Southern Health and Social Care Trust
Quality Care - for you, with you

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 Guidance Notes' (on Intranet) 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

Relocation of Newtownhamilton Community Dental Services

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

New

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

Background and reason for change

The Community Dental Service (CDS) in Newtownhamilton is located on the first floor of the GP surgery which is not suitable for community dental service (CDS) patients, many of whom have disabilities, severe medical conditions or mobility problems. It's not accessible either for families with young children. Patients are not offered inhalation sedation despite the fact that CDS has the remit of providing treatment for patients that are fearful about dental treatment due to the steep flight of stairs to the clinic. These patients currently attend either Newry or Armagh clinics.

There is currently a dentist and a dental nurse who provide care in Newtownhamilton one day per month with a limited number of only 42 patients / 28 families on call. Patients are not offered choice of appointment as the clinic is only operational one day per month (first Thursday of each month). There are isolation issues for the staff as the dentist would not be able to seek a second opinion or advice from another colleague if needed.

Proposal

The proposed change to dental services is consistent with the Strategic Direction

for dental services to offer increased access across a range of localities in the community.

Patients will be able to attend their dental appointment at an accessible clinic suitable for all abilities and fit for purpose. It will provide more choice of available appointment dates and times in an area of the patient's choice i.e. Armagh, Newry etc. Patients will be offered inhalation sedation if they desire at any of the sites.

The staff will not be isolated and will be able to avail of a second opinion or advice from colleagues when required. An additional factor is Health and Safety issues for the staff i.e. should a patient assault a staff member then another staff member would be in close proximity to hear the alarm and assist accordingly.

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

Yes – see list of patients affected in table 2.3 on page 5. It states that 60% of patients attending the CDS have a disability. See also wider benefits associated with the relocation at 7.2 on page 14.

Each service user's family is being personally contacted to explain the reason for the reallocation, to offer reassurance and to decide the best clinic for them to attend in the future. Communication needs will be taken into account.

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

HSCB & SHSCT

(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?)

The dental clinic in NTH is very isolated as it is located upstairs at the end of a building and should the staff be assaulted by a patient no-one else in the building would hear the alarm sound so there are serious health and safety risks with the existing building.

(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)

- Service users and their families
- staff
- Trade Unions
- HSCB
- Southern Trust
- local GDP and
- Local communities

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

- The proposed change to dental services is consistent with the Strategic Direction for dental services to offer increased access across a range of localities in the community.
- Disability Discrimination Act 1995

It is considered best practice if dentists work in settings with other dentists available to give a second opinion on treatments if required.

(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

(please contact the Equality Unit on 028 375 64152 with details of staff affected in order to complete table below)

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

2.2 Composition of Southern Trust Workforce –

(please contact the Equality Unit on 028 375 64152 to ensure the figures below are the most recent)

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	**37.0** **57.1** **5.9**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	**9.5** **9.6** **7.6** **73.4**
Age	16-24 25-34 35-44 45-54 55-64 65+	**5.1** **25.8** **24.6** **23.3** **18.3** **2.9**
Marital Status	Single Married Not Known	**29.3** **62.3** **8.4**
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability None Not Known	**22.2** **27.8** **50.0**
Disability	Yes No Not Known	**2.3** **78.3** **19.4**
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**0** **0.09** **0.02** **0.03** **0.12** **0.24** **0.64** **0.03** **0.1** **0.1** **80.4** **18.2**
Sexual Orientation ***towards:***	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**52.9** **0.9** **0.1** **46.1**

2.3 Patients / Clients Affected – *(complete as far as possible with information available to you) – data as at 3rd January 2019.*

Section 75 Group	*Make up of Patients/Clients Affected*	*Percentage*
Gender	Female Male	**36.0** **64.0**
Religion	Protestant Roman Catholic Other	**Not known**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	**Not known**
Age	0-15 16-24 25-44 45-64 65-84 85+	**69.1** **11.9** **9.5** **9.5** **0** **0**
Marital Status	Single Married/Civil Partnership Other/Not Known	**95.2** **2.4** **2.4**
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	**Not known**
Disability	Yes No Not Known	**59.5** **40.5** **0**
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**0** **0** **0** **0** **0** **0** **0** **4.8** **4.8** **0** **90.4** **0**
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**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 on 028 375 64152).

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	No staff affected	Each service user's family is being personally contacted to explain the reason for the reallocation, to offer reassurance and to decide the best clinic for them to attend in the future.
Age	No staff affected	As above
Religion	No staff affected	As above
Political Opinion	No staff affected	As above
Marital Status	No staff affected	As above
Dependent Status	No staff affected	As above
Disability	No staff affected	As above The communication needs of persons with a disability will be taken into account. The Trust has in place arrangements for the provision of alternative formats and also a sign language contract. Proposed new arrangements will provide increased access across a range of localities in the community. Patients will be able to attend

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
		their dental appointment at an accessible clinic suitable for all abilities and fit for purpose. It will provide more choice of available appointment dates and times in an area of the patient's choice i.e. Armagh, Newry etc. Patients will be offered inhalation sedation if they desire at any of the sites.
Ethnicity	No staff affected	As above The needs of persons who do not speak English as a first language will be taken into account. The Trust has in place arrangements for the provision of face-to-face interpreting and written translations.
Sexual Orientation	No staff affected	Each service user's family is being personally contacted to explain the reason for the reallocation, to offer reassurance and to decide the best clinic for them to attend in the future.

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

The proposed change to dental services is consistent with the Strategic Direction for dental services to offer increased access to appointments across a range of localities in the community.

The Dental clinic in Newtownhamilton is located within the GP surgery accommodation but the dental clinic is situated at the top of a steep flight of stairs which is not suitable for community dental service (CDS) patients

especially ones with a disability of families with young children. Patients are not offered inhalation sedation despite the fact that CDS has the remit of providing treatment for patients that are fearful about dental treatment. These patients currently attend either Newry or Armagh clinics.

We are engaging with all relevant stakeholders and colleagues now and are personally contacting each person by phone to reassure them, to assess their needs and to decide the best clinic for them to attend in the future.

(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		Overall impact Minor
Age	None		Overall impact Minor
Religion	None		Overall impact Minor
Political Opinion	None		Overall impact Minor
Marital Status	None		Overall impact Minor
Dependent Status	None		Overall impact Minor
Disability	None	There is a positive impact in that the service users will be given a choice to either attend - John Mitchell Place Newry or Armagh clinics both full-time - giving a much improved range of appointment dates and times and better access for patients with a disability. There are numerous dental practices in nearby towns that may be happy to accept some of these patients also. See	Overall impact Minor

		also considerations at 3.1	
Ethnicity	None	See considerations at 3.1	Overall impact Minor
Sexual Orientation	None		Overall impact 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	There is a positive impact in that the service users will be given a choice to either attend - John Mitchell Place Newry or Armagh clinics both full-time - giving a much improved range of appointment dates and times plus the clinic will be more accessible for patients of all disabilities. There are numerous dental practices in nearby towns that may be happy to accept some of these patients also.
Age	As above
Religion	As above
Political Opinion	As above
Marital Status	As above
Dependent Status	As above
Disability	See also considerations at 3.1
Ethnicity	See also considerations at 3.1
Sexual Orientation	As above

(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		Having in place effective communication arrangements to maintain good relations: Each service user's family is being personally contacted to explain the reason for the reallocation, to offer reassurance and to decide the best clinic for them to attend in the future. A press release will also be issued, advising of the changes, to all the usual outlets, staff, social media and elected representatives.
Political opinion		As above
Racial group		As above

(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 4.3 above
Political opinion	See 4.3 above
Racial group	See 4.3 above

(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 has in place a Disability Action Plan aimed at promoting the statutory '*disability duties'* i.e. to promote positive attitudes towards persons with a disability and to promote their participation in public life.

The Trust is engaging with all relevant stakeholders and colleagues and is personally contacting each person by phone to reassure them, to assess their needs and to decide the best clinic for them to attend in the future. Improved access for persons with a disability e.g. better access to clinics as currently only access to clinic is via a steep flight of stairs, more frequent access with a greater range of options.

The communication needs of persons with a disability will be taken into account. The Trust has in place arrangements for the provision of alternative formats and also a sign language contract for the provision of sign language interpreters.

On-going provision of staff disability awareness training. Completion of Equality and Diversity 'Making A Difference' eLearning.

Consideration of the Disability Duties as an integral part of Section 75 equality screening and policy development processes.

(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			x
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			x
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			x
Article 5 – Right to liberty & security of person			x
Article 6 – Right to a fair & public trial within a reasonable time			x
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			x
Article 8 – Right to respect for private & family life, home and correspondence.			Having taken into account individual circumstances re choice of clinic going forward
Article 9 – Right to freedom of thought, conscience & religion			x
Article 10 – Right to freedom of expression			x
Article 11 – Right to freedom of assembly & association			x
Article 12 – Right to marry & found a family			x
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			x
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			x
1st protocol Article 2 – Right of access to education			x

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.

On-going staff awareness training to ensure human rights considerations are taken into account.

(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)*

<table>
<tr><td rowspan="2">Major impact</td><td rowspan="2"></td><td colspan="2">EQIA Required? (Delete as appropriate)</td></tr>
<tr><td></td><td>No</td></tr>
<tr><td rowspan="2">Minor impact</td><td rowspan="2">√</td><td>Mitigation Required</td><td>Alternative Policy Required</td></tr>
<tr><td>Yes – see considerations at 3.1 and 7.2 below</td><td></td></tr>
<tr><td>No impact</td><td></td><td colspan="2"></td></tr>
</table>

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

The clinic at Newtownhamilton is not fit for purpose. The dental clinic is up a steep flight of stairs which is not suitable for community dental service patients, some of whom have disabilities, severe medical conditions or mobility problems. It is not suitable either for families with young children. There will be no impact on domiciliary patients as they continue to receive the same service. Similarly service to care homes will not be affected. Patients who came into the clinic have been reassured that they will receive continuity of care. Patients have been offered a choice of clinics and expanded range of clinic times in John Mitchell Place Newry and Armagh. Both Newry and Armagh are full-time clinics. There are numerous dental practices in nearby towns that may be happy to accept some of these patients also. This is a significant improvement from one day a month the patients were previously offered at Newtownhamilton. There is no impact on staff. Local GDP has been contacted and advised to send all referrals to John Mitchell Place and Armagh depending on the clinic they have chosen to attend where they will be handled in the same way as before.

(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	X

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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?

General complaints procedure. Ongoing communication with the families at reviews/appointments to ensure they are happy with the clinic they have chosen.

Approved Lead Officer:	**Michelle Oliver**
Position:	**Clinical Director Community Dental Service**
Email:	**Michelle.Oliver@southerntrust.hscni.net**
Telephone No:	**02837564115 or 07841102696**
Date:	**January 2019**
Policy/proposal screened by:	**Pauline Grant**

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.