Southern Health and Social Care Trust
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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 Screening Guidance Notes' (on SharePoint) 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 Security Management

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

(1.3) What is it trying to achieve (intended aims/outcomes)? The aim of the policy is to ensure that the Trust has in place suitable and robust governance arrangements to provide a secure environment that protects all service users, staff and visitors and their property, and the physical assets of the organisation.

(1.4) Are there any Section 75 categories which might be expected to benefit from the intended policy/proposal? All service users (patients/clients), staff and visitors who use Trust premises are likely to benefit from an environment where they feel safer.

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

(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?)

It requires the compliance of Trust staff whose responsibilities are identified within the policy.
Ensuring staff have the appropriate level of MAPA training in line with Trust requirements.
Physical security measures being inappropriate or inadequate, or no longer fit for purpose.
Defects in physical security systems not being reported or repaired in a timely manner.

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (E.g. staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc.)

Trust management, staff, service users (patients/clients) and visitors
Trust Security Management Committee

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

Southern Trust Policies & Procedures

- Health & Safety Policy
- Management of Violence & Aggression Policy and Strategies

The Trust awaits issue of the new regional Management of Violence and Aggression Framework Policy.

(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

***The policy will affect all staff – see table at 2.2 for make-up of Southern Trust workforce.**

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

The tables below show a breakdown of violent and aggression incidents and other security incidents (including theft, vandalism, break-ins, public order and damage to property). To date there has been no Section 75 data collected on Datix in relation to staff affected by security incidents. However, further investigation and analysis of reported incidents may allow some Section 75 categories to be identified.

NO. PHYSICAL CONTACT (actual assault) INCIDENTS AFFECTING STAFF	Apr	May	Jun	Jul	Aug	Totals for 22/23
Acute Services	61	23	15	23	29	**151**
Children and Young Peoples Services	39	12	53	35	39	**178**
Mental Health and Disability	122	37	124	43	78	**404**
Older People and Primary Care	14	7	5	5	9	**40**
Total	**236**	**79**	**197**	**106**	**155**	**773**

NO. PHYSICAL THREAT (no contact) INCIDENTS AFFECTING STAFF	Apr	May	Jun	Jul	Aug	Totals for 22/23
Acute Services	14	11	3	8	18	**54**
Children and Young Peoples Services	0	0	0	2	4	**6**
Mental Health and Disability	35	2	29	18	29	**113**
Older People and Primary Care	5	0	0	5	2	**12**
Total	**54**	**13**	**32**	**33**	**53**	**185**

NO. VERBAL ABUSE INCIDENTS AFFECTING STAFF (includes verbal abuse with disability/racial/gender content)	Apr	May	Jun	Jul	Aug	Totals for 22/23
Acute Services	9	5	8	7	7	**36**
Children and Young Peoples Services	3	0	1	3	0	**7**
Human Resources and Organisational	0	0	0	0	0	**0**
Mental Health and Disability	32	18	30	38	33	**151**
Older People and Primary Care	3	5	1	3	4	**16**
Total	**47**	**28**	**40**	**51**	**44**	**210**

NO. SEXUAL (includes harassment and indecent exposure) INCIDENTS AFFECTING STAFF	Apr	May	Jun	Jul	Aug	Totals for 22/23
Acute Services	0	0	0	7	2	**9**
Children and Young Peoples Services	0	0	0	0	0	**0**
Mental Health and Disability	3	0	0	4	5	**12**
Older People and Primary Care	1	0	2	6	0	**9**
Total	4	0	2	17	7	30

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Security Incidents 2022/23 (incl. theft, vandalism, breakins, public order and damage to property)

	QE Jun 22	Jul & Aug 22	Total YTD 2022/23
Acute			
CAH	4	**9**	**13**
DHH	1	**2**	**3**
Lurgan Hospital	2	**2**	**4**
Sub Total Acute	7	**13**	**20**
Mental Health & Disability			
Bluestone Unit	2	**5**	**7**
Bannvale SEC	2	**0**	**2**
Teach Sona	1	**0**	**1**
Ardaveen	2	**0**	**2**
Aldergrove House	0	**1**	**1**
Woodlawn House	0	**1**	**1**
Linenbridge	0	**1**	**1**
Trasna	0	**1**	**1**
Community	1	**0**	**1**
Gillis Memory Clinic	0	**1**	**1**
Sub Total MHD	**8**	**10**	**18**
OPPC			
Lurgan Hospital	1	**0**	**1**
Commuity	1	**0**	**1**
Sub Total OPPC	**2**	**0**	**2**
Children & Young People			
St Luke's	2	**0**	**2**
Edenvilla	2	**2**	**4**
Bocombra	0	**1**	**1**
Brownlow HSSC	1	**0**	**1**
Cedar Grove	5	**0**	**5**
Sub Total CPY	**10**	**3**	**13**
Grand Total	27	26	53

The tables above relating to violent and aggression incidents and other security incidents (including theft, vandalism, break-ins, public order and damage to property) and the table below relating to missing/absconding patients. To date there has been no Section 75 data collected on Datix in relation to service users affected by these incidents. However, further investigation and analysis of reported incidents may allow some Section 75 categories to be identified.

Missing / Absconding Patients (including Missing Young Persons >24 Hours)

Location	Q/E June 2022	Jul & Aug 2022	Total YTD 2022-23
Acute			
CAH	48	48	96
DHH	62	46	108
Sub Total Acute	110	94	204
Mental Health & Disability			
Bluestone Unit	25	28	53
Bowens Close	1	0	1
Glanree	2	0	2
Lurgan Hospital	1	0	1
Sub Total MHD	29	28	57
OPPC			
Lurgan Hospital	1	0	1
Independent/Voluntary Sector	1	1	2
Commuity	1	1	2
Sub Total OPPC	3	2	5
Children & Young People			
Bocombra	30	33	63
Cedar Grove	33	5	38
Cherrygrove	48	46	94
Edenvilla	24	9	33
Woodside	13	1	14
Sub Total CYP	148	94	242
Grand Total	290	218	508

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 2022*	*Percentage*
Gender	Female Male	**85.3%** **14.7%**
Religion	Protestant Roman Catholic Neither	**34.9%** **57.2%** **7.9%**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	**9.1%** **9.9%** **7.8%** **73.2%**
Age	16-24 25-34 35-44 45-54 55-64 65+	**8.7%** **24.3%** **25.3%** **21.0%** **17.5%** **3.2 %**
Marital Status	Single Married Not Known	**33.2%** **56.9%** **9.9%**
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability None Not Known	 **17.1%** **31.1%** **51.8%**
Disability	Yes No Not Known	**2.4%** **76.3%** **21.3%**
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	**0.01%** **0.2%** **0.02%** **0.02%** **0.08%** **0.4%** **0.7%** **0.02%** **0.2%** **0.1%** **77.5%** **20.8%**
Sexual Orientation ***towards:***	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	**57.2%** **1.0%** **0.2%** **41.6%**

2.3 Patients / Clients Affected

*** All service users (patients/clients and visitors who use Trust catering services) – see table at 2.4 for make up of Southern Trust area population.**

Section 75 Group	*Make up of Patients/Clients Affected*	*Percentage*
Gender	Female Male	*** see note above**
Religion	Protestant Roman Catholic Other	*** see note above**
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	*** see note above**
Age	0-15 16-24 25-44 45-64 65-84 85+	*** see note above**
Marital Status	Single Married/Civil Partnership Other/Not Known	*** see note above**
Caring Responsibility	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	*** see note above**
Disability	Yes No Not Known	*** see note above**
Ethnicity	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	*** see note above**
Sexual Orientation *towards:*	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	*** see note 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	**The Trust needs to ensure the safety of all staff**	**The Trust needs to ensure the safety of all service users**
Age	**As above**	**N/A**
Religion	**As above**	**N/A**
Political Opinion	**As above**	**N/A**
Marital Status	**As above**	**N/A**
Dependent Status	**As above**	**N/A**
Disability	**As above**	**N/A**
Ethnicity	**As above**	**N/A**
Sexual Orientation	**As above**	**N/A**

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

The policy has been revised in consultation with the Trust Security Management Committee.

(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
Age			None
Religion			None
Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
Sexual Orientation			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	N/A
Age	N/A
Religion	N/A
Political Opinion	N/A

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	***Please provide details***
Marital Status	N/A
Dependent Status	N/A
Disability	The use of restraint should take account of the needs of service users with cognitive impairments.
Ethnicity	N/A
Sexual Orientation	N/A

(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	N/A
Political opinion	N/A

Racial group	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? The Trust is responsible for ensuring that there is a safe and secure environment that protects service users, staff, visitors and the physical assets of the organisation.

(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			√
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			√
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			√
Article 5 – Right to liberty & security of person			√
Article 6 – Right to a fair & public trial within a reasonable time			√
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			√
Article 8 – Right to respect for private & family life, home and correspondence.			√
Article 9 – Right to freedom of thought, conscience & religion			√

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 10 – Right to freedom of expression			√
Article 11 – Right to freedom of assembly & association			√
Article 12 – Right to marry & found a family			√
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			√
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1st protocol Article 2 – Right of access to education			√

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.

The Trust delivers Management of Aggression or Potential Aggression (MAPA) training to front line staff on a risk and needs led basis to help with de-escalation. Staff must ensure they have the appropriate level of training including refresher training. This training includes information on interventions to be used when dealing with behavioural situations. Therapeutic Crisis Intervention (TCI) training is provided to Residential Child Care and Children's Learning Disability Respite Services.
Equality screening ensures that human rights is taken into consideration.

(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	**~~Yes/~~No**

No impact	√	**Screened Out**

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

No equality implications identified.

(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	√

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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? Security incidents are monitored at several fora within the Trust including: Health and Safety Committee Security Management Committee Directorate and Divisional Governance Groups

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Date:	27/9/2022
Policy/proposal screened by:	Valerie Adams

Please forward completed screening template to Equality.Unit@southerntrust.hscni.net for inclusion in the Trust's Policy Screening Reports which are uploaded to the Trust's website.