

## 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

Non-renewal of annual contract with Futureproof INC Ltd for the provision of counselling support services for addiction and the provision of group education, motivation and recovery support sessions to clients misusing substances.

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

Non-renewal of annual contract.

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

The contract was initially sought to provide counselling support services for addiction and group education, motivation and recovery support sessions to persons misusing substances in Southern Trust area.

The Public Health Agency currently commission a similar service to that provided by Futureproof INC Ltd and Southern Trust refer clients to this commissioned service for the above mentioned counselling support and group work. The Trust has reviewed its position and identified that the contract with Futureproof INC Ltd if renewed would be a duplication of services commissioned by PHA in Southern Trust area.

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

No.

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

Southern Health 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?)

No

(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.)

Futureproof INC Ltd

Service users

PHA commissioned services

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

PHA funding Step 2 Southern Trust Area

Step 2 Drug and Alcohol Service Partnership

## (2) Available evidence

### 2.1 Staff Affected by this Policy/Proposal

There are no staff adversely affected by non-renewal of contract.

### 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 2023</b>	<b>Percentage</b>
<b>Gender</b>	Female	<b>85.0%</b>
	Male	<b>15.0%</b>
<b>Religion</b>	Protestant	<b>34.3%</b>
	Roman Catholic	<b>56.6%</b>
	Neither	<b>9.1%</b>
<b>Political Opinion</b>	Broadly Unionist	<b>8.9%</b>
	Broadly Nationalist	<b>9.8%</b>
	Other	<b>7.7%</b>
	Do Not Wish To Answer/Not Known	<b>73.6%</b>
<b>Age</b>	16-24	<b>8.9%</b>
	25-34	<b>24.1%</b>
	35-44	<b>26.1%</b>
	45-54	<b>20.4%</b>
	55-64	<b>17.1%</b>
	65+	<b>3.4%</b>
<b>Marital Status</b>	Single	<b>33.4%</b>
	Married	<b>55.4%</b>
	Not Known	<b>11.2%</b>
<b>Dependent Status</b>	Caring for a Child/Children / Dependant Older Person / Person With a Disability	<b>15.6%</b>
	None	<b>31.0%</b>
	Not Known	<b>53.4%</b>
<b>Disability</b>	Yes	<b>2.4%</b>
	No	<b>73.9%</b>
	Not Known	<b>23.7%</b>
<b>Ethnicity</b>	Bangladeshi	<b>0.02%</b>
	Black African	<b>0.24%</b>
	Black Caribbean	<b>0.01%</b>
	Black Other	<b>0.03%</b>
	Chinese	<b>0.11%</b>
	Filipino	<b>0.46%</b>
	Indian	<b>0.81%</b>
	Irish Traveller	<b>0.02%</b>
	Mixed Ethnic	<b>0.16%</b>
	Pakistani	<b>0.12%</b>
	White	<b>74.82%</b>
Not Known	<b>23.22%</b>	
<b>Sexual Orientation towards:</b>	Opposite Sex	<b>56.3%</b>
	Same Sex	<b>1.1%</b>
	Same and Opposite Sex	<b>0.2%</b>
	Do Not Wish To Answer/Not Known	<b>42.4%</b>

### 2.3 Patients / Clients Affected

<b>Section 75 Group</b>	<b>Make up of Patients/Clients Affected</b>	<b>Percentage</b>
<b>Gender</b>	Female Male	Service users will not be affected – the service will continue to be provided through PHA commissioned providers.
<b>Religion</b>	Protestant Roman Catholic Other	<b>As above</b>
<b>Political Opinion</b>	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	<b>As above</b>
<b>Age</b>	0-15 16-24 25-44 45-64 65-84 85+	<b>As above</b>
<b>Marital Status</b>	Single Married/Civil Partnership Other/Not Known	<b>As above</b>
<b>Caring Responsibility</b>	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None Not Known	<b>As above</b>
<b>Disability</b>	Yes No Not Known	<b>As above</b>
<b>Ethnicity</b>	Bangladeshi Black African Black Caribbean Black Other Chinese Filipino Indian Irish Traveller Mixed Ethnic Pakistani White Not Known	<b>As above</b>
<b>Sexual Orientation towards:</b>	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not Known	<b>As above</b>

## 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>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Age</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Religion</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Political Opinion</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Marital Status</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Dependent Status</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Disability</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Ethnicity</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers
<b>Sexual Orientation</b>	There are no staff adversely affected by non-renewal of contract	Unaffected this service will continue to be provided through PHA commissioned providers

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

Discussion with Community Addiction Team Co-ordinator and staff & PHA colleagues to ascertain capacity within PHA commissioned services to serve demand.

#### (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.

<b>(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>			
<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>	none	none	None, service will be provided by PHA commissioned services
<b>Age</b>	none	none	None, service will be provided by PHA commissioned services
<b>Religion</b>	none	none	None, service will be provided by PHA commissioned services
<b>Political Opinion</b>	none	none	None, service will be provided by PHA commissioned services
<b>Marital Status</b>	none	none	None, service will be provided by PHA commissioned services
<b>Dependent Status</b>	none	none	None, service will be provided by PHA commissioned services
<b>Disability</b>	none	none	None, service will be provided by PHA commissioned services
<b>Ethnicity</b>	none	none	None, service will be provided by PHA commissioned services
<b>Sexual Orientation</b>	none	none	None, service will be provided by PHA commissioned services

<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>Gender</b>	The PHA commissioned services are available to all
<b>Age</b>	The PHA commissioned services are available to all
<b>Religion</b>	The PHA commissioned services are available to all



<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>Political Opinion</b>	The PHA commissioned services are available to all
<b>Marital Status</b>	The PHA commissioned services are available to all
<b>Dependent Status</b>	The PHA commissioned services are available to all
<b>Disability</b>	The PHA commissioned services are available to all
<b>Ethnicity</b>	The PHA commissioned services are available to all
<b>Sexual Orientation</b>	The PHA commissioned services are available to all

<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>		none
<b>Political opinion</b>		none
<b>Racial group</b>		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>	Not applicable
<b>Political opinion</b>	Not applicable
<b>Racial group</b>	Not applicable

## **(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 PHA commissioned services are available to all

## **(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
<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</b>			X

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
property			
1 <sup>st</sup> 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.

The same service will be provided by PHA commissioned services throughout the Southern Trust area and they are available to all.

**(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>	x	<b>Screened Out</b>
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

There is no impact on Section 75 Categories and the service will be provided by PHA commissioned services through Southern Trust area.

(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?

Community Addiction Service meets regularly with PHA commissioned services. PHA will monitor the services they commission.

**Approved Lead Officer:** Stephanie Wethers

**Position:** Head of Service

**Email:** Stephanie.wethers@southerntrust.hscni.net

**Telephone No:** 07501729207

**Date:** 25<sup>th</sup> May 2023



**Policy/proposal screened by:**

John McEntee,  
ADMH

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