Southern Health and Social Care Trust
Quality Care - for you, with you

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 **'Moving on Inactivity' Community of Practice (CoP).** *(A community of practice (CoP) is a group of individuals who come together to share ideas, develop expertise and solve problems around a topic of interest).*

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

(1.3)	What is it trying to achieve (intended aims/outcomes)? **Aim: To convene a CoP to have meaningful conversations at all levels across the Trust to share knowledge, experience and identify solutions to encourage and enable physical activity to improve health outcomes.** **Outcomes: Increased physical activity will have positive physical, emotional, social health outcomes for individuals and the Trust population.**

(1.4)	Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal? **All the S75 groups are expected to benefit from this CoP as even small increases in physical activity can support health outcomes for all patients and service users, prevent further conditions from developing (Public Health England, 2016) and contribute to healthier ageing trajectories, better quality of life and improved cognitive functioning (Cunningham et al, 2020).**

(1.5)	Who owns and who implements the policy/proposal - where does it originate, for example DoH, HSCB, the Trust? **SHSCT (Corporate Nursing and Adult Community Services, Promoting Wellbeing Division). No previous screening.**

(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?)
- **Staff and service users unaware of the COP or not joining the CoP**
- **Staff not able to be released from duties to participate in the CoP**
- **Access to computer, low IT literacy skills, low broadband width**

(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.)

Internal
All Trust Staff,

External
Actual and potential service users, families, carers, visitors,
Agency staff, students on placement, volunteers,
C&V groups, private sector (domiciliary care, care homes and residential care)
Community Groups

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

- **Making Life Better 2012-2023**
- **Active Ageing Strategy 2016 – 2022**
- **Programme for Government draft Outcomes Framework 2021**
- **Fitter Future for All Outcome Framework (revised 2019-2022)**
- **Active Living More People, More Active, More of the Time The Sport and Physical Activity Strategy for Northern Ireland**
- **SHSCT Corporate Plan 2022-23**
- **Working Together 2022-25**
- **DOH CMO Physical Activity Guidelines 2019**
- **NICE Physical Activity and the environment 2018**
- **NICE Physical Activity: exercise and referral schemes 2014**
- **NICE Physical Activity: brief advice for adults in primary care 2013**
- **NICE Physical activity for NHS staff, patients and carers 2015**

(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 / 2.2   Composition of Southern Trust Workforce- *No staff will be adversely affected by this CoP*

Section 75 Group	*Southern Trust Workforce Profile as at 1 January 2023*	*Percentage*
Gender	Female	**85.0%**
	Male	**15.0%**
Religion	Protestant	**34.3%**
	Roman Catholic	**56.6%**
	Neither	**9.1%**
Political Opinion	Broadly Unionist	**8.9%**
	Broadly Nationalist	**9.8%**
	Other	**7.7%**
	Do Not Wish To Answer/Not Known	**73.6%**
Age	16-24	**8.9%**
	25-34	**24.1%**
	35-44	**26.1%**
	45-54	**20.4%**
	55-64	**17.1%**
	65+	**3.4%**
Marital Status	Single	**33.4%**
	Married	**55.4%**
	Not Known	**11.2%**
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability	**15.6%**
	None	**31.0%**
	Not Known	**53.4%**
Disability	Yes	**2.4%**
	No	**73.9%**
	Not Known	**23.7%**
Ethnicity	Bangladeshi	**0.02%**
	Black African	**0.24%**
	Black Caribbean	**0.01%**
	Black Other	**0.03%**
	Chinese	**0.11%**
	Filipino	**0.46%**
	Indian	**0.81%**
	Irish Traveller	**0.02%**
	Mixed Ethnic	**0.16%**
	Pakistani	**0.12%**
	White	**74.82%**
	Not Known	**23.22%**
Sexual Orientation *towards:*	Opposite Sex	**56.3%**
	Same Sex	**1.1%**
	Same and Opposite Sex	**0.2%**
	Do Not Wish To Answer/Not Known	**42.4%**

2.3 Patients / Clients Affected

(complete as far as possible with information available to you)

Section 75 Group	Make up of Patients/Clients Affected	Percentage
Gender	Female Male	**50.36** **49.64**
Religion	Protestant Roman Catholic Other	**39.15** **56.69** **4.16**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	Not collected
Age	0-15 16-24 25-44 45-64 65-84 85+	**22.73** **12.25** **28.45** **23.40** **11.69** **1.48**
Marital Status	Single Married/Civil Partnership Other/Not Known	**34.99** **50.24** **14.77**
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	**11.34% of usually resident population provide unpaid care**
Disability	Yes No Not Known	**19.64** **80.36**
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**0.20** **0.01** **0.11** **0.01** **0.10** **0.22** **0.17** **0.15** **0.29** **0.16** **0.07** **98.51**
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	Estimated 6-10% of persons identify as lesbian, gay, bisexual – *Source: 2012 report by Disability Action & Rainbow Project*

2.4 Southern Trust's Area Population Profile – Census 2011

(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).

Section 75 Group	Trust's Area Population Profile (Population of 358,034)	Percentage
Gender	Female Male	**50.36** **49.64**
Religion	Protestant Roman Catholic Other	**39.15** **56.69** **4.16**
Political Opinion	Not collected	
Age	0-15 16-24 25-44 45-64 65-84 85+	**22.73** **12.25** **28.45** **23.40** **11.69** **1.48**
Marital Status (aged 16+ years)	Single Married/Civil Partnership Other	**34.99** **50.24** **14.77**
Dependent Status	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability	**11.34% of usually resident population provide unpaid care**
Disability	Yes No	**19.64** **80.36**
Ethnicity	Asian Other Bangladeshi Black African Black Caribbean Black Other Chinese Indian Irish Traveller Mixed Ethnic Group Other Pakistani White	**0.20** **0.01** **0.11** **0.01** **0.10** **0.22** **0.17** **0.15** **0.29** **0.16** **0.07** **98.51**
Sexual Orientation	Estimated 6-10% of persons identify as lesbian, gay, bisexual – *Source: 2012 report by Disability Action & Rainbow Project*	

(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	The CoP will not affect negatively on S75 staff.	The CoP will not affect negatively on S75 service users.
Age	As above	As above
Religion	As above	As above
Political Opinion	As above	As above
Marital Status	As above	As above
Dependent Status	As above	As above
Disability	As above	As above
Ethnicity	As above	As above
Sexual Orientation	As above	As above

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

Screening will be shared and discussed at the first CoP gathering and the PPI team to get their views if required

(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.

Section 75 category	Details of policy/proposal impact		Level of impact? Minor/major/none
	Staff	**Service Users**	
Gender	None	Increased physical activity will have positive physical, emotional, social health outcomes for all individuals and the Trust population	Minor Positive
Age	None		Minor Positive
Religion	None		Minor Positive
Political Opinion	None		Minor Positive
Marital Status	None		Minor Positive
Dependent Status	None		Minor Positive
Disability	None		Minor Positive
Ethnicity	None		Minor Positive
Sexual Orientation	None		Minor Positive

(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?

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

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

(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		
Good relations category	*Details of policy/proposal impact*	*Level of impact Minor/major/none*
Religious belief	None	None
Political opinion	None	None
Racial group	None	None

(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?	
Good relations category	*Please provide details*
Religious belief	None
Political opinion	None
Racial group	None

(5)   Consideration of Disability Duties

(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?

People who have a disability would be a valued member rof the COP, by sharing their experiences and ideas this will increase knowledge among the community of their experiences, wishes and contributions.

(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
Article 2 – Right to life			✓
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			✓
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			✓
Article 5 – Right to liberty & security of person			✓
Article 6 – Right to a fair & public trial within a reasonable time			✓
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			✓
Article 8 – Right to respect for private & family life, home and correspondence.			✓
Article 9 – Right to freedom of thought, conscience & religion			✓
Article 10 – Right to freedom of expression			✓
Article 11 – Right to freedom of assembly & association			✓
Article 12 – Right to marry & found a family			✓
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			✓
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1st protocol Article 2 – Right of access to education			✓

Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit on tel: 028 375 64151. It may also be necessary to seek legal advice.

(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. **Ongoing Human Rights Awareness Training and staff completion of 'Making a Difference' – Equality, Good Relations and Human Right e-learning training.** **Considering human rights aspects as an integral part of the Trust's decision making processes, policy development and service design/reconfiguration.**

(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)*

Major impact		EQIA Required? *(Delete as appropriate)*	
			No

Minor impact	✔ **positive**	Mitigation Required	Alternative Policy Required
		No	**No**

No impact		Screened Out	

(7.2)	Please give reasons for your decision and detail any mitigation or alternative policies considered. **This CoP will have a minor positive impact as even small increases in physical activity can support health outcomes for all patients and service users, prevent further conditions from developing (Public Health England, 2016) and contribute to healthier ageing trajectories, better quality of life and improved cognitive functioning (Cunningham et al, 2020).**

(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.
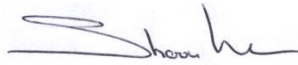
Yes	
No	✓

(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?

Care Opinion feedback and complaints data will be reviewed to identify if S75 stakeholders have been impacted negatively or overlooked by the COP actions.
We will continue to seek service users' involvement in the COP and the development of strategies via the PPI Team.

Approved Lead Officer:

Position: **Head of Nursing Midwifery Patient Experience and Quality Improvement**

Email: **Sharon.love@southerntrust.hscni.net**

Telephone No: **028 375 64721**

Date: **24/10/24**

Policy/proposal screened by: **Helene McKee**

Please forward completed screening template to Equality.Unit@southerntrust.hscni.net for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.