Southern Health and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st April to 30th June 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 April to 30th June 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
Southern Trust's response to outbreak of the Covid-19 Virus On 11th March 2020, the World Health Organisation officially declared Covid-19 a pandemic due to the speed and scale of transmission of the virus. As a result the Health and Social Care sector is facing unprecedented pressures in their primary aims to: **(i)** safeguard lives by reducing the further spread of the Covid-19 virus; and to **(ii)** prevent the HSC system from becoming overwhelmed due to the Covid-19 pandemic and the demands this is placing on the whole HSC system. The Covid-19 Emergency has prompted the need to adopt new ways of working to balance the challenges of protecting the	Ongoing screening	Due to the state of emergency, the imminent risk to life and the immediate need to implement measures to protect and safeguard the greater public health interest from the Covid-19 virus as well as seeking to achieve the stated aims, it was not possible to complete a full Equality Impact Assessment and publicly consult on this plan over a 12 week period. In this instance an equality screening has been completed and will be subject to ongoing screening given the evolving situation. The Trust's surge plan measures will be kept continually under review, given the fluidity of the situation, and in order to respond to emerging needs and challenges.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
health of the population and safeguarding the health and wellbeing of the most vulnerable people in the community, whilst continuing to delivery high quality, safe patient/client services and a safe working environment for staff and all those who come into contact with our services. The Southern Trust, as will the wider HSC sector, continue to collaborate and examine all options as they face and adapt to the challenges posed by this pandemic. During this emergency Trust service areas will focus on essential work in order to maximize the number of staff and resources available in order to achieve the stated aims at (i) and (ii) above. In so doing, the Trust has prepared a surge plan which has resulted in the reconfiguration of some of its services, as temporary measures. This together with steps taken to postpone e.g. non-urgent elective appointments are essentially aimed at creating capacity within the system by freeing up staff and resources to respond to emerging needs/demands. In parallel the regional workforce appeal and other associated workforce measures (e.g. volunteering, deployment of final year nursing and medical students, call for retired employees to return to service etc.) will increase capacity within the Trust and across the wider HSC.		
Increase to parking enforcement charges from £60 to £70	Screened out with mitigation	Prior to increasing charges the Trust will ensure that there is a robust communication plan to get

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
To increase parking enforcement charges to allow the parking enforcement company to comply with charging recommendations contained in the BPA (British Parking Association) Code of Practice and to keep in line with other Trusts in the region.		the message out to the users of the site with regards to the increase in charges including the use of social media. Signage will be updated with the increased charge. All S75 categories are likely to benefit from safe, secure and suitably accessible car parking facilities. In terms of the provision of car parking for disabled people, a proportion of parking spaces has been set aside in line with Health Estates Guidance and will be kept under review. The Trust further recognises that the provision of safe, accessible car parking is not enough in itself and accepts that it has an obligation to manage such provision and take active steps to prevent abuse of such provision by others – Disability Discrimination Act 1995 refers. Exemption provisions are available subject to eligibility criteria. The Trust is set up to exercise discretion to apply the eligibility criteria in situations where the duration and/or frequency of treatment or visits lead to significant car-parking charges. The Trust will ensure that there are arrangements in place for enforcement fines to be appealed and guidance provided to the contractor on how they should be handled.
Inspire, Attract, Recruit - Southern HSC Trust Strategy to enhance our Workforce Supply 2019-2022 The aim of this strategy is to respond to the significant corporate workforce challenges faced by the Southern Trust. By continuing to raise the profile of	Screened out	The policy applies to staff, actual and potential employees and applicants, all of whom will benefit from the intended policy/proposal.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
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.		
Rebuilding HSC Services – Stage 1 Plan: 1 June – 30 June 2020 - Our Approach: Rebuilding Health and Social Care Services in the Southern Trust The Department of Health stated their intention, which was subject to Ministerial approval, to introduce a new "Strategic Framework for Rebuilding HSC Services" and has asked each Trust to prepare and publish a Stage 1 plan for their own area covering the period to 30 June 2020. In support of this, the Southern Trust has set out, in its plan i.e. 'Our Approach: Rebuilding Health and Social Care Services in the Southern Trust - Stage 1 Plan' a high level overview of the services that it plans to maintain as part of the Covid-19 response and those that it plans to rebuild during the month of June 2020 for the Southern area.	Ongoing screening	An equality screening has been completed and will be subject to ongoing screening given the evolving situation. As part of the roll out of the Trust's Stage 1 Plan the needs of S75 groups i.e. both services users and staff have and will continue to be considered along with any further mitigating measures to lessen any potential adverse impact for those affected.