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

INSPIRE, ATTRACT, RECRUIT – Southern HSC Trust Strategy to enhance our Workforce Supply 2019 - 2022

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

New

(1.3) What is it trying to achieve (intended aims/outcomes)?

The aim of this strategy is to respond to the significant corporate workforce challenges faced by the Southern Health and Social Care Trust. By continuing to raise the profile of the Trust as a leading Employer of Choice and a great place to work, selling the many benefits of working for the Trust we aim to inspire, attract and recruit a high calibre and skilled Workforce.

This strategy seeks to address the challenges that are within our control, and offer solutions to how we attract and recruit staff to our workforce and inspire the future generation of HSC staff. This strategy and action plan is therefore focused primarily on improvements we can deliver within the Trust.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal?

Not one specific group. The Trust as a whole will benefit and all S75 categories including staff, actual and potential service users – employees and applicants will benefit from the intended policy/proposal equally.

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

Southern Health & Social Care Trust as a whole. To be implemented and co-produced with Key Stakeholders to include key professional leads, Trade Unions, managers and applicants.

(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?)

The lack of resources and financial impacts due to the Coronavirus outbreak.

Significant increased interest in HSC careers as a result of Covid-19

(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.)

Trust Management, Business Services Organisation (BSO), Key professional leads, Trade Unions, managers, staff and applicants.

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

SHSCT Strategic Plan

Human Resources & Organisational Development Action Plan 2019-20

Regional HSC Workforce Strategy

HSC Recruitment and Selection Framework (2018)

(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 - Composition of Southern Trust Workforce

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

2.4 Patients / Clients Affected - Southern Trust's Area Population Profile (Census 2011)

Actual and potential service users – employees and applicants will benefit from the intended policy/proposal.

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	***Trust as a whole will benefit from the intended policy/proposal equally.**	***Actual and potential service users – employees and applicants will benefit from the intended policy/proposal.**
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.

During development of the plan regular and ongoing communication and engagement was held with a range of staff including Trade Union side and managers.

(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	More females in the current workforce 86%	Impact Males and Females equally. No direct impact but as a result of effective staffing levels.	Positive Impact – the policy aims to ensure the Trust has sufficient numbers of high quality applicants applying for our positons and ensuring excellent service delivery for our service users.
Age	Age range 25 – 44 highest	As above	*See note above
Religion	More Roman Catholic in the current workforce		*See note above
Political Opinion	The trust as a whole will benefit		*See note above
Marital Status	The trust as a whole will benefit		*See note above
Dependent Status	The trust as a whole will benefit		*See note above
Disability	The trust as a whole will benefit		*See note above
Ethnicity	The trust as a whole will benefit		*See note above
Sexual Orientation	The trust as a whole will benefit		*See note above

(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	See note at 4.1 above
Age	See note at 4.1 above
Religion	See note at 4.1 above
Political Opinion	See note at 4.1 above
Marital Status	See note at 4.1 above
Dependent Status	See note at 4.1 above
Disability	See note at 4.1 above
Ethnicity	See note at 4.1 above
Sexual Orientation	See note at 4.1 above

(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	N/A	None
Political opinion	N/A	None
Racial group	N/A	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	N/A
Political opinion	N/A
Racial group	N/A

(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?

Policy applies to staff, actual and potential employees and applicants all of whom will benefit from the intended policy/proposal.

(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	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
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			√

(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.

Aim of the policy is to ensure the Trust responds to the significant corporate workforce challenges which are being faced.

Ongoing staff training “Making a Difference” eLearning module is now mandatory training for all Trust staff and dissemination of the Human Rights - Staff information Leaflet to raise staff awareness of human rights and the FREDA principles.

(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	√ 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.

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This strategy seeks to address the challenges that are within our control, and offer solutions to how we attract and recruit staff to our workforce and inspire the future generation of HSC staff. This strategy and action plan is therefore focused primarily on improvements we can deliver within the Trust.

(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?

- Regular equality monitoring of applicants
- Feedback from staff and managers during and after the recruitment process.
- The Trust's Complaints Procedure is a mechanism whereby any feedback can be made.

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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.