Southern Health and Social Care Trust
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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 Guidance Notes 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

Proposed extension of car parking enforcement arrangements at Daisy Hill Hospital.

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

Revised

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

The introduction of Traffic enforcement arrangements which included Parking Charge Notices (Parking Tickets) and possibly clamping/towing was subjected to equality screening (June 2017) in line with the commitment in the Trust's approved Equality Scheme to subject new and revised policies to equality screening. Enforcement arrangements were initially introduced to the red zone in front of Craigavon Area Hospital to ensure the smooth operation of the new blue light route and to all disabled spaces on the Craigavon site. Vehicles parked in this area have the potential to cause restriction for ambulances which could result in delays if the traffic flows are not maintained. At that time it was also acknowledged that enforcement could potentially be rolled out to other areas on the Craigavon site and at Daisy Hill Hospital site and to any other Trust sites where there are traffic management / parking problems. Car parking enforcement was introduced on the Craigavon site in July 2017 and on the Daisy Hill site in December 2017.

Since the introduction of enforcement car parking behaviour has greatly improved on the Daisy Hill Hospital site and the number of complaints has significantly reduced however there are still traffic management issues. Vehicles are double parking or parking on the main road outside of the yellow boxed chevrons making it impossible for the waste contractor to turn the vehicle safely and reverse into the waste compound area. As well as being dangerous, it delays the driver leaving the site while he waits for vehicles to be moved which has a knock-on effect delaying collections at other sites.

The Trust proposes to extend enforcement along the road to the waste collection area.

The overarching aims of the Trust's Traffic Enforcement arrangements are to assist:

- Site users in accessing the hospital site;
- Protecting emergency access routes;
- Protecting red zones;
- Protecting drop-off zones;
- The management of abuse of parking facilities including accessible car provision
- Reduced congestion from circulating traffic
- Provide for a safer environment on site for pedestrians and all site users

(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 improved traffic flow and safe, secure and suitably accessible car parking facilities. The Trust further recognises that the provision of safe access and parking is not enough in itself and accepts that it has a legal obligation to manage the flow of traffic and parking and to take active steps to prevent abuse of such provision by those who do not require accessible parking – Disability Discrimination Act 1995 refers.

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

Guidance originated from the DHSSPS with the decision making process and operational aspects delegated to Trust 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?)

Factor that could detract from the proposed extension:

- Potential loss of approximately 5 unmarked parking spaces;
- Potential increase in the number of staff receiving parking enforcement notices and an increased in complaints from staff with regards to parking

Factors that contribute to the proposed extension

- Since the introduction of enforcement car parking behaviour has greatly improved on the site and the number of complaints has significantly reduced
- Provides for a safer environment on site for all site users

See also overarching aims of the Trust Traffic Enforcement arrangements at 1.3.

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/Proposal/decision could impact upon? (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, staff, contractors and delivery drivers, Trust senior management, voluntary and community sector, those representing S75 interests, local MLAs, Trade Unions and Professional Bodies etc.

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

- DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector June 2012
- The Trust's Equality Scheme - fulfilment of S75 Equality Duties notably Equality Screening
- The Human Rights Act – The Trust will ensure that respect for human rights is at the core of its day to day work and is reflected as an integral part of its decision making process**.**
- UN Convention on the Rights of Persons with a Disabilities
- Trust's Disability Action Plan - Disability Discrimination Act 1995
- Trust's Health and Safety Policy

(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 extension of Traffic Enforcement arrangements to the areas listed at 1.3 has the potential to result in an increase in the number of staff receiving parking enforcement notices and requesting appeals – see mitigation at 7.2**.

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

Section 75 Group	*Southern Trust Workforce Profile as at 1 January 2019*	*Percentage*
Gender	Female Male	**85.6** **14.4**
Religion	Protestant Roman Catholic Neither	**37.1** **57.1** **5.8**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	**9.6** **9.9** **7.8** **72.7**
Age	16-24 25-34 35-44 45-54 55-64 65+	**5.1** **25.9** **24.6** **23.3** **18.3** **2.8**
Marital Status	Single Married Not Known	**29.2** **65.9** **4.9**
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability None Not Known	 **22.6** **28.7** **48.7**
Disability	Yes No Not Known	**2.4** **79.4** **18.2**
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**0** **0.1** **0.02** **0.03** **0.1** **0.4** **0.7** **0.03** **0.1** **0.1** **81.5** **16.9**
Sexual Orientation ***towards:***	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**54.1** **0.9** **0.1** **44.9**

2.3 Patients / Clients Affected The proposed extension of Traffic enforcement arrangements 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 is mindful of the potential for adverse impact on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust has in place guidelines that provide for exemptions/concessions and which take account of extenuating circumstances. See also the overarching aims of the Trust Traffic Enforcement arrangements at 1.3 and also factors that contribute to the proposed extension of traffic enforcement arrangements at 1.6.

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

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	***The proposed extension of Traffic enforcement measures to the areas listed at 1.3 has the potential to result in an increase in the number of staff receiving parking enforcement notices and requesting appeals – see mitigation at 7.2 and also factors that contribute to the proposed extension of traffic enforcement arrangements at 1.6.**	*The proposed extension of 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 is mindful of the potential for adverse impact on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust has in place guidelines that provide for exemptions/concessions and which take account of extenuating circumstances. See also the overarching aims of the Trust Traffic Enforcement arrangements at 1.3 and also factors that contribute to the proposed extension of traffic enforcement arrangements at 1.6.
Age	See above*	See above*
Religion	See above*	See above*
Political Opinion	See above*	See above*
Marital Status	See above*	See above*
Dependent Status	See above*	See above*
Disability	As above* In terms of the provision of car parking for persons with a disability the Trust in line, with the relevant policies, will	See above* In terms of the provision of car parking for disabled people, a proportion of parking spaces must be set aside in line

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
	consider reasonable adjustment for staff with a disability. Provision of information in alternative formats to ensure all staff are aware of this proposal.	with Health Estates Guidance. The Trust has in place guidelines that provide for exemptions/concessions and which take account of extenuating circumstances. See also the overarching aims of the Trust Traffic Enforcement arrangements at 1.3. The Trust engaged widely with stakeholders and their views were taken into account when Traffic enforcement arrangements were first introduced. There will be a need for a renewed PR campaign. Provision on information in a timely and accessible format.
Ethnicity	As above* Provision of information in alternative formats to ensure all staff are aware of this proposal. Information can also be shared with the NIHSC Interpreting service as part of the Trust's communication arrangements.	See above Provision of information in alternative languages in a timely fashion
Sexual Orientation	As above*	See 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 recognises that there is a requirement for a renewed PR campaign and engagement with stakeholders with regard to the proposed extension of its traffic Enforcement arrangements as listed in 1.3 and in advance of any extensions being introduced.

Previously the Trust consulted widely with the following stakeholders when its Traffic enforcement measures were initially introduced:

- The Trust took account of the many complaints from MLAs, MPs, service users, carers and relatives and staff with regard to the difficulties encountered in accessing services/parking.
- The Trust considered the views of the emergency services (PSNI, Ambulance Service and NI Fire & Rescue Service) in relation to traffic management and traffic flow affecting the hospital site, and in particular the blue light route at the front of Craigavon Area Hospital and the potential for the difficulties to arise as a result of the traffic being restricted.
- Arrangements were previously discussed with the Trust's PPI User Panel, and this was

favourably received.

- The Trust also took account of the significant public response to social media when there have been images or comments posted regarding difficulties with traffic flow and they are supportive of enforcement.
- The Trust previously engaged with local BME representatives to explain the proposal and will link in with local BME representatives and the NIHSC Interpreting Service re the proposed extension of it traffic enforcement arrangements.
- The Trust previously engaged with the local Disability Action Group to explain what was being proposed and this was welcomed as there is a recognition that it is difficult to stop the misuse of drop off and disabled spaces without sanctions.
- The Trust also previously consulted with the Western, Northern, South Eastern and Belfast Trusts on the arrangements they have in place to manage traffic flow on hospital sites. The development of the Trust Traffic enforcement arrangements have also taken into account the learning from their experiences. The Trust previously consulted with British Parking Association representative and the Community Safety representative from the PSNI on how to safely manage traffic flow and car parks on sites.

(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	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor
Age	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor
Religion	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	
Political Opinion	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor
Marital Status	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor
Dependent Status	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor

Disability	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor
Ethnicity	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor
Sexual Orientation	Minor - see mitigation at 3.1 and 7.2	Minor with mitigation as identified at 3.1 and 7.2	Minor

(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 3.1 and 7.2
Age	*See mitigation at 3.1 and 7.2
Religion	*See mitigation at 3.1 and 7.2
Political Opinion	*See mitigation at 3.1 and 7.2
Marital Status	*See mitigation at 3.1 and 7.2
Dependent Status	*See mitigation at 3.1 and 7.2
Disability	*See mitigation at 3.1 and 7.2
Ethnicity	*See mitigation at 3.1 and 7.2
Sexual Orientation	*See mitigation at 3.1 and 7.2

(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		The requirement for a renewed PR campaign has been recognised in advance of this proposal being extended and engagement with stakeholders - in the interest of maintaining good relations
Political opinion		
Racial group		

(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 consideration at 3.1
Political opinion	See consideration at 3.1
Racial group	See consideration at 3.1

(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 Trust further recognises that the provision of safe access and parking is not enough in itself and accepts that it has a legal obligation to manage the flow of traffic and parking and to take active steps to prevent abuse of such provision by those who do not require accessible parking – Disability Discrimination Act 1995 refers.

See also derived benefits list at 1.3 from effective traffic enforcement measures.

The need for a renewed PR campaign has been recognised in advance of the proposed extension of traffic enforcement arrangements and provision of information in a timely and accessible format e.g. Easy Read etc.

(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			√

*** Neutral having regard to mitigating measures – see 3.1 and 7.2*

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 / 64152 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**.**

(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 – see 7.2	

No impact		

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

This proposal has been screened as having minor impact having taken into account considerations at 3.1 and the need for mitigating measures detailed below:

- The need for a renewed PR campaign in advance of any proposed extension of traffic enforcement arrangements
- Provision of a ‘grace period’ of 2 weeks before full enforcement is introduced (when Warning Notices will be issued).
- An effective communication plan and provision of information in accessible and timely format e.g. Easy Read to get the message out to staff and the public and postings e.g.

Trust's global email messages, Southern–i

- Additional signage in place detailing all the affected zones and local maps available in the hospital foyer, wards and departments and on the Trust internet.
- The continued availability of an appeals process
- The continued availability of guidelines that provide for exemptions/concessions and which take account of extenuating circumstances.

(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?

The Trust will continue to monitor traffic flow usage of car park provision across hospital sites and in particular the impact of this proposal should it proceed.

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.

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Please forward completed screening template to christine.white@southerntrust.hscni.net for recording and uploading onto the Trust's website.