staff and Parents/carers of service users with a diagnosis of ADHD.

(1.8) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?

National Institute for Health & Care Excellence (NICE guideline [NG87], last updated: 13 September 2019, Attention deficit hyperactivity disorder: diagnosis and management

1.1.3 - oversee the development and coordination of parent-training/education programmes.

## **(2) Available evidence**

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? *NB: Specify the details for each of the Section 75 categories for any staff affected, the Trust Workforce, any patients/clients affected and the Trust general population in the following tables **if appropriate**.*

### **2.1 Staff Affected by this Policy/Proposal**

*As the Trust is not the direct employer of Bolster staff this information is not available.*

<b>Section 75 Group</b>	<b>Make up of Staff Affected</b>	<b>Percentage</b>
<b>Gender</b>	Female Male	Unknown
<b>Religion</b>	Protestant Roman Catholic Not Known/Other	Unknown
<b>Political Opinion</b>	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	unknown
<b>Age</b>	16-24 25-34 35-44 45-54 55-64 65+	unknown
<b>Marital Status</b>	Single Married/Civil Partnership Other/Not Known	Unknown
<b>Caring Responsibility</b>	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	unknown
<b>Disability</b>	Yes No Not Known	unknown
<b>Ethnicity</b>	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	unknown
<b>Sexual Orientation towards:</b>	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	Unknown

## 2.2 Composition of Southern Trust Workforce

<b>Section 75 Group</b>	<b>Southern Trust Workforce Profile as at 1 January 2025</b>	<b>Percentage</b>
<b>Gender</b>	Female	<b>85.6%</b>
	Male	<b>14.4%</b>
<b>Religion</b>	Protestant	<b>34.1%</b>
	Roman Catholic	<b>55.9%</b>
	Neither	<b>10.0%</b>
<b>Political Opinion</b>	Broadly Unionist	<b>8.9%</b>
	Broadly Nationalist	<b>9.7%</b>
	Other	<b>7.4%</b>
	Do Not Wish To Answer/Not Known	<b>74.0%</b>
<b>Age</b>	16-24	<b>6.7%</b>
	25-34	<b>22.5%</b>
	35-44	<b>27.9%</b>
	45-54	<b>21.2%</b>
	55-64	<b>17.8%</b>
	65+	<b>3.9%</b>
<b>Marital Status</b>	Single	<b>31.7%</b>
	Married	<b>56.8%</b>
	Not Known	<b>11.5%</b>
<b>Dependent Status</b>	Caring for a Child/Children / Dependant Older Person / Person With a Disability	<b>14.7%</b>
	None	<b>31.3%</b>
	Not Known	<b>54.0%</b>
<b>Disability</b>	Yes	<b>2.6%</b>
	No	<b>73.9%</b>
	Not Known	<b>23.5%</b>
<b>Ethnicity</b>	Bangladeshi	<b>0.01%</b>
	Black African	<b>0.45%</b>
	Black Caribbean	<b>0.01%</b>
	Black Other	<b>0.03%</b>
	Chinese	<b>0.09%</b>
	Filipino	<b>0.6%</b>
	Indian	<b>1.2%</b>
	Irish Traveller	<b>0.01%</b>
	Mixed Ethnic	<b>0.2%</b>
	Pakistani	<b>0.15%</b>
	White	<b>74.2%</b>
Not Known	<b>23.0%</b>	
<b>Sexual Orientation towards:</b>	Opposite Sex	<b>57.9%</b>
	Same Sex	<b>1.03%</b>
	Same and Opposite Sex	<b>0.26%</b>
	Do Not Wish To Answer/Not Known	<b>40.81%</b>

## 2.3 Patients / Clients Affected –

Details on S75 background of service users is not known in some categories, however the service is open to parents/ carers from all S75 categories. Due to the small number of service users and to ensure confidentiality a limited breakdown is provided.

<b>Section 75 Group</b>	<b>Make up of Patients/Clients Affected</b>	<b>Percentage</b>
<b>Gender</b>	Female Male	Unknown
<b>Religion</b>	Protestant Roman Catholic Other	unknown
<b>Political Opinion</b>	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	unknown
<b>Age</b>	0-15 16-24 25-44 45-64 65-84 85+	0-15
<b>Marital Status</b>	Single Married/Civil Partnership Other/Not Known	Unknown
<b>Caring Responsibility</b>	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	Assume 100% of those participating in the parenting programme have a caring responsibility for their child/children with ADHD
<b>Disability</b>	Yes No Not Known	Yes ADHD is a recognised disability
<b>Ethnicity</b>	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	70% white 30% unknown
<b>Sexual Orientation towards:</b>	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	Unknown

## 2.4 Southern Trust's Area Population Profile – Census 2021

(NB: in some instances you may need to be more specific and use local District Council areas – please contact the Equality Unit on 028 375 64152).

<b>Section 75 Group</b>	<b>Trust's Area Population Profile (Population of 358,034)</b>	<b>Percentage</b>
<b>Gender</b>	Female	50.2
	Male	49.8
<b>Religion</b>	Protestant	35.5
	Roman Catholic	57.0
	Other	7.5
<b>Political Opinion</b>	Not collected	
<b>Age</b>	0-15	22.5
	16-24	10.2
	25-44	26.5
	45-64	25.2
	65-84	13.8
	85+	1.8
<b>Marital Status (aged 16+ years)</b>	Single	28.1
	Married/Civil Partnership	37.7
	Other	34.2
<b>Dependent Status</b>	Caring for a dependent Child/Children	25.8% care for a dependent child/children
<b>Disability</b>	Yes	21.8
	No	78.2
<b>Ethnicity</b>	Asian Other	0.4
	Bangladeshi	0
	Black African	0.4
	Black Caribbean	0
	Black Other	0.4
	Chinese	0.3
	Filipino	0.1
	Indian	0.2
	Irish Traveller	0.3
	Mixed Ethnic Group	0.8
	Arab	0.1
	Roma	0.1
	Other	0.2
	Pakistani	0.1
	White	96.5
<b>Sexual Orientation</b>	Heterosexual	69.8
	LGBTQ+	1.1
	Not Stated	29.1

**(3) Needs, experiences and priorities**

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff.  
**(NB: Use relevant statistical and qualitative data to complete the table below)**

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Gender	N/A	This service is available to all genders
Age	N/A	This service is available to families of children aged 0 -15 years
Religion	N/A	This service is available to all service users regardless of their religion.
Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	All of those participating in the parenting programme have a caring responsibility for their child/children with ADHD
Disability	N/A	All of the children have a disability (ADHD is a recognised disability)
Ethnicity	N/A	This service is available to all service users regardless of their ethnicity. Information and translation services are available for those whose English is not their first language
Sexual Orientation	N/A	This service is available to all service users regardless of their sexual orientation

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

N/A

#### (4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

<b>(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?</b>			
<b>Section 75 category</b>	<b>Details of policy/proposal impact</b>		<b>Level of impact? Minor/major/none</b>
	<b>Staff</b>	<b>Service Users</b>	
<b>Gender</b>			none
<b>Age</b>			none
<b>Religion</b>			none
<b>Political Opinion</b>			none
<b>Marital Status</b>			none
<b>Dependent Status</b>			none
<b>Disability</b>			<del>None</del> Minor positive
<b>Ethnicity</b>			none
<b>Sexual Orientation</b>			none

<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
<b>Gender</b>	N/A
<b>Age</b>	N/A
<b>Religion</b>	N/A
<b>Political Opinion</b>	N/A
<b>Marital Status</b>	N/A
<b>Dependent Status</b>	N/A

<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
Disability	N/A
Ethnicity	N/A
Sexual Orientation	N/A

<b>(4.3) To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none</b>		
<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief		None
Political opinion		None
Racial group		none

<b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>	
<b>Good relations category</b>	<b>Please provide details</b>
Religious belief	N/A
Political opinion	N/A
Racial group	N/A

## **(5) Consideration of Disability Duties**

<p>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</p> <p>Educative programme to support parent/carers of children/young people with a diagnosis of ADHD.</p>
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**(6) Consideration of Human Rights**

The Trust has a duty to act compatibly and must take Human Rights considerations into account in its day-to-day functions/activities.

(6.1) How does the policy/proposal impact on Human Rights?

Complete for each of the articles

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
<b>Article 2 – Right to life</b>			X
<b>Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment</b>			X
<b>Article 4 – Right to freedom from slavery, servitude &amp; forced or compulsory labour</b>			X
<b>Article 5 – Right to liberty &amp; security of person</b>			X
<b>Article 6 – Right to a fair &amp; public trial within a reasonable time</b>			X
<b>Article 7 – Right to freedom from retrospective criminal law &amp; no punishment without law</b>			X
<b>Article 8 – Right to respect for private &amp; family life, home and correspondence.</b>	X		✗
<b>Article 9 – Right to freedom of thought, conscience &amp; religion</b>			X
<b>Article 10 – Right to freedom of expression</b>			X
<b>Article 11 – Right to freedom of assembly &amp; association</b>			X
<b>Article 12 – Right to marry &amp; found a family</b>			X
<b>Article 14 – Prohibition of discrimination in the enjoyment of the convention rights</b>			X
<b>1<sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions &amp; protection of property</b>			X
<b>1<sup>st</sup> protocol Article 2 – Right of access to education</b>			X

(6.2) Please outline any actions you will take to promote awareness of human rights and evidence that human rights have been taken into consideration in decision making processes.

N/A

**(7) Screening Decision**

(7.1) Given the answers in Section 4 of this template, how would you categorise the impacts of this decision or policy/proposal? *(Please tick one option below and list your reasons for the decision in 7.2 below)*

<b>Major impact</b>		<b>EQIA Required? <i>(Delete as appropriate)</i></b>	
		<b>Yes</b>	<b>No</b>

<b>Minor impact</b>		Mitigation Required	Alternative Policy Required
		<b>Yes/No</b>	<b>Yes/No</b>

<b>No impact</b>	X	<b>Screened Out</b>
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

The Parents Plus ADHD Parenting Programme, is a practical, solution focused and evidence based course that builds on parents/carers strengths. It is hoped that the ADHD Programme will support parents/carers to manage challenges associated with ADHD, improve their family's well-being and strengthen their links with other parents.

(7.3) Do you consider the policy/proposal needs to be subjected to ongoing screening? NB: for strategies/policies that are to be put in place through a series of stages – screen at various stages during implementation.

Yes	
No	X

**(8) Monitoring**

(8.1) Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

Bolster Community will collate detail and provide a report to the Trust (through CDIC) at the conclusion of each of the two programmes using the information attained.

The Bolster Community will work to a range of performance standards that set down the levels of work expected in return for the available funding.

**Approved Lead  
Officer:**

*Denise Carroll*

**Position:**

**Head of Service for CAMHS & Autism Service**

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**Date:**

**29.09.2025**

**Policy/proposal  
screened by:**

*J. Neill*

**Please forward completed screening template to [Equality.Unit@southerntrust.hscni.net](mailto:Equality.Unit@southerntrust.hscni.net) for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.**