



Southern Health
and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st July to 30th September 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 July to 30th September 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:

Mrs Lynda Gordon
Head of Equality Assurance Unit
First Floor, Hill Building, St. Luke's Hospital Site
Loughgall Road, Armagh
BT61 7NQ

Tel: 028 375 64151
E-mail: lynda.gordon@southerntrust.hscni.net

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’ with mitigation or an alternative policy proposed to be adopted**;
3. The policy has been **‘screened out’ without 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
<p>Policy for the Use of Closed Circuit Television (CCTV) Surveillance Systems</p> <p>This is a revised policy. The purpose of this policy is to ensure that where CCTV is used on Trust premises, that it is correctly installed, operated and maintained and not misused.</p> <p>This policy applies to all the CCTV systems operated by the Trust on Trust premises and all images and audio captured by CCTV.</p> <p>NB: This policy does not apply to audio and/or audio-visual recordings made by staff or visitors on non-authorized devices (e.g.</p>	<p>Screened Out</p>	<p>All Section 75 categories can expect to benefit from this policy as it aims to promote the safety of service users, visitors and staff on Trust premises. No significant adverse impact has been identified. CCTV footage is correctly stored and recorded and the use of it adheres to the principles of the Data Protection Act 2018, Human Rights Act 1998, Regulation of Investigatory Powers Act 2000 and the Information Commissioner’s Office CCTV Code of Practice (2017).</p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
personally owned equipment).		
<p>Staff Transfer Scheme Pilot within the Older People and Primary Care (OPPC) Directorate, SHSCT</p> <p>This Scheme sets out the general principles for the proposed piloting of a staff transfer scheme within the OPPC Directorate. It is proposed this pilot will commence for a 6 month period with effect from 1 October 2019.</p> <p>At the end of the pilot phase the Scheme will be formally evaluated with relevant stakeholders against pre-determined criteria (to be discussed and agreed). Following evaluation, appropriate recommendations will be made.</p>	<p>Subjected to ongoing screening</p>	<p>This Scheme is intended to have a positive impact on staff and may be utilised to enable staff to achieve a better work life balance.</p> <p>The Scheme should also reduce the time taken to fill some vacant posts and this will be of benefit to service users.</p>
<p>Work Life Balance Policy (WLB)</p> <p>Revised policy which now incorporates manager and employee guidelines to ensure all requests for WLB are given serious consideration in line with the existing legislative provisions.</p>	<p>Screened Out</p>	<p>The policy has been screened out as the intended aims and outcomes are to further the Trust's equality obligations by providing for a range of flexible working options to enable staff to reconcile their competing work/life balance commitments.</p> <p>Proper adherence to relevant legislative provisions and</p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p>The policy sets out the various WLB provisions currently available to employees to help them balance their work/life commitments.</p> <p>Employees with a qualifying period of 26 weeks employment can make an application for change in their working pattern. The right is the right to request and the right to have one's request considered seriously.</p>		<p>statutory procedures should ensure the fair application of the policy across the Trust. In keeping with Trust policy and practice a right of appeal will be provided for where applications have been refused.</p>