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) Name of the policy/proposal

Placement Policy with Supporting Protocols

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

This is a revised policy.

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

For those seeking placements or volunteering roles within the Trust it can be confusing to establish where the entry points are and who to contact. The primary purpose of this policy is to:

- Set out clearly the range of placement opportunities that currently exist within the Trust;
- Clarify the entry and contact points for those unfamiliar with accessing placement opportunities within the Trust;
- Establish a set of underlying principles governing placement opportunities and ensure a harmonised approach to arrangements underpinning each scheme in the interest of furthering the Trust's equality duties;
- Establish a central data base to facilitate accurate reporting on the number of people participating in placements throughout the Trust.

(.1) 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.

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

The Southern Health & Social Care Trust.

(.3) 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 – Indemnity cover for some placements requests
- Resistance from managers and employees who are under pressure and/or whose morale is low

(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.)

Internal stakeholders – SHSCT Board, SMT, Southern Trust management, Trust employees, Volunteers, Trade Unions,

External Stakeholders - Community and Voluntary Sector, schools and colleges, universities, Business in the Community (Work Inspiration)

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

- Equal Opportunity Policy
- Work Life Balance Policy
- Human Rights Act
- S75 NI Act 1998
- SHSCT Corporate Mandatory Training Policy
- SHSCT Corporate Induction Policy/e-learning policy
- SHSCT Risk Management Strategy

(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

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

(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	It is envisaged that the outworking of this policy will bring about positive changes for all S75 categories and all our people within the SHSCT. This document can be made available on request in alternative formats, e.g. plain English, Braille, disc, audiocassette, large print, DAISY and in other languages to meet the needs of those who are not fluent in English.	
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.

This policy has been circulated for comment to Heads of Service/Department and Line Managers and tabled at Policy Scrutiny 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	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	The Trust is an Equal Opportunity Employer and sees this Placement Policy as one means of furthering its Corporate Social Responsibilities. In so doing the Trust acknowledges that not all persons enjoy the same life chances and it is for this reason it recognises that particular attention needs to be given to certain groups and individuals who are marginalised in society.
Age	As above
Religion	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***
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		The Trust is committed to ensuring that staff, individuals on placement and service users 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		
Racial group		

(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	None identified
Political opinion	None identified

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/individuals on placement 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?

This policy applies to all those seeking volunteer and placement opportunities within the Trust. The Trust acknowledges that not all persons enjoy the same life chances including people with disabilities. This commitment is reflected as appropriate in the various schemes/projects that underpin this Placement Policy.

(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	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
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/individuals on placement (where appropriate) 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)*

Major impact		**EQIA Required? *(Delete as appropriate)***	
			No

Minor impact	**Minor Positive**	Mitigation Required	Alternative Policy Required
		No	**No**

No impact		

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

The objectives of this Placement Policy are to clearly set out the associated scheme/projects and to:

- promote meaningful unpaid/paid placement opportunities throughout the Trust,
- promote meaningful volunteer opportunities throughout the Trust,
- enhance the skills, knowledge and experience of those on placement,
- improve the chances of those in pursuit of permanent employment both inside and outside of the Trust.

It is envisaged that the outworking of this policy 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	✓

(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 Chief Executive has responsibility for ensuring that there is an appropriate structure for the monitoring and review arrangements of this policy. The Chief Executive has appointed the Director of Human Resources and Organisational Development as Lead Director with responsibility for establishing and monitoring the implementation of this policy.

In order to assess the operational effectiveness of this policy a review will be undertaken at regular intervals and not later than two years following implementation, in partnership with Trade Unions.

Upon completion feedback is sought from the individual on Placement in relation to their experience and any improvements that could be considered for the provision of future placements.

Approved Lead Officer: Anne Forsythe

Position: Interim Deputy Director of HR (Workforce & OD), SHSCT

Email: anne.forsythe@southerntrust.hscni.net

Telephone No: 07525 298861

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

Date: 30/10/2022

Policy/proposal screened by: Áine Hamill, Equality Advisor, SHSCT

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.