Southern Health and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st October to 31st December 2020

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 October to 31st December 2020.

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
Health Roster Management Policy The SHSCT recognises the value of its workforce and is committed to supporting staff to provide high quality patient care. Whilst acknowledging the need to balance the effective provision of service with supporting staff to achieve an appropriate work life balance, it is recognised that the organisation needs to be able to respond to changing service requirements. A flexible, efficient and robust rostering system is central to achieving this objective. The introduction of an electronic rostering system is primarily driven by the need to more effectively manage and utilise the available workforce in response to patient need as a dynamic state. This policy will be used in conjunction with Health Roster, a computerised system specifically	Screened out	The policy has been developed in accordance with the duties i.e. specific actions have been introduced as the policy was developed to address any identified inequality or actions to better promote equality of opportunity. The policy does not have any adverse impact on any of the Section 75 categories - provided proper consideration is given to those who may have particular needs e.g. staff with a disability or those who do not speak English as a first language.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
designed to roster staff. It helps departments roster staff to an agreed demand, manage staff un/availability and contracted hours and allows clear visibility of department staffing levels. Health Roster will also track and allow for production of reports on absence, leave, additional duties and temporary staff usage (bank, agency, overtime).		
Trust Resilience Plan to address Winter Pressures and/or any subsequent waves of Covid-19 Pandemic 2020/2021 The SHSCT Plan outlines initiatives required to help respond to additional demand pressures arising during Winter 2020/2021 and / or through any subsequent waves of Covid-19 Pandemic.	Ongoing Screening	The needs of S75 groups i.e. both service users and staff have and will continue to be considered along with any mitigating measures to lessen any potential adverse impact for those affected.