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 |
|---|
| Head of Service Restructuring – Disability Services |

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

| (1.3) What is it trying to achieve (intended aims/outcomes)? |
|---|
| The restructuring aims to better align services which are complementary under the relevant Head of Service which takes account of the existing job description and the knowledge and skills of existing staff. For the client/carer this will lead to a more cohesive and structured service to meet assessed need. |

| (1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal? |
|---|
| Learning and Physical Disability<br>Under 65 group |

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

(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?)

Financial - may be a constraint in fully developing a robust epilepsy service.

Positive cooperation of staff.

(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.)

Senior Managers, heads of service, existing staff direct reports, trade unions, clients/carers

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

- Management of change framework
- Health and Wellbeing – Delivering together Vision for Health and Social Care – 26 October 2026
- Equal Opportunities Policy
- Trust Equality Screen
- Human Rights Act
- UN Convention on the Rights of Persons with Disabilities

## (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

***Given that there is a discreet number of staff directly affected (less than 10) the data sets below have not been disclosed in order to protect personal information and protect confidentiality. Nonetheless as part of the completion of this screen the information has been analysed will be taken into account in the outcome of this screening.***

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

| | | |
|---|---|---|
| **Sexual Orientation *towards:*** | Opposite Sex<br>Same Sex<br>Same and Opposite Sex<br>Do Not Wish To Answer/Not Known | **See note above** |

## 2.2 Composition of Southern Trust Workforce

| ***Section 75 Group*** | ***Southern Trust Workforce Profile as at 1 January 2020*** | ***Percentage*** |
|---|---|---|
| **Gender** | Female<br>Male | **85.8**<br>**14.2** |
| **Religion** | Protestant<br>Roman Catholic<br>Neither | **36.5**<br>**57.2**<br>**6.3** |
| **Political Opinion** | Broadly Unionist<br>Broadly Nationalist<br>Other<br>Do Not Wish To Answer/Not Known | **9.7**<br>**9.9**<br>**7.7**<br>**72.7** |
| **Age** | 16-24<br>25-34<br>35-44<br>45-54<br>55-64<br>65+ | **5.3**<br>**25.6**<br>**25.0**<br>**22.4**<br>**18.7**<br>**3.0** |
| **Marital Status** | Single<br>Married<br>Not Known | **30.4**<br>**61.3**<br>**8.3** |
| **Dependent Status** | Caring for a Child/Children / Dependant<br>Older Person / Person With a Disability<br>None<br>Not Known | <br>**20.7**<br>**30.0**<br>**49.3** |
| **Disability** | Yes<br>No<br>Not Known | **2.4**<br>**79.3**<br>**18.3** |
| **Ethnicity** | Bangladeshi<br>Black African<br>Black Caribbean<br>Black Other<br>Chinese<br>Filipino<br>Indian<br>Irish Traveller<br>Mixed Ethnic<br>Pakistani<br>White<br>Not Known | **0**<br>**0.2**<br>**0**<br>**0**<br>**0.1**<br>**0.4**<br>**0.7**<br>**0**<br>**0.2**<br>**0.1**<br>**81.1**<br>**17.2** |
| **Sexual Orientation *towards:*** | Opposite Sex<br>Same Sex<br>Same and Opposite Sex<br>Do Not Wish To Answer/Not Known | **55.2**<br>**0.9**<br>**0.1**<br>**43.8** |

## 2.3 Patients / Clients Affected

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

The clients/carers will not be adversely affected.

For the client/carer this will lead to a more cohesive and structured service to meet assessed need.

| ***Section 75 Group*** | ***Make up of Patients/Clients Affected*** | ***Percentage*** |
|---|---|---|
| **Gender** | Female<br>Male | |
| **Religion** | Protestant<br>Roman Catholic<br>Other | |
| **Political Opinion** | Broadly Unionist<br>Broadly Nationalist<br>Other<br>Do Not Wish To Answer/Not Known | |
| **Age** | 0-15<br>16-24<br>25-44<br>45-64<br>65-84<br>85+ | |
| **Marital Status** | Single<br>Married/Civil Partnership<br>Other/Not Known | |
| **Caring Responsibility** | Caring for a Child/Children/Dependant<br>Older Person/Person(s) With a Disability<br>None<br>Not Known | |
| **Disability** | Yes<br>No<br>Not Known | |
| **Ethnicity** | Bangladeshi<br>Black African<br>Black Caribbean<br>Black Other<br>Chinese<br>Filipino<br>Indian<br>Irish Traveller<br>Mixed Ethnic<br>Pakistani<br>White<br>Not Known | |
| **Sexual Orientation *towards:*** | Opposite Sex<br>Same Sex<br>Same and Opposite Sex<br>Do Not Wish To Answer/Not Known | |

## 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<br>Male | **50.36**<br>**49.64** |
| **Religion** | Protestant<br>Roman Catholic<br>Other | **39.15**<br>**56.69**<br>**4.16** |
| **Political Opinion** | Not collected | |
| **Age** | 0-15<br>16-24<br>25-44<br>45-64<br>65-84<br>85+ | **22.73**<br>**12.25**<br>**28.45**<br>**23.40**<br>**11.69**<br>**1.48** |
| **Marital Status (aged 16+ years)** | Single<br>Married/Civil Partnership<br>Other | **34.99**<br>**50.24**<br>**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<br>No | **19.64**<br>**80.36** |
| **Ethnicity** | Asian Other<br>Bangladeshi<br>Black African<br>Black Caribbean<br>Black Other<br>Chinese<br>Indian<br>Irish Traveller<br>Mixed Ethnic Group<br>Other<br>Pakistani<br>White | **0.20**<br>**0.01**<br>**0.11**<br>**0.01**<br>**0.10**<br>**0.22**<br>**0.17**<br>**0.15**<br>**0.29**<br>**0.16**<br>**0.07**<br>**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** | Nil of note | Nil of note |
| **Age** | Nil of note | Nil of note |
| **Religion** | Nil of note | Nil of note |
| **Political Opinion** | Nil of note | Nil of note |
| **Marital Status** | Nil of note | Nil of note |
| **Dependent Status** | Nil of note | Nil of note |
| **Disability** | Nil of note | Nil of note |
| **Ethnicity** | Nil of note | Nil of note |
| **Sexual Orientation** | Nil of note | Nil of note |

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

This was subject to consultation paper copied to relevant staff and Trade Union representatives.

Local discussion had and consultation has taken place on several occasions over a six month period with regard to the Heads of Service. Issues and concerns have been raised and addressed and there is general agreement on the proposal.

Discussion took place with affected staff as necessary during and following close of consultation period.

## (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.

| **(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?** | | | |
|---|---|---|---|
| ***Section 75 category*** | ***Details of policy/proposal impact*** | | ***Level of impact? Minor/major/none*** |
| | ***Staff*** | ***Service Users*** | |
| **Gender** | | | None |
| **Age** | | | None |
| **Religion** | | | None |
| **Political Opinion** | | | None |
| **Marital Status** | | | None |
| **Dependent Status** | | | None |
| **Disability** | | | None |
| **Ethnicity** | | | None |
| **Sexual Orientation** | | | None |

| **(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** | Nil of note |
| **Age** | Nil of note |
| **Religion** | Nil of note |
| **Political Opinion** | Nil of note |

| (4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories? | |
|---|---|
| ***Section 75 category*** | ***Please provide details*** |
| **Marital Status** | Nil of note |
| **Dependent Status** | Nil of note |
| **Disability** | Nil of note |
| **Ethnicity** | Nil of note |
| **Sexual Orientation** | Nil of note |

| (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 – see 3.2 above |
| **Political opinion** | | None – see 3.2 above |
| **Racial group** | | None – see 3.2 above |

| (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 – see 3.2 above |
| **Political opinion** | None – see 3.2 above |
| **Racial group** | None – see 3.2 above |

## (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?<br><br>Ease of access to appropriate services/service pathways |

## (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 | Positive impact | Negative impact = human right interfered with or restricted | Neutral impact |
|---|---|---|---|
| **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.

Mandatory completion of staff elearning Making a Difference – Equality, Good Relations and Human Rights training. Ensuring that Human Rights considerations are considered as an integral part of the Trust's decision making processes.

## (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)*** | |
| | | **Yes** | **No** |

| | | | |
|---|---|---|---|
| **Minor impact** | | Mitigation Required | Alternative Policy Required |
| | | **Yes/No** | **Yes/No** |

| | | |
|---|---|---|
| **No impact** | √ | **Screened Out** |

(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

No adverse impact on clients/carers or staff.

(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 | √ |

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## (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?<br><br>This will be kept under review in divisional meetings and sub – divisional meetings |

| | |
|---|---|
| **Approved Lead Officer:** | **John McEntee** |
| **Position:** | **Assistant Director Disability Services** |
| **Email:** | **John.McEntee@southerntrust.hscni.net** |
| **Telephone No:** | **028 375 60738** |
| **Date:** | **27 August 2020** |
| **Policy/proposal screened by:** | **Jenny Johnston and Lynda Gordon** |

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