

## Equality, Good Relations and Human Rights Screening Template

**\*\*\*Completed Screening Templates are public documents and will be posted on the Trust's website\*\*\***

See [Guidance Notes](#) for further background information on the relevant legislation and for help in answering the questions on this template (follow the links).

### **(1) Information about the Policy/Proposal**

(1.1) Name of the policy/proposal

Commissioning Services from Community and Voluntary Sector

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

New proposal

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

The Trust recognises that the diversity of existing community and voluntary sector services encompasses a mix of organisations, including small groups supported by volunteers and larger organisations based in the Trust area or in some cases regionally. Some of these services were developed to respond to regional or local priorities and many complement the services provided directly by the Trust.

The current approaches to funding the community and voluntary sector are fragmented and require more strategic co-ordination. With fewer resources available it is vital that we are clear about our criteria for funding to ensure resources are targeted where they can have most impact and towards those in need and choices must be made to fund priorities.

As a public sector body, when funding the community and voluntary sector the Trust must ensure it can demonstrate that it is receiving value for money when spending public money. The recognised approach for achieving this is by market testing the service in the form of a competitive tendering process. The publication of the Public Contracts Regulations (2015) now makes it a legislative requirement for the Trust to comply with competitive tendering processes for all our commissioned services and this review will contribute towards the Trust's compliance of this legal requirement. Funding arrangements must ensure the procurement of good quality services that align with the Trust's strategic direction and priorities.

The Trust proposes to review existing community and voluntary sector services provided for the Trust using proposed criteria.

The objectives of the review are:

1. To ensure funding to the community and voluntary sector is maintained in a fair, transparent and equitable manner.
2. To establishing a set of principles and criteria that will determine where our resources should be targeted, both now and in the future.
3. To ensure effective engagement with the community and voluntary sector.
4. To support the development of a Trust Commissioning Strategy for this sector.

The Review will be carried out as follows.

**Step 1** will involve consulting on the criteria we propose to use when reviewing each of our community and voluntary sector services.

**Step 2** will involve assessing each of our community and voluntary sector services using the final criteria decided in Step1.

**Step 3** will involve local consultation with each community and voluntary sector service providers about the outcome of the assessment carried out in Step 2.

It should be noted that following the recent publication of the Public Contracts Regulations (2015) work must begin to make sure all services funded by the Trust have been subject to an open and competitive procurement process and are based on the principle of the most economically advantageous available (MEAT).

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?

The Trust commissions a range of services from the community and voluntary sector across all its programmes of care. The criteria used to review the services will be subjected to full 12 week public consultation. Consultees will include representatives from the Section 75 equality categories.

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

The Trust – with approval from Department of Health Social Services and Public Safety and Health and Social Care Board

(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?)

The community and voluntary sector is of utmost importance in the implementation of this review process and in seeking to minimise the overall impact. The Trust will engage directly with current providers and community and voluntary sector stakeholders to ensure that their views are included as part of the consultation process.

(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, community and voluntary groups etc)

- Local community
- Trade Union representatives
- Representative organisations
- Local elected representatives
- DHSSPS, HSCB and Northern Local Commissioning Group (NLCCG)

- Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?
- Public Contracts Regulations (2015)
- NI Budget
- DHSSPS 2011. Transforming Your Care – A Review of Health and Social Care in Northern Ireland.
- Human Rights Act 1998
- Trust's Equality Scheme

Please note this list is not exhaustive

**(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? Specify details for relevant Section 75 categories.

<b><i>Details of evidence/information</i></b>	
	<p>At this stage the proposed review of commissioning of community and voluntary sector services is very high level and sets the strategic direction for how the review will be carried out and how services will be commissioned in the future. At this stage there is no detail of the impact the review will have on individual services as the Trust is committed to consulting first on</p> <p>The Trust will engage directly with current providers and potential future providers to ensure that they are fully engaged in the process and representatives from the equality categories have the opportunity to provide feedback.</p> <p>Given that the scope of the proposed review process is aimed at ensuring resources are targeted where they can have most impact and towards those in need, equality and human rights issues will be addressed through the application of the agreed criteria, in partnership with the community and voluntary sector. The community and voluntary sector will be consulted with a view to ensuring that the issues are identified through the process as a whole.</p>

<b>SECTION 75 GROUP</b>	<b>NORTHERN AREA POPULATION (TOTAL POPULATION 426,965) (2011 Census)</b>				
Gender	Female	50.99%			
	Male	49.01%			
Age	0 -15	16-39	40-64	65-84	85+
	20.81%	31.63%	32.36%	13.46%	1.74%

Religion	Protestant 56.44%	Roman Catholic 29.07%	Not Known 14.44%
Political Opinion	Not collected		
Marital Status	Single 30.63%	Married 57.60%	Not Known 11.77%
Dependent Status (based on 158,520 households)	Households with dependent children 36.40%		
Disability (based on 158,520 households)	Household with one or more persons with a limiting long term illness 38.61%		
Ethnicity	Black African – 0.02% Bangladeshi – 0.01% Black Caribbean – 0.01% Chinese – 0.23% Indian – 0.09% Other Black – 0.01%	Irish Traveller – 0.05% Pakistani – 0.04% Mixed Ethnic Group– 0.18% White – 99.29% Not Known – 0.05%	
Sexual Orientation	Estimated 10% of population is LGB equates to estimated 168,527 of the NI population i.e. possibly one in 10 in terms of clientele/service user– data source Rainbow Project July 2008		

### (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.

Please note the table below includes the needs and experiences of the Northern Trust population as a whole, in relation to S75 categories. These needs and experiences will be taken into account as part of the review process.

The review process will be open, transparent and fair and each provider will have the opportunity to provide comprehensive details about their user groups. The community and voluntary sector generally work with a number of different

groups and have a wide profile of users. Providers will have the opportunity to identify the impact of the application of the agreed criteria on the 9 equality categories. The Trust aims to establish a clear commissioning process that ensures funding is provided to the community and voluntary sector in an impartial, consistent and fair way.

It is not possible at this stage to determine the impact of the review process on individual community and voluntary providers. The Trust is committed to assessing the impact in relation to Section 75 and Human Rights legislation throughout the stages of the review. The Trust is committed to ensuring that all commissioned services promote equality and human rights.

<b>Category</b>	<b>Needs, experiences and priorities</b>	
	<b>Service users</b>	<b>Staff</b>
Gender	<p>The gender profile of the Northern Trust population is 51% female and 49% male. This gender profile is reflective of research which demonstrates that life expectancy is higher for women than men.</p> <p>Evidence shows that women are at greater risk of experiencing poverty, multiple deprivation and exclusion.</p> <p>The 2011 Census confirms that women are on average living longer than men. Females represent 60% of the over 65s in the general population. In Northern Ireland life expectancy increased between 2002-2009 from 74.5 to 76.1 years for men and from 79.6 years to 81.1 years for women. Female life expectancy has consistently been higher than that for males however the gap in life expectancy between men and women has declined in recent years. In 1991 there were three females for every one male over 85. By 2011 this has decreased to two females for every one male. The Trust is committed to monitoring for any adverse impact.</p>	<p>The review using the proposed criteria will have no impact on Trust staff</p>

<b>Age</b>	<p>Information is now widely available that describes the changing make-up of our local population, including the rising number of older people. The Northern Ireland Assembly research paper – ‘A demographic portrait of Northern Ireland: some implications for public policy’ – states that between 2011 and 2021, the number of persons 85+ is expected to increase by half (51.1%) to 47,900. By 2031, the 85 + population is projected to reach 75,800, or 3.8 % of the total population. The over 65 population is projected to increase from 63,688 to 80,521, indicating a growth of 26.4% over the next 10 year period. The over 65 population is projected to increase from 63,688 to 80,521, indicating a growth of 26.4% over the next 10 year period. While younger households are more likely to experience poverty, there would also appear to be particular issues with regard to older people, who tend to have lower incomes, are more benefit dependent and spend more on necessities than the rest of the population. The Trust is mindful of the demographic trends. There is recognition that the over 65 population will continue to need more care than younger age groups. It is therefore likely that there will be an increasing intensity of expenditure on health and care services for this age group. The Trust is committed to monitoring for any adverse impact.</p>	As above
<b>Religion</b>	<p>The Trust will ensure that all commissioned services provide a welcoming environment where service users from differing religious backgrounds are cared for together. All services will be expected to respect the particular religious affiliation of the service users they will be working with.</p>	As above



Political Opinion	When commissioning services consideration will be given to the need to promote good relations between the three groups covered by Section 75(2) i.e. on the grounds of religious belief, racial group and political opinion. The Trust has developed a Good Relations Strategy, available on our website <a href="http://www.northerntrust.hscni.net">www.northerntrust.hscni.net</a> , which details the Trust's plans to ensure the promotion of good relations.	As above
Marital Status	The Trust is mindful that research shows that the majority of women who have caring responsibilities tend to be married. In addition marital status is associated with poverty. Those who are separated have the highest rate of poverty followed by those who are divorced and then single people. ( <i>Ref: Households Below Average Income DSD</i> ).	As above
Dependent Status	Recent Census figures indicate that the number of carers in the Trust area has risen by 21% since 2001 which would be reflective of the age profile of those living in the Trust area. The Survey of Carers of Older People in Northern Ireland found that over three-quarters (77%) of the carers who responded were female. The Trust is committed to supporting carers. Carers are entitled to an individual carer's assessment to identify their specific needs and to establish the impact of caring on their own health and wellbeing. Carers can then be signposted to appropriate services and support.	As above
Disability	Research highlights the fact that disabled people may face particular difficulties when accessing public and social services such as transport, housing and financial services. The Trust aims to support people, including those with disabilities to live independently in their own homes and communities and to address exclusion, for example through	As above

	<p>promoting access to services. The Trust's Disability Action Plan aims to promote a range of channels to improve the experiences of disabled persons accessing health and social care.</p>	
Ethnicity	<p>The Trust will ensure that all commissioned services provide a welcoming environment where service users from cultural backgrounds are cared for together. The Trust is mindful that there are increasing numbers of people of Eastern European origin living in the Northern Trust area. The Trust is committed to ensuring that its services are accessible and welcoming to everyone. Any specific cultural needs will be addressed during the consideration of future care options.</p>	As above
Sexual Orientation	<p>Whilst no direct information is gathered on sexual orientation, population trends estimate that 6-10% of the population are from the gay, lesbian, bisexual or 'trans' (transsexual, transgendered and transvestites) (LGBT) community. The Trust will adhere to best practice guidelines issued in 2014 by the Public Health Agency, Age NI, The Rainbow Project, Here NI, Unison, RQIA, IHCP, 'See Me, Hear Me, Know Me (2014) when considering the needs of LGBT people.</p>	As above

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

The Trust is committed to engaging with all stakeholders in relation to this proposal. The review process will be open, transparent and fair and each provider will have the opportunity to provide comprehensive details about their user groups.

The Trust has developed a Communications and Engagement Plan to make

sure that all stakeholders are informed of the consultation process and have an opportunity to provide feedback both on the proposal and the screening template.

#### (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>Services Users</b>	<b>Staff</b>	
Gender	Please note at this stage of the review process it is not possible to determine the likely impact.	None	To be determined through ongoing screening
Age	As above	None	As above
Religion	As above	None	As above
Political Opinion	As above	None	As above
Marital Status	As above	None	As above
Dependent Status	As above	None	As above
Disability	As above	None	As above
Ethnicity	As above	None	As above
Sexual Orientation	As above	None	As above

**Again this section can be done when we get figures**

**(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?**

<b>Section 75 category</b>	<b>Please provide details</b>
Gender	To be determined through ongoing screening and consultation process
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**

<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief	Due consideration will be given to the need to promote good relations between the three groups covered by Section 75(2) i.e. on the grounds of religious belief, racial group and political opinion. The Trust has developed a Good Relations Strategy, available on our	To be determined through ongoing screening and consultation process

	website <a href="http://www.northerntrust.hscni.net">www.northerntrust.hscni.net</a> , which details the Trust's plans to ensure the promotion of good relations.	
Political opinion	As above	To be determined through ongoing screening and consultation process
Racial group	As above	To be determined through ongoing screening and consultation process

<b><i>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</i></b>	
<b><i>Good relations category</i></b>	<b><i>Please provide details</i></b>
Religious belief	The Trust will make sure its engagement arrangements are meaningful and inclusive and that any consultation and assessment, carried out in respect of these proposals, is taken into account in making any final decisions.
Political opinion	As above
Racial group	As above

## **(5) Consideration of Disability Duties**

<b><i>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</i></b>
<p>Proposal will involve ongoing engagement with stakeholders.</p> <p>The Trust will ensure commissioned services consider Disability Duties.</p>

## (6) Consideration of Human Rights

(6.1) Does the policy/proposal affect anyone's Human Rights?  
Complete for each of the articles

The Trust has a duty to act compatibly and must take Human Rights considerations into account in its day-to-day functions/activities.

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			√
1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1 <sup>st</sup> protocol Article 2 – Right of access to education			√

(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 safeguarding and promotion of Human Rights in all aspects of its work. The Human Rights Act 1998 gives effect in UK Law to the European Convention on Human Rights and requires legislation to be integrated so far as possible in a way that is compatible with the convention rights and makes it unlawful for a public body to act incompatibly with the convention rights.

**(7) Screening Decision**

**(7.1) Given the answers in Section 4, how would you categorise the impacts of this policy/proposal?**

Major impact	
Minor impact	
No impact	

Please note impact to be determined through ongoing screening and consultation process

**(7.2) Do you consider the policy/proposal needs to be subjected to ongoing screening**

Yes	√
No	



**(7.3) Do you think the policy/proposal should be subject to an Equality Impact Assessment (EQIA)?**

Yes	
No	√

Please note it is not possible at the present time to predict the **precise** nature of the impact of the Trust's proposals on each of the Section 75 grounds but the Trust is committed to an ongoing assessment. This will be subjected to further scrutiny under Section 75 of the NI Act 1998 to determine the impact upon those directly affected. Where adverse impact is identified, the Trust will take steps to mitigate its effects.

(7.4) Please give reasons for your decision and detail any mitigation considered.

The review process will be open, transparent and fair and each provider will have the opportunity to provide comprehensive details about their user groups.

The Trust aims to establish a clear commissioning process that ensures funding is provided to the community and voluntary sector in an impartial, consistent and fair way.

It is not possible at this stage to determine the impact of the review process on individual community and voluntary providers. The Trust is committed to assessing the impact in relation to Section 75 and Human Rights legislation throughout the stages of the review. The Trust is committed to ensuring that all commissioned services promote equality and human rights.

The Trust will make sure its engagement arrangements are meaningful and inclusive and that any consultation and assessment, carried out in respect of these proposals, is taken into account in making any final decisions.

**(8) Monitoring**

Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

Monitoring mechanisms will be implemented to monitor for possible unforeseen adverse impact. The Trust will also take account of information or feedback provided by stakeholders during the twelve week consultation on proposal.

The Trust intends to review this equality screening template at the end of the public consultation phase to ensure it is updated to reflect any feedback from consultees which may impact on the final decision