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 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 Corporate Plan 2022/2023

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

(1.3) What is it trying to achieve (intended aims/outcomes)? This Corporate Plan sets out our priorities for the year ahead, 2022/2023. This one-year plan provides a bridging position from the last Corporate Plan whilst the organisation starts to engage with staff, service users, statutory partners and the wider community on the development of the SHSCT's next Corporate Plan 2023-2028. For this year, we will focus all of our services on three key priorities: 1. Stabilising, Rebuilding and Growing 2. Improving access to planned services for our patients 3. Supporting unplanned, urgent and emergency services

(1.4) Are there any Section 75 categories, which might be expected to benefit from the intended policy/proposal? Potentially all S75 categories are expected to benefit from this policy.

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

The Southern 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?)

- Financial
- Legislative
- Resistance from service users to whom centralisation may present difficulties.
- Further travel for service users

(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 Board, SMT, Southern Trust management, Trust employees, Trade Unions, Professional Bodies other HSC Trusts/arms-length bodies e.g. Public Health Agency, the Health and Social Care Board, the Department of Health, actual/potential service users, patients, families and carers, general public, community and voluntary sector, independent health care providers, other public bodies, contractors.

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

- Draft Outcomes Framework – NI Executive Programme for Government
- Comprehensive Spending Review – requirement to deliver cash- releasing efficiency savings targets – OFMDFM
- Equal Opportunity Policy
- Work Life Balance Policy
- Human rights Act
- S75 NI Act 1998

(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 / 2.2 Composition of Southern Trust Workforce – all staff are potentially affected by this policy.

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 / 2.4 Southern Trust's Area Population Profile – Census 2011

Section 75 Group	*Trust's Area Population Profile (Population of 358,034)*	*Percentage*
Gender	Female Male Reed et al. 2009: 8/100000 (115) transgender people in NI. "Research (McBride, Ruari-Santiago (2011): Healthcare Issues for Transgender People Living in Northern Ireland. Belfast) suggests: - 140-160 individuals are affiliated with transgender groups - 120 individuals have presented with Gender Identity Dysphoria - there are more trans women than trans men living in NI	**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+ Older People People over 60 in N Ireland now make up 19% of the population (Census 2011). The number of people aged over 85 years makes up 1.73% of the population (Census 2011). Pensioner poverty is increasing; there is a link between poverty and inequality.	**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 NI Population Statistics* 3.11% (56, 318) provided 50 hours care or more. 33.86% (238, 129) of households contained dependent children. 40.29% (283, 350) contained a least one person with a long – term health problem or a disability	**11.34% of usually resident population provide unpaid care**

	Based on the most recent information from Carers Northern Ireland, the following facts relate to carers. 1 in every 8 adults is a carer there are approximately 207,000 carers in Northern Ireland One quarter of all carers provide over 50 hours of care per week This information can be accessed at info@carersni.org	
Disability	Yes No NI Population Statistics* 20.69% (374, 668) regard themselves as having a disability or long – term health problem, which has an impact on their day-to-day activities. 68.57% (1, 241,709) of residents did not have a long – term health condition. Deafness or partial hearing loss – **5.14% (93, 078)** Blindness or partial sight loss – **1.7% (30, 785)** Communication Difficulty – **1.65% (29, 879)** Mobility of Dexterity Difficulty – **11.44% (207, 163)** A learning, intellectual, social or behavioural difficulty - **2.22% (40, 201)** An emotional, psychological or mental health condition - **5.83% (105, 573)** Long – term pain or discomfort – **10.10% (182, 897)** Shortness of breath or difficulty breathing – **8.72% (157, 907)** Frequent confusion or memory loss – **1.97% (35, 674)** A chronic illness (such as cancer, HIV, diabetes, heart disease or epilepsy. – **6.55% (118, 612)** Other condition – **5.22% (94, 527)** No Condition – **68.57% (1, 241, 709)**	**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	This Corporate Plan sets out our priorities for the year ahead, 2022/2023. This one-year plan provides a bridging position from the last Corporate Plan whilst the organisation starts to engage with staff, service users, statutory partners and the wider community on the development of the SHSCT's next Corporate Plan 2023-2028. It is envisaged that the outworking of this plan will bring about positive changes for all S75 categories and all service users and staff within the SHSCT. We remain committed to our vision, which is to deliver, safe, high quality care that is co-produced and co-designed in partnership with service users and staff who deliver our services.	This Corporate Plan sets out our priorities for the year ahead, 2022/2023. This one-year plan provides a bridging position from the last Corporate Plan whilst the organisation starts to engage with staff, service users, statutory partners and the wider community on the development of the SHSCT's next Corporate Plan 2023-2028. It is envisaged that the outworking of this plan will bring about positive changes for all S75 categories and all service users and staff within the SHSCT. We remain committed to our vision, which is to deliver, safe, high quality care that is co-produced and co-designed in partnership with service users and staff who deliver our services.
Age	"	"
Religion	"	"
Political Opinion	"	"
Marital Status	"	"
Dependent Status	"	"
Disability	"	"
Ethnicity	"	"
Sexual Orientation	"	"

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

The Corporate Plan has been shared with Trade Unions, Armagh Banbridge & Craigavon, Mid Ulster and Newry and Mourne Councils and the Commissioner SPPG.

(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	Minor	Minor	Minor Positive
Age	Minor	Minor	As above
Religion	Minor	Minor	As above
Political Opinion	Minor	Minor	As above
Marital Status	Minor	Minor	As above
Dependent Status	Minor	Minor	As above
Disability	Minor	Minor	As above
Ethnicity	Minor	Minor	As above
Sexual Orientation	Minor	Minor	As above

(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	Tackling the major inequalities in health and wellbeing and their causes will help promote equality of opportunity and good relations. The principles of equality of opportunity and good relations are in enshrined within the Equal
Age	
Religion	

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	***Please provide details***
Political Opinion	Opportunities Policy, Policy on the Employment of People with Disabilities and Work Life Balance Policy as well as the Change Management Framework. The Trust also has Guidance in place on Promoting a Harmonious Working Environment and whilst the focus of this guidance is on religious belief and political opinion, it is hoped that the overarching principles for helping to promote and sustain a good and harmonious working environment may also be considered in terms of all aspects of identity, for example, the principles may apply to harassment that is related to race, gender, disability, sexual orientation and age.
Marital Status	
Dependent Status	
Disability	
Ethnicity	
Sexual Orientation	

(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		The Trust is committed to ensuring that staff and patients have equality of access to its services and feel welcome, comfortable and safe accessing all Trust facilities regardless of race, religion or political opinion. This is a requirement of staff and is in line with the Trust's Good and Harmonious Working Environment Guidelines.
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	The Trust is using a variety of means in ensuring that any changes are effectively communicated through use of media broadcasts, social media, the Trust website, share point and through engagement, the use of FAQs and the more frequent publication of Southern i.e. the Trust's corporate news sheet as well as specific advice and guidance for managers.
Political opinion	As above
Racial group	The Trust will ensure that all relevant information is available in alternative formats and interpreters are provided when required. The Trust will ensure all relevant staff have good relations training.

(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 committed to ensuring equality of opportunity for all service users and staff in line with the provisions of the Disability Discrimination Act 1995 and the United Nations Convention on the Rights of People with disabilities.

The Trust has a number of policies/plans in place including a Disability Action Plan, aimed at encouraging disabled people participation in public life and promoting positive attitudes towards disabled people.

(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	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 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 is committed to the principle that everyone has the fundamental right to the highest attainable standard of physical and mental health. In order to promote awareness of Human Rights, Trust staff will continue to receive relevant human rights training.

(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)*

		EQIA Required? *(Delete as appropriate)*	
Major impact		Yes	**No**
Minor impact	Minor positive	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.

This Corporate Plan sets out our priorities for the year ahead, 2022/2023. This one year plan provides a bridging position from the last Corporate Plan whilst the organisation starts to engage with staff, service users, statutory partners and the wider community on the development of the SHSCT's next Corporate Plan 2023-2028.

It is envisaged that the outworking of this plan will bring about positive changes for all S75 categories and all service users and staff within the SHSCT.

We remain committed to our vision, which is to deliver, safe, high quality care that is co-produced and co-designed in partnership with service users and staff who deliver our services.

This policy has been equality screened as having a minor positive impact.

(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?

A range of information and data will be collected to help us fulfil our legal requirements as well as assist in the planning of services for the future

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Policy/proposal screened by:	Aine Hamill EDI Equality Advisor Cathy Lavery EDI Head of Service

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.