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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

To increase parking enforcement charges from £60 to £70

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

Revised Charges

NB. The Trust's Traffic Management Strategy was previously screened and subjected to a full Equality Impact Assessment and public consultation in 2008/9. Subsequent price revisions have also been subject to equality screening in line with the Trust's S75 Equality Duties.

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

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.

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

All S75 categories are likely to benefit from safe, secure and suitably accessible car parking facilities. 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.

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

Guidance originated from the DHSSPS with the decision making process and operational aspects delegated to Trust level. The outworking of the policy will be at local site level.

(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?)

Any proposed increase has the potential to face opposition from the public, staff and local MLAs. In this instance the proposed price increase to parking enforcement charges is primarily to allow the 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.

Any increase in Parking Charge Notices has the potential to impact on S75 categories – see 2.3 below.

(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)

General public, patients, relatives, carers and visitors/service users, Trust senior management, voluntary and community sector, those representing S75 interests, local MLAs, Trade Unions and Professional Bodies, contractors etc.

The above list of stakeholders is not intended to be exhaustive.

(1.8) Other policies with a bearing on this policy/proposal (e.g. regional policies) - what are they and who owns them?

- DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector June 2012
- Clarification on Requirement for Consultation on charges to Car Parking Charges – DHSSPS Letter dated 23 December refers
- Trust's Disability Action Plan - Disability Discrimination Act 1995
- Trust's Equality Scheme which incorporates the Trusts Human Rights obligations and disability duties.
- Human Rights Act
- UN Convention on the Rights of Persons with a Disability

(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

**The proposed increase in parking enforcement charges may impact on staff who are issued with a Parking Charge Notice for parking in restricted areas and all staff will be equally affected.

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

Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**As above**

2.2 Composition of Southern Trust Workforce

(please contact the Equality Unit to ensure the figures below are the most recent)

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	Opposite Sex	**55.2**

towards:	Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**0.9** **0.1** **43.8**

2.3 Patients / Clients Affected *(complete as far as possible with information available to you)*

The proposed increase in parking enforcement charges will apply across the Trust.

Traffic enforcement measures may impact on service users - patients, relatives, carers, families and visitors/service users who park in the restricted zones and who are issued with a Parking Charge Notice for parking in restricted areas and they are expected to pay the fine imposed or their vehicle is clamped/ towed and they are expected to pay a release charge. The Trust will ensure that there are arrangements in place for Parking Charge Notices to be appealed and guidance provided to the contractor on how they should be handled.

***As highlighted in the previous EQIA 2008/9 - The Trust is mindful of the potential for adverse affect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust will have in place a locally agreed guideline which will take account of extenuating circumstances.

Section 75 Group	***Make up of Patients/Clients Affected***	***Percentage***
Gender	Female Male	***See note above Both genders are affected. Longevity rates favour women, albeit this gap is closing, therefore this posed increase could potentially impact on more women using HSC facilities. However, the overall car traffic management strategy aims to improve car parking for all patients, visitors and staff members regardless of gender.
Religion	Protestant Roman Catholic Other	***See note above All religions are potentially affected. However, the strategy aims to improve car parking for all patients, visitors and staff regardless of religion by deterring inappropriate parking.
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	***See note above People of all political opinions are potentially affected. However, the strategy aims to improve car

		parking for all patients, visitors and staff regardless of political opinion by deterring in appropriate parking.
Age	0-15 16-24 25-44 45-64 65-84 85+	***See note above Vehicle users of all ages are potentially affected. However, the strategy aims to improve car parking for all patients and visitors regardless of age. Provision is made within the policy for assistance to be given for people on lower incomes under the hospital travel costs recovery scheme and Exemption Scheme where applicable.
Marital Status	Single Married/Civil Partnership Other/Not Known	***See note above The strategy aims to improve car parking for all patients and visitors regardless of marital status
Dependent Status	Caring for a Child/Children/ Dependant Older Person/ Person(s) With a Disability None/Not Known	***See note above The strategy aims to improve car parking for all patients, visitors and staff members regardless of whether or not they have dependents. Provision is made within the policy for assistance to be given for people on lower incomes e.g. single/lone parents under the hospital travel costs recovery scheme and the Exemption Scheme as applicable.
Disability	Yes No Not Known	***See note above The Trust's Traffic Management Strategy reinforces the need to provide adequate car parking for people with disabilities. It is widely accepted that hospital admission tends to increase with age and disability. Provision is made within the strategy for financial assistance to be given for people on lower incomes under the hospital travel costs recovery scheme. Provision is also made to ensure that

		adequate parking is made available for “blue badge" holders as close as possible to the entrance of each HSC facility and physical assistance is available if required, for persons with a disability. The policy also reaffirms the eligibility for free car parking for people based on patient care path i.e. for radiotherapy, for chemotherapy, for renal dialysis and for critical care/high dependency. The Trust is set up to exercise discretion to apply the eligibility criteria in other situations where the duration and/or frequency of treatment or visits lead to significant car-parking charges. The Trust has contractual arrangements in place to provide information in alternative formats for persons with a disability.
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White	***See note above The Trust’s Traffic Management strategy aims to improve car parking for all patients and visitors. The Trust has contractual arrangements in place to provide information in a range of difference languages for those who do not speak English as a first language.
Sexual Orientation ***towards:***	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	***See note above The Trust’s Traffic Management strategy aims to improve car parking for all patients and visitors.

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).

Section 75 Group	*Trust's Area Population Profile*	*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	**As above**	See note 2.3 above
Age	As above	See note 2.3 above
Religion	As above	See note 2.3 above
Political Opinion	As above	See note 2.3 above
Marital Status	As above	See note 2.3 above
Dependent Status	As above	See note 2.3 above
Disability	As above In terms of the provision of car parking for disabled people, a proportion of parking spaces must be set aside in line with Health Estates Guidance. 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	See note 2.3 above In terms of the provision of car parking for disabled people, a proportion of parking spaces must be set aside in line with Health Estates Guidance. 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

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
		eligibility criteria in other situations where the duration and/or frequency of treatment or visits lead to significant car-parking charges
Ethnicity	As above	See note 2.3 above
Sexual Orientation	As above	See note 2.3 above

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

The Trust has consulted with the other Trusts in the region on their parking enforcement charges.

The Trust is mindful of the engagement and Consultation Provisions set out in the DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector June 2012 paragraph 5.4.1 refers and also 'Clarification on Requirement for Consultation on charges to Car Parking Charges – DHSSPS Letter dated 23 December refers.

However in this instance the increase is being applied by the Contractor to enable 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 who have implemented this change.

(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		None
Age	None	Minor with mitigation as identified at 2.3 above	Minor
Religion	None		None
Political Opinion	None		None
Marital Status	None		None
Dependent Status	None	Minor with mitigation as identified at 2.3 above	Minor
Disability	None	Minor with mitigation as identified at 2.3 above	Minor
Ethnicity	None		None
Sexual Orientation	None		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	See mitigation at 2.3 above
Age	See mitigation at 2.3 above
Religion	
Political Opinion	
Marital Status	
Dependent Status	See mitigation at 2.3 above
Disability	See mitigation at 2.3 above
Ethnicity	
Sexual Orientation	

(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		See 1.6 and considerations at 2.3
Political opinion		See 1.6 and considerations at 2.3
Racial group		See 1.6 and considerations at 2.3

(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	See 1.6 and considerations at 2.3
Political opinion	See 1.6 and considerations at 2.3
Racial group	See 1.6 and considerations at 2.3

(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?

.
The key opportunity is to ensure that there is sufficient provision of car parking for disabled people, a proportion of parking spaces must be set aside in line with Health Estates Guidance (HTM 07-03: Transport Management and Car Parking). This is incorporated in all estates planning. 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.

(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 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			√

** *See mitigating measures at 2.3 and obligations a 5.1 above*

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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.

The Trust will ensure that respect for human rights is reflected as an integral part of its decision making process and local out workings of this strategy**.**

(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)***	
			No

Minor impact	√	Mitigation Required	Alternative Policy Required
		Yes – The Trust will ensure that there are arrangements in place for Parking Charge Notices to be appealed and guidance provided to the contractor on how they should be handled.	

No impact		

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

Prior to increasing charges the Trust will ensure that there is a robust communication plan to get 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.

The Trust is mindful of the potential for adverse affect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such 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.

The Trust will also ensure mitigating measures are in place see table 2.3.

Any proposed increase has the potential to face opposition from the public, staff and local MLAs. In this instance the proposed price increase to parking enforcement charges is primarily to allow the 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.

(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?

The Trust will continue to monitor the number of Parking Charge Notices that are issued by the parking enforcement company.

Further, the Trust will monitor any impact in relation to its primary policy aim which is to

- minimise congestion and improve the free flow of traffic on Trust sites including emergency vehicles, and those using Trust services and
- ensure that the Trust provides appropriate, adequate and easily accessible parking for disabled badge holders, patients, visitors and staff.

NB: Being able to get parked is a key part of accessing services for many people and in particular for some S75 categories - as detailed in 2.3.

Approved Lead Officer: **Andrew Dines**

Position: **Head of Support Services**

Email: **andrew.dines@southerntrust.hscni.net**

Telephone No: **028 3756 0017**

Date: **4 June 2020**

Policy/proposal screened by: **Anita Carroll**

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.