Southern Health and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st July to 30th September 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 July to 30th September 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' with mitigation or an alternative policy proposed to be adopted;**

3. The policy has been **'screened out' without 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
Cessation of the current Southern Cycle for Health Scheme The Southern Cycle for Health Scheme was established in 2007 as a joint cycling initiative between the Southern HSC Trust, the ABC Council, Mid Ulster District Council (Dungannon) and Newry, Mourne and Down District Council. The scheme is funded by the Public Health Agency (PHA) and involves the local provision of approximately 80 free bikes for use by local community groups and Council/Trust led-services. The overall aim of the scheme was to support sedentary people to become more active by taking part in regular cycling opportunities with qualified cycle leaders in local communities. However, over the years the	Screened out	The Councils will take over the management of the scheme from the Southern Trust which will enable open usage and the implementation of more cycling programmes by Council staff in local parks, which is more accessible and in turn will increase usage and promote cycling. The scheme will be able to operate in a more cost effective manor and will open up the bikes, providing a more deliverable option to specific target groups. Target groups include: teenage girls, women, carers, BME community and those with a disability. Current cycle leaders will be able to access the bikes as normal by booking in advance. In terms of mitigation, this decision will be implemented over a 6 month phased period between March to October 2020. Councils are now planning new

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
scheme has presented a series of operational challenges including a continual decline in usage rates and growing costs to maintain the bikes to safety standards. Despite ongoing efforts to promote the scheme all partners agreed the current format was not cost effective and clearly wasn't meeting the needs of users. The decision has been taken to cease the current scheme and transfer all cycling resources to the 3 local Councils with a view to them incorporating these assets into their existing cycling resources. It was felt that Councils are now better placed through Community Planning structures and processes to achieve the original aims of the cycling for health scheme.		ways to utilise the bikes by making them available to their residents in a more effective and efficient way and have submitted proposed plans to the PHA for consideration. As a public body, all Councils are required to adhere to all Section 75 legislation and provide regular training for all its staff and volunteers.
Rebuilding Health and Social Care in the Southern Trust – Phase 2 Rebuild Plan: 1 July to 30 September 2020 The Department of Health are leading on planning and preparation of a Phase 2 plan, covering the period 1 July 2020 to 30 September 2020. In support of this, the Trust has set out, in its Phase 2 Plan a high level overview of the services that it plans to maintain and rebuild as part of the COVID-19 response during July, August and September 2020. NB: Rebuilding of services will be significantly constrained by the continued threat from Covid-19 and the need to protect the public and staff from the virus.	Ongoing screening	The Phase 2 Plan has been subjected to Equality Screening in keeping with the commitments in the Trust's approved Equality Scheme. As the Trust moves forward to rebuild services it will continue to engage with patients, service users, staff and other partners in a process of co-production.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
Head of Service Restructuring – Disability Services 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.	Screened out	No adverse impact on clients/ carers or staff. For the client/carer this will lead to a more cohesive and structured service to meet assessed need.