Southern Health and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st January to 31st March 2021

Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Trust's Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

Screening Methodology

For new or revised policies the Trust will consider:-

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals. The screening process is used to identify which policies are likely to have an

impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment (EQIA).

This screening report outlines the screening outcomes for the quarter 1st January to 31st March 2021.

Communication and Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, primary care, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, or its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

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Outcome of Screening

The screening outcomes are outlined below. Four possible outcomes are recorded:

1. The policy has been **'screened in' for equality impact assessment**;

2. The policy has been '**screened out' <u>with</u> mitigation or an alternative policy proposed to be adopted;**

3. The policy has been **'screened out' <u>without</u> mitigation or an alternative policy proposed to be adopted.**

4. The policy will be **subjected to ongoing screening.** For more detailed strategies or policies that are to be put in place through a series of stages, screening should be considered at various times during implementation.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
Covid-19 Vaccination Centre – Large Fixed Site A coronavirus (COVID-19) vaccine developed by Pfizer/BioNTech was approved for use in the UK on 2 December 2020. In the initial phase of the vaccination programme, given the constraints of the deployability of the Pfizer-BioNTech product, the vaccine has been administered mainly through vaccination centres operating under the direction and governance of the Health and Social Care Trusts. Each of the Trusts have identified suitable premises where vaccinators will be able to administer the vaccine in a safe, controlled and socially distanced environment with the appropriate measures in place. This phase of the programme began the week	Screened out	The Trust believes that COVID vaccination procedure and guidelines implemented in response to the COVID-19 pandemic and vaccination have a positive impact in terms of patients, carers and staff. The Trust acknowledges the importance of communicating these changes and providing access to interpreters and information in alternative formats. Similarly, as with any changes, the Trust is committed to monitoring the implementation of the vaccination process alongside outcomes, and satisfaction of patients, carers and staff.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
commencing 14 December 2020.		

Relocation of Willowbank GP Surgery, Keady
 	
The Surgery is currently located on the Crossmore Road, Keady in a semi-detached one storey property owned by a retired GP. The Practice has been issued with a notice of eviction in 2023.
 	
Currently the Surgery is significantly below the minimum space recommended by the Department of Health's schedule of accommodation for the provision of general medical services.
 	
The intended aim of this proposal will be to:
• Provide alternative accommodation prior to the eviction notice in 2023.
• Provide sufficient accommodation to enhance patient care. This will include:
  ○ The roll out of the Multidisciplinary Team (MDT) model.
  ○ Improved disability access.
  ○ Ability to become a training practice.
 	
The outcome of this proposal will enable Willowbank Surgery to manage the increasing list of patients over recent years, providing enhanced primary care to the local population. In addition it will enhance the working environment for staff as a number of clinics have been stood down due to lack of space.
	Screened out	The proposal will enhance primary care services and therefore have a positive impact within this rural community. It will enable the practice to train GPs, essential given the current constraints on the increasing need for GP recruitment across NI. The proposed new accommodation will improve upon disability access with significantly improved car parking arrangements. In addition it will ensure that the planned MDT service model proposed by the Department of Health can be rolled out to the population aligned to the Willowbank Surgery.

Contract for generic Carers Support Services within the Southern HSC Trust	Screened out	This contract will provide additional support for carers in their caring role and will also indirectly provide

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In addition to the range of core services provided by the Trust that provide support for Carers including respite through residential care, day care, resource centres and practical support through domiciliary care etc., and other contracts the Trust has in place for carers support for specific conditions such as mental Health, Alzheimer's and Children with Disabilities etc. This contract aims to ensure that all carers in the Southern Trust Area will have the same opportunity to access information, support and signposting to services that meet their needs.		additional support for those cared for in line with the regional carers strategy for Northern Ireland *Caring for Carers - Recognising, Valuing and Supporting the Caring Role, DHSSPSNI 2006.*
Procurement of a range of advocacy services The procurement of a range of advocacy services to be delivered across the Southern Health and Social Care Trust area for the client groups noted below: • Adults in receipt of mental health services and young people aged 17.5+ transitioning to adult mental health services • Carers of adults in receipt of mental health services • Adults with a learning disability and young people aged 16+ transitioning to adult learning disability services • Adults with a physical and or sensory disability and young people aged 16+ transitioning to physical and or sensory disability adult services. The aim of each advocacy service will be to support Service Users to make more informed decisions to enable them to lead more independent, inclusive lives	Screened out	The proposal is expected to benefit the Section 75 groups listed by promoting social inclusion, integration and social justice. The particular needs of the various Section 75 groups and types of advocacy will be detailed in the service specification document used within the procurement exercise to ensure equality of access to advocacy support thus ensuring an individual's human rights and dignity are met / furthered.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
by enabling them to express views, communicate choices and receive services.		
Guidance on the recording of video conferencing using Pexip Meeting Space, Zoom or Microsoft Teams This guidance has been developed regionally by Information Governance staff in the five Trusts and covers the recording of virtual conferencing meetings, consultations and training sessions, etc., including one-to-one and team meetings, interviews and contractual reviews. The default Information Governance position is to not record any virtual meetings, consultations or training sessions. However, this guidance applies where the recording is deemed to be necessary and authorised by the service.	Screened out	This policy is technical in nature and it is expected will not have an adverse impact.
Voluntary Scheme for the Extra-Ordinary Payment of Unused Contractual Leave Entitlement In response to the Covid-19 pandemic over the year 2020-21 some staff have not been able to avail of their annual leave given the service pressures in their particular areas. In light of this, in partnership, and following engagement with regional Trade Union colleagues, we are offering a Voluntary Scheme for the Extra-Ordinary Payment of Unused Contractual Leave Entitlement which is available as a **one off response**	Screened out	The proposal is to ensure that no loss of Annual Leave to those staff affected by Covid. There is no impact on established carried forward of leave for staff on Long Term Sick Leave or Maternity related Leave.

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given the pressures of the pandemic. The scheme: • Is voluntary and open to all employees of the Southern Health & Social Care Trust. • Payment of leave applies only to contractual leave accrued during the 2020/2021 financial year. • No staff member will have a contractual right to receive any future payment in respect of contractual leave. • All requests for payment of contractual leave must be agreed no later than 31 March 2021. The scheme will close for any new requests on 31 March 2021. • Payment will only be considered for leave in excess of the statutory 210 hours required under Working Time Regulations i.e. 4 weeks of your leave plus 8 statutory days on a pro-rata basis. • If annual leave has already been requested and approved by line management between now and the end of March 2021, this cannot be included in this extraordinary arrangement. Leave should be taken as approved.		
Streamlining of the recruitment process for Adult Nursing Students (*Pilot*) Feb 2021 Regional Policy Over the past 12 months the workforce challenges have continued to grow as pressures on the HSC have increased. There are significant workforce challenges in terms of supply –v- demand coupled with changing	Screened out with mitigations	This proposed pilot scheme aims to streamline the process of regional recruitment for graduating student nurses. It aims to provide secure and permanent posts for graduates those improving the labour market for mainly younger people. It is envisaged this proposal will have a positive impact on helping unemployed into the workforce more quickly and in a transparent manner.

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expectations of applicants who require information on the options available; and choice which facilitates a 'Work Life Balance'. With the experience of allocation of students during Covid19 surge 1 and the impact on recruitment during 2020, the opportunity to deploy a streamlined process for the employment of final year Nursing Students has never been greater. Currently nursing students are required to apply to all HSC organisations individually. They are often applying to more than one organisation and the timing of such can result in them accepting the first post to be offered and then later decline that in favour of an offer from their preferred organisation. This causes duplication of effort, as well as practical challenges for the first organisation to make the offer who believe their posts are filled only to be let down at a later stage either pre or post appointment. In all instances this can adversely impact on service delivery. With all of the above in mind, the proposal is designed as a potential model which could be adopted for the streamlining of student nurse recruitment.		