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

Cessation of contract for the Provision of Adult Primary Mental Health Care Services across the Southern Health and Social Care Trust area (Ref: 2015/CK/01)

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

Cessation of an existing contract

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

Background:

The contract was initially entered into to provide assistance with breaching waiting lists within PMHC

Rationale for ending the contract is that this has come to an end and the waiting list no longer needs this level of work completed

There will be no service in its place. This service will not be offered however we will continue to complete the work within PMHC that we have always completed.

Such services will be sign posted by the Trust to optimise service delivery and patient centeredness.

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

Patients who are deemed to have Step 1 and 2 needs within the Mental Health Care Pathway will benefit from this service change.

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

Southern Health and Social Care Trust.

(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?)

Nil

(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)

Internal : Management, Mental Health Practitioners and Recovery College

External : Patients, Client, Agency

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

Public Procurement Regulations

TUPE in this instance not applicable

Southern Trust approved Equality Scheme

(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	**There are no staff adversely affected by the cessation of this contract**
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/Civil Partnership Other/Not Known	**As above**
Caring Responsibility	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	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**As above**
Sexual Orientation	Opposite Sex	**As above**

towards:	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)

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)

Section 75 Group	*Make up of Patients/Clients Affected*	*Percentage*
Gender	Female Male	**Service users will not be affected – the service will continue to be provided through alternative methods**
Religion	Protestant Roman Catholic Other	**As above**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	**As above**
Age	0-15 16-24 25-44 45-64 65-84 85+	**As above**
Marital Status	Single Married/Civil Partnership Other/Not Known	**As above**
Caring Responsibility	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	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**As above**
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**As above**

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	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Age	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Religion	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Political Opinion	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Marital Status	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Dependent Status	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Disability	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Ethnicity	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods
Sexual Orientation	There are no staff adversely affected by the cessation of this contract	Unaffected this service will continue to be provided through alternative methods

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal. End of a contract to undertake some additional CBT work not now required in Primary Mental Health Care due to the establishment of an alternative service.

(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	No impact	None. Service users unaffected - this service will continue to be provided through alternative methods
Age	None	No impact	None
Religion	None	No impact	None
Political Opinion	None	No impact	None
Marital Status	None	No impact	None
Dependent Status	None	No impact	None
Disability	None	No impact	None

Ethnicity	None	No impact	None
Sexual Orientation	None	No impact	None

(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	End of a contract to undertake some additional CBT work not now required in Primary Mental Health Care due to the establishment of an alternative service.
Age	As above
Religion	As above
Political Opinion	As above
Marital Status	As above
Dependent Status	As above
Disability	As above
Ethnicity	As above
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		none
Political opinion		none

Racial group		none

(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	Not applicable
Political opinion	
Racial group	

(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?

There is now alternative methods of support which promote choice and independence through the Well Mind Hub

(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	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
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.			x
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.

Neutral impact alternative methods available which better promote choice independence and socialisation

(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)***	
		Yes	**No**

Minor impact		Mitigation Required	Alternative Policy Required
		Yes	**/No**

No impact	x	**Screened Out**

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

The Trust is now appointing a Navigator post to provide advice and guidance and direct to appropriate alternative services

(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? Service now provided differently not through Trust

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Date: **13/3/19**

Policy/proposal screened by: **Jenny Johnston and Lynda Gordon**

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.