Southern Health and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st October to 31st December 2019

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 October to 31st December 2019.

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
Menopause at Work Policy This policy and supporting guidance aims to ensure there is a supportive working environment for staff experiencing the menopause related issues and the potential impact at work. To increase managers' and staff's awareness of menopause related issues and the potential impact on staff health, wellbeing, safety and capacity at work. To create an environment where women feel confident enough to raise issues about their symptoms and ask for support. To provide menopause at work guidance to inform managers and employees about the potential symptoms of menopause, enabling them to have supportive conversations and agree support	Screened out	This policy is part of a wider suite of policies provided for under the Trust's Health and Wellbeing Strategy and is intended to provide for early support and intervention for all staff affected by the menopause. Reasonable adjustments will be considered in line with relevant Trust Policy and related legislative provisions - in this instance the DDA 1995 - for staff who are considered as having a disability as a result of the substantial and adverse effects of their menopausal symptoms on their normal day-to-day activities.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
needed. Ensure a consistent approach in the support of staff that are experiencing menopausal symptoms whilst at work. Reduce menopause related sickness absence through provision of support and promote the retention of menopausal female staff to retain a skilled and experienced workforce within the organisation.		
Proposed extension of car parking enforcement arrangements at Daisy Hill Hospital, Newry This is a revised policy. Since the introduction of enforcement car parking in 2017 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:	Screened out with mitigation	This proposal has been screened as having minor impact having taken into account considerations as at point 3.1 of the screening template and the need for a number of mitigating measures as detailed at point 7.2.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
• 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.		