

## 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

Community Voluntary Services Contract

Cessation of Citizens Advice Mid Ulster (CAMU) Contract - Outreach Services only

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

Cessation of existing Contract

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

Cessation of Contract

This contract with CAMU was to provide outreach advice services in Donaghmore (Cancer Choices), Coalisland (LILAC), Dungannon (Inspire Mental Health) and Aghnacloy (Moore Street). However after the Provider failed to secure the generalist advice service contract with Mid-Ulster District Council, which covered core costs, it is no longer in the position to deliver these services and has advised the SHSCT that it will be terminating its contract on 31/3/19.

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

Generalist advice service provision in the Mid Ulster area will be delivered by STEP from 1/04/19. It is expected therefore that there will be no disadvantage to Section75 categories

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

Legacy Trust Contract arrangements inherited by 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?)

No

(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, Family/friends of the clients originally assisted;
- Local businesses / economy due to additional income from benefits, as well as from client debts written off;
- Other services both internal and external that we signpost / refer to

SHSCT will still be able to signpost service users to STEP for generic advice services in the Mid Ulster area.

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

N/A

## **(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)*

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

## 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)

<b>Section 75 Group</b>	<b>Southern Trust Workforce Profile as at 1 January 2019</b>	<b>Percentage</b>
<b>Gender</b>	Female	<b>85.6</b>
	Male	<b>14.4</b>
<b>Religion</b>	Protestant	<b>37.0</b>
	Roman Catholic	<b>57.1</b>
	Neither	<b>5.9</b>
<b>Political Opinion</b>	Broadly Unionist	<b>9.5</b>
	Broadly Nationalist	<b>9.6</b>
	Other	<b>7.6</b>
	Do Not Wish To Answer/Not Known	<b>73.4</b>
<b>Age</b>	16-24	<b>5.1</b>
	25-34	<b>25.8</b>
	35-44	<b>24.6</b>
	45-54	<b>23.3</b>
	55-64	<b>18.3</b>
	65+	<b>2.9</b>
<b>Marital Status</b>	Single	<b>29.3</b>
	Married	<b>62.3</b>
	Not Known	<b>8.4</b>
<b>Dependent Status</b>	Caring for a Child/Children / Dependant Older Person / Person With a Disability	<b>22.2</b>
	None	<b>27.8</b>
	Not Known	<b>50.0</b>
<b>Disability</b>	Yes	<b>2.3</b>
	No	<b>78.3</b>
	Not Known	<b>19.4</b>
<b>Ethnicity</b>	Bangladeshi	<b>0</b>
	Black African	<b>0.09</b>
	Black Caribbean	<b>0.02</b>
	Black Other	<b>0.03</b>
	Chinese	<b>0.12</b>
	Filipino	<b>0.24</b>
	Indian	<b>0.64</b>
	Irish Traveller	<b>0.03</b>
	Mixed Ethnic	<b>0.1</b>
	Pakistani	<b>0.1</b>
	White	<b>80.4</b>
	Not Known	<b>18.2</b>
<b>Sexual Orientation towards:</b>	Opposite Sex	<b>52.9</b>
	Same Sex	<b>0.9</b>
	Same and Opposite Sex	<b>0.1</b>
	Do Not Wish To Answer/Not Known	<b>46.1</b>

## 2.3 Patients / Clients Affected

*(complete as far as possible with information available to you)*

<b>Section 75 Group</b>	<b>Make up of Patients/Clients Affected</b>	<b>Percentage</b>
<b>Gender</b>	Female Male	Information not available on section75 groups using Advice Services
<b>Religion</b>	Protestant Roman Catholic Other	
<b>Political Opinion</b>	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	
<b>Age</b>	0-15 16-24 25-44 45-64 65-84 85+	
<b>Marital Status</b>	Single Married/Civil Partnership Other/Not Known	
<b>Caring Responsibility</b>	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	
<b>Disability</b>	Yes No Not Known	
<b>Ethnicity</b>	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	
<b>Sexual Orientation towards:</b>	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 on 028 375 64152).

<b>Section 75 Group</b>	<b>Trust's Area Population Profile (Population of 358,034)</b>	<b>Percentage</b>
<b>Gender</b>	Female	50.36
	Male	49.64
<b>Religion</b>	Protestant	39.15
	Roman Catholic	56.69
	Other	4.16
<b>Political Opinion</b>	Not collected	
<b>Age</b>	0-15	22.73
	16-24	12.25
	25-44	28.45
	45-64	23.40
	65-84	11.69
	85+	1.48
<b>Marital Status (aged 16+ years)</b>	Single	34.99
	Married/Civil Partnership	50.24
	Other	14.77
<b>Dependent Status</b>	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability	11.34% of usually resident population provide unpaid care
<b>Disability</b>	Yes	19.64
	No	80.36
<b>Ethnicity</b>	Asian Other	0.20
	Bangladeshi	0.01
	Black African	0.11
	Black Caribbean	0.01
	Black Other	0.10
	Chinese	0.22
	Indian	0.17
	Irish Traveller	0.15
	Mixed Ethnic Group	0.29
	Other	0.16
	Pakistani	0.07
White	98.51	
<b>Sexual Orientation</b>	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)**

<b>Section 75 Category</b>	<b>Details of Needs, Experiences and Priorities</b>	
	<b>Staff</b>	<b>Service Users</b>
<b>Gender</b>	SHSCT does not have this information. Contract with Citizens Advice Mid Ulster (CAMU) focussed on service outputs and not specifically funding a post.  No SHSCT Staff affected	SHSCT or Citizens Advice Mid Ulster (CAMU) does not have this information
<b>Age</b>		
<b>Religion</b>		
<b>Political Opinion</b>		
<b>Marital Status</b>		
<b>Dependent Status</b>		
<b>Disability</b>		
<b>Ethnicity</b>		
<b>Sexual Orientation</b>		

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

- Contract reviews with Contract holder
- Client satisfaction surveys undertaken annually by Contract Holder
- Quarterly monitoring on Contract outputs



#### (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?**

<b>Section 75 category</b>	<b>Details of policy/proposal impact</b>		<b>Level of impact? Minor/major/none</b>
	<b>Staff</b>	<b>Service Users</b>	
<b>Gender</b>	Contract with Citizens Advice Mid Ulster (CAMU) focussed on service outputs and not specifically funding a post	No Outreach Service	None - Central Advice service still available
<b>Age</b>		No Outreach Service	None - Central Advice service still available
<b>Religion</b>		No Outreach Service	None - Central Advice service still available
<b>Political Opinion</b>		No Outreach Service	None - Central Advice service still available
<b>Marital Status</b>		No Outreach Service	None - Central Advice service still available
<b>Dependent Status</b>		No Outreach Service	None - Central Advice service still available
<b>Disability</b>		No Outreach Service	None - Central Advice service still available
<b>Ethnicity</b>		No Outreach Service	None - Central Advice service still available
<b>Sexual Orientation</b>		No Outreach Service	None - Central Advice service still available

#### **(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?**

<b>Section 75 category</b>	<b>Please provide details</b>
<b>Gender</b>	Not impacted
<b>Age</b>	Not impacted
<b>Religion</b>	Not impacted
<b>Political Opinion</b>	Not impacted

<b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b>	
<b>Section 75 category</b>	<b>Please provide details</b>
<b>Marital Status</b>	Not impacted
<b>Dependent Status</b>	Home visits/telephone Service will still be delivered by STEP
<b>Disability</b>	Home visits/telephone Service will still be delivered by STEP
<b>Ethnicity</b>	Not impacted
<b>Sexual Orientation</b>	Not impacted

<b>(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</b>		
<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
<b>Religious belief</b>	No Outreach Service	None
<b>Political opinion</b>	No Outreach Service	None
<b>Racial group</b>	No Outreach Service	None

<b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>	
<b>Good relations category</b>	<b>Please provide details</b>
<b>Religious belief</b>	N/A
<b>Political opinion</b>	N/A
<b>Racial group</b>	N/A

## **(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?

Generic Advice Services will continue to be provided by STEP

## **(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
<b>Article 2 – Right to life</b>			X
<b>Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment</b>			X
<b>Article 4 – Right to freedom from slavery, servitude &amp; forced or compulsory labour</b>			X
<b>Article 5 – Right to liberty &amp; security of person</b>			X
<b>Article 6 – Right to a fair &amp; public trial within a reasonable time</b>			X
<b>Article 7 – Right to freedom from retrospective criminal law &amp; no punishment without law</b>			X
<b>Article 8 – Right to respect for private &amp; family life, home and correspondence.</b>			X
<b>Article 9 – Right to freedom of thought, conscience &amp; religion</b>			X
<b>Article 10 – Right to freedom of expression</b>			X
<b>Article 11 – Right to freedom of assembly &amp; association</b>			X
<b>Article 12 – Right to marry &amp; found a family</b>			X

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
<b>Article 14 – Prohibition of discrimination in the enjoyment of the convention rights</b>			X
<b>1<sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions &amp; protection of property</b>			X
<b>1<sup>st</sup> protocol Article 2 – Right of access to education</b>			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.

Ongoing roll out of staff training awareness  
All aspects of Contract Cessation will remain Confidential

**(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)*

<b>Major impact</b>	<b>EQIA Required? <i>(Delete as appropriate)</i></b>	
		<b>No</b>

<b>Minor impact</b>	Mitigation Required	Alternative Policy Required
	<b>No</b>	<b>No</b>

<b>No impact</b>	√ see 7.2	<b>Screened Out</b>
------------------	-----------------	---------------------

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

From 1<sup>st</sup> of April 2019 Advice services will continue to be available in the Mid Ulster area through STEP under the terms of their core contract as funded by Mid Ulster District Council.

(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

**(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 SHSCT will liaise with ABC Council to identify any adverse effects in the out workings of this decision.

**Approved Lead Officer:** Gerard Rocks

**Position:** Assistant Director Promoting Wellbeing

**Email:** gerard.rocks@southerntrust.hscni.net

**Telephone No:** 02838833241

**Date:** 13/03/19

**Policy/proposal screened by:** Neil Gillan

**Please forward completed screening template to [christine.white@southerntrust.hscni.net](mailto:christine.white@southerntrust.hscni.net) for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.**