

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

Proposed Future Provision of Overnight Bed Based Short Breaks for Adults with a Varying Range of Disabilities

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

New policy proposal

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

Aims

- To provide 33 places for overnight short breaks for adults with a learning disability with varying levels of need, complex health care, challenging behaviour and mild or moderate needs
- To improve equity of provision across the Trust
- To improve geographical accessibility for service users and their carers across the Trust.

Outcomes

The Southern Health and Social Care Trust (the Trust) acknowledges the significant role that carers play in caring for their dependents within the Trust. With advances in medical care children with life-limited conditions are living into adulthood, service users and carers are growing older and individuals experiencing more chronic conditions, there is an awareness of the changing needs of the population living within the Trust area*.

Short break care services play a valuable role in supporting carers and in return this allows our service-users to maintain their role and place within their community.

The Trust wants to develop and enhance the short break services available so it can continue to be responsive to carers needs now and in the foreseeable future. Furthermore the Trust wants to harmonise/standardise common areas that will help to ensure fair and equitable access to services, targeting those with greatest need receive the greatest proportion of the service available.

The Trust proposes to retain Woodlawn as a Trust managed facility and reconfigure it to accommodate those clients with challenging behaviour with all other short break places provided by the Independent sector within each locality Craigavon/Banbridge, Newry/Mourne, Armagh/Dungannon.

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

Given the nature of the service, major benefits will be to the carers and relatives of those adults with Learning Disabilities both now and in the future. Also benefitting will be the current and future service users. However the proposal has the potential to benefit a greater number of clients than currently avail of this service from the section 75 categories (see Table 2 .3 for table of clients affected).

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

The Trust in partnership with other providers under relevant contracts. The strategic context for this is rooted in Transforming Your Care. The Directorate of Mental Health and Disability has been challenged with the task of reviewing current short break services with the aim of reforming and modernising this service.

(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 and ability to secure alternative suitable provisions. Support and collaboration of current service users /trade union colleagues.

One of the significant constraints to the development of the proposed model for respite provision has been the reluctance of Carers of individuals with complex health who use Woodlawn House to consider the use of the Independent Sector as a satisfactory alternative care provider.

This reluctance has primarily been based on the Independent Sectors failure to meet the care needs of individuals with challenging behaviours, some of who ended up in Long-stone hospital.

The clear advantage therefore of maintaining Woodlawn House as a facility for individuals with challenging behaviours is the Trust's ability to manage these individuals in a safe and secure environment supported by suitably trained, experienced and qualified staff.

The most significant and perhaps more pressing concern is the ability or indeed the interest from Independent Sector to provide 9 respite beds for an amount of money slightly over £300K. This is particularly relevant on the back of the experiences highlighted by the Independent Sector in implementing the national living wage.

The real advantage of the proposed model is that the Trust will be able to increase its current bed capacity by additional 10 beds and this will undoubtedly take significant pressure off Carers.

(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, voluntary and community groups etc)

Internal Stakeholders:

Current clients and future clients, the HSC Board, management, existing staff, Trade Unions. Other HSC arms-length bodies – RQIA, Patient Client Council. Professional bodies NISCC.

External Stakeholders:

Families, Carers and relatives, Potential external providers, local MLAs,

voluntary and community sector etc.

NB: The above list is not intended to be definitive.

The greatest impact on external stake holders will be the need for Carers and Service Users to move from their present respite facilities to a new facility. This will impact on Service Users who have been using the same facility for several years however it is hoped that the impact will be minimised through sensitive and careful management of the transition process.

Current respite care providers will also be affected as they will inevitably lose a funding source which they have hitherto been used to.

Transition funding will be sought to enable the Trust to find the existing providers whilst Service Users are being gradually transitioned to the new provider facilities.

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

- DHSSPS Physical Disability Strategy (2012)
- NI Review of Mental Health and Learning Disability Services- Bamford Report 2004
- Delivering the Bamford Vision (2008)
- Valuing People: A New Strategy for Learning Disability for the 21st Century (2001)
- Modernising Social Service (2000)
- Improving The Life Chances of Disabled People (2005)
- From Dependence To Independence, Social Services Inspectorate (2002)
- DHSSPS Challenge & Change (2005)
- My Day My Way (2011)
- The Department of Health, Social Services and Public Safety (DHSS&PS) Regional Strategy: "A Healthier Future" (2004),
- Bamford Review "Equal Lives" (2005),
- "Transforming Your Care – A Review of Health and Social Care in Northern Ireland" (2011)
- Draft Bamford Implementation Plan (2012),
- Trust's Equality Scheme
- Trust's Human Resources Management of Change Framework
- Trust People Management Framework 2014-2017

- Human Rights Act
- UN Convention on the Rights of People with Disabilities
- Change or Withdrawal of Services : Revised Guidance on Roles and Responsibilities – DHSSPSNI – November 2014

NB: the above list is not intended to be 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? *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

Woodlawn House Respite Care – 28 Staff

Section 75 Group	Make up of Staff Affected	Percentage
Gender	Female	100
	Male	0
Religion	Protestant	46.4
	Roman Catholic	53.6
	Not Known	0
Political Opinion	Broadly Unionist	3.6
	Broadly Nationalist	7.1
	Other	3.6
	Do Not Wish To Answer/Not Known	85.7
Age	16-24	0
	25-34	14.3
	35-44	60.7
	45-54	14.3
	55-64	10.7
	65+	0
Marital Status	Single	25.0
	Married	75.0
	Not Known	0
Dependent Status	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability	21.4
	None/Not Known	78.6
Disability	Yes	0
	No	82.1
	Not Known	17.9
Ethnicity	Black African	0
	Bangladeshi	0
	Black Caribbean	0
	Chinese	0
	Indian	0
	Irish Traveller	0
	Pakistani	0
	Mixed Ethnic	0
	Filipino	0
	Black Other	0
	White	89.3
	Not Known	10.7
	Sexual Orientation towards:	Opposite Sex
Same Sex		0
Same and Opposite Sex		0
Do Not Wish To Answer/Not Known		75.0

2.2 Composition of Southern Trust Workforce

(please contact the Equality Unit on 028 3741 2522 to ensure the figures below are the most recent)

Section 75 Group	Southern Trust Workforce Profile as at 1 January 2016	Percentage
Gender	Female	86.03
	Male	13.97
Religion	Protestant	38.48
	Roman Catholic	56.34
	Neither	5.18
Political Opinion	Broadly Unionist	9.00
	Broadly Nationalist	8.76
	Other	6.89
	Do Not Wish To Answer/Not Known	75.34
Age	16-24	5.03
	25-34	25.15
	35-44	23.72
	45-54	26.50
	55-64	16.91
	65+	2.69
Marital Status	Single	27.47
	Married	65.00
	Not Known	7.53
Dependent Status	Caring for a Child/Children / Dependant Older Person / Person With a Disability	26.93
	None	22.39
	Not Known	50.68
Disability	Yes	2.24
	No	77.37
	Not Known	20.39
Ethnicity	Bangladeshi	0
	Black African	0.08
	Black Caribbean	0.02
	Black Other	0.01
	Chinese	0.09
	Filipino	0.29
	Indian	0.72
	Irish Traveller	0.03
	Mixed Ethnic	0.15
	Pakistani	0.11
	White	80.02
	Not Known	18.48
Sexual Orientation towards:	Opposite Sex	46.07
	Same Sex	0.51
	Same and Opposite Sex	0.02
	Do Not Wish To Answer/Not Known	53.40

2.3 Patients / Clients Affected

(complete as far as possible with information available to you)

Section 75 Group	Make up of Patients/Clients Affected	Percentage
Gender	Female	44.26
	Male	55.73
Religion	Protestant	18.58
	Roman Catholic	54.64
	Other	26.78
Political Opinion	Broadly Unionist	Not known
	Broadly Nationalist	
	Other	
	Do Not Wish To Answer/Not Known	
Age	0-15	0
	16-24	20.74
	25-44	51.42
	45-64	22.16
	65-84	5.68
	85+	0
Marital Status	Single	100
	Married	
	Other	
Dependent Status	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability	0
	None/Not known	0
		0
Disability	Yes	100
	No	
	Not known	
Ethnicity	Black African	0
	Bangladeshi	0
	Black Caribbean	0
	Chinese	0
	Indian	0
	Irish Traveller	0
	Pakistani	0
	Mixed Ethnic	0
	Filipino	0
	Black Other	0
	Asian Other	0
	White	100
	Other	0
Sexual Orientation towards:	Opposite Sex	Not known
	Same Sex	Not Known
	Same and Opposite Sex	Not known
	Do Not Wish To Answer/Not known	100

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).

Section 75 Group	Trust's Area Population Profile	Percentage
Gender	Female	50.36
	Male	49.64
Religion	Protestant	39.15
	Roman Catholic	56.69
	Other	4.16
Political Opinion	Not collected	
Age	0-15	22.73
	16-24	12.25
	25-44	28.45
	45-64	23.40
	65-84	11.69
	85+	1.48
Marital Status	Single	34.99
	Married	50.24
	Other	14.77
Dependent Status (based on 131,129 households)	Households with dependent children	37.39
Disability (based on 131,129 households)	Households with one or more persons with a limiting long term illness	40.57
Ethnicity	Black African	0.11
	Bangladeshi	0.01
	Black Caribbean	0.01
	Chinese	0.22
	Indian	0.17
	Irish Traveller	0.15
	Pakistani	0.07
	Mixed Ethnic Group	0.29
	Black Other	0.10
	Asian Other	0.20
	White	98.51
Other	0.16	
Sexual Orientation	Estimated 6-10% of persons identify as lesbian, gay, bisexual – <i>Source: 2012 report by Disability Action & Rainbow Project</i>	

(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	<p>Minimal impact. Any impacts on staff will be managed in line with the Trust's management of change framework which is premised on best practice, fairness and equity principles. The Trust will take into account the needs of staff in terms of worklife balance requirements and any reasonable adjustments in line with DDA in line with relevant Trust Policy.</p>	<p>Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care. The proposal will ensure that Carers and Service Users will have access to respite facilities closer to their home (this requirement was featured frequently in the Trust's consultation in early 2015 with Carers who use bed based respite).</p> <p>The proposal will offer additional respite nights to Carers by way of the additional beds which will be commissioned from the Independent Sector.</p> <p>Finally the proposal will ensure that individuals with challenging behaviour will be accommodated in a Trust facility by experienced and suitability qualified staff.</p> <p>It is very evidence that the present stock of respite beds is</p>

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
		not sufficient to meet the growing demand for respite beds and an urgent implementation of the proposal is required to address Carer pressures.
Age	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care
Religion	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care
Political Opinion	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
Marital Status	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care
Dependent Status	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care
Disability	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care
Ethnicity	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards

Section 75 Category	Details of Needs, Experiences and Priorities	
	Staff	Service Users
		facilities will be appropriately monitored to ensure they provide high quality safe and effective care
Sexual Orientation	As above	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care

(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 has met with relevant carers and relatives in forming this proposal. The proposal takes account of an option appraisal carried out with input from relevant stakeholders including Relatives and carers. It takes account of the views of all stakeholders including staff, senior management, users /carers, families and trade unions, and their views will be used to further inform the equality screening which will be kept under review.

Members of the Carers Forum were involved in the options appraisal process which remitted in the proposed model. All members of the Carers Forum were informed of the preferred choice and all were given copies of the optional appraisal process, what was considered and why the final decision was reached.

(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 (See Dependent status below)	Minor	Minor
Age	Minor	Minor	Minor
Religion	Minor	Minor	Minor
Political Opinion	Minor	Minor	Minor
Marital Status	Minor	Minor	Minor
Dependent Status	The Trust will consider the needs of staff with caring responsibilities in line with its Work life balance policies	Minor – the Trust envisages improved services in terms of availability and accessibility of the service	Minor
Disability	The Trust acknowledges that the prevalence of disability is underreported within its workforce. However in line with the DDA the Trust will consider reasonable adjustments	As above	Minor
Ethnicity	Nil of note	Nil of note	none

Sexual Orientation	Nil of note	Nil of note	none
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(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	Proposal will facilitate service enhancement by providing greater choice in provision to meet existing and future need and provide greater equity of service across the Trust's area. Through review in relation to quality standards facilities will be appropriately monitored to ensure they provide high quality safe and effective care
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		
Good relations category	Details of policy/proposal impact	Level of impact Minor/major/none
Religious belief		minor

Political opinion		minor
Racial group		minor

(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	Minor - the has put in place an inclusive engagement process and will review its screening template to take into account any additional comments arising out of the public consultation.
Political opinion	minor
Racial group	minor

(5) Consideration of Disability Duties

<p>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people? The proposal seeks to develop the positive experience of carers, relatives and users to provide necessary respite care which fully meets the needs of users. This detail of the proposal and eventual service specifications has been and will be built on extensive consultation with Carers and Service Users.</p>

(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	x		
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			x
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			x
Article 5 – Right to liberty & security of person			x
Article 6 – Right to a fair & public trial within a reasonable time			x
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			x
Article 8 – Right to respect for private & family life, home and correspondence.	x		
Article 9 – Right to freedom of thought, conscience & religion			x
Article 10 – Right to freedom of expression			x
Article 11 – Right to freedom of assembly & association			x
Article 12 – Right to marry & found a family	x		
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			x
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of			x

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
property			
1 st 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 3741 2522 / 2643 / 2509 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 will continue to provide ongoing training in human rights and will take human rights into consideration in the application of the screening and decision making processes.

(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		See Page 7 of Guidance Notes (click here)	EQIA Required? (Delete as appropriate)	
				No

Minor impact	x	See Page 7 of Guidance Notes (click here)	Mitigation Required	Alternative Policy Required
			Yes	No

No impact	See Page 7 of Guidance Notes (click here)	Screened Out (see 7.3 below)
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(7.2) Please give reasons for your decision and detail any mitigation or alternative policies considered.

The policy proposal is intended to have a positive impact on the lives of both current and future service users and their carers / relatives in that :

- Overall availability will be increased
- It will promote better equity of provision across the Trust area
- It will promote better choice
- Provides for Human Rights of carers
- Staff will be offered support through the management of change framework and their personal circumstances will be taken into account

The policy screening will be subjected to ongoing screening to take account of the views of stakeholder and the equality screening updated accordingly.

(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	x
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 Trust currently has a Monitoring Officer who carries out monthly monitoring visits in all of the Divisions – Day Care, Supported Living and Residential facilities for individuals with a learning disability. The monitoring role will extend into the contracts with the Independent Sector.

Approved Lead Officer: Miceal Crilly

Position: Assistant Director of Mental Health and Learning Disability

Email: miceal.crilly@southerntrust.hscni.net

Telephone No: 028 3883 3218

Date: 15 July 2015

Policy/proposal screened by: M Crilly, J Johnston, P McAteer, L Gordon

Please forward completed screening template to christine.white@southerntrust.hscni.net for recording and uploading onto the Trust's website.