



Southern Health  
and Social Care Trust

*Quality Care - for you, with you*

# Screening Outcome Report

1<sup>st</sup> January to 31<sup>st</sup> March 2016

## Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Trust's Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and where necessary and appropriate to subject new policies to further equality impact assessment.

## Screening Methodology

For new or revised policies the Trust will consider:-

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals. The screening process is used to identify which policies are likely to have an

impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment (EQIA).

This screening report outlines the screening outcomes for the quarter 1<sup>st</sup> January to 31<sup>st</sup> March 2016.

## Communication and Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, primary care, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

If you have any queries about this document, or its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:

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## Outcome of Screening

The screening outcomes are outlined below. Four possible outcomes are recorded:

1. The policy has been **‘screened in’ for equality impact assessment;**
2. The policy has been **‘screened out’ with mitigation or an alternative policy proposed to be adopted;**
3. The policy has been **‘screened out’ without mitigation or an alternative policy proposed to be adopted.**
4. The policy will be **subjected to ongoing screening.** For more detailed strategies or policies that are to be put in place through a series of stages, screening should be considered at various times during implementation.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p><b>Southern HSC Trust Children and Young People’s Services Guidance for Social Workers regarding Referral Protocol, Procedure and Membership of the Independent Assessors Panel (IAP)</b></p> <p>This is an updated internal Trust guidance based on the learning from a 2015 review of the original internal Trust guidance and relates directly to the following regional policies and procedures:</p> <ul style="list-style-type: none"> <li>• ACPC Regional Policy and Procedures (2005) &amp; ACPC Amendments;</li> <li>• SACPC Independent Assessors Guidance and Procedure June 2007.</li> </ul>	Screened Out	<p>This updated internal Trust guidance is to refine and improve the original IAP process and guidance established in 2010. For those children and families within the child protection case conference process whose cases meet the criteria for referral to the IAP this strengthens the child protection process by ensuring that an objective opinion is provided. This enhances the Human Rights of these children and families. The Regional ACPC Policy and Procedures apply to <i>all</i> cases where there is a safeguarding concern relating to a child aged under 18 years inclusive of all Section 75 equality categories.</p> <p><a href="#">(Link to screening template)</a></p>
<p><b>SHSCT Mass Prophylaxis Plan</b></p> <p>The aim of the plan is to ensure</p>	Screened Out with Mitigation	Mitigation measures are incorporated into the plan to ensure equity of access to

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p>the Trust has arrangements in place to respond to any type of chemical or biological incident requiring the establishment of a mass prophylaxis centre to dispense countermeasures to members of the public.</p>		<p>prophylaxis. Feedback from exercises and incidents will inform revision of the plan to ensure equality of opportunity and good relations with the 9 equality categories.</p> <p><a href="#">(Link to screening template)</a></p>
<p><b>SHSCT Acute Hospitals Evacuation and Sheltering Plan</b></p> <p>The aim of the plan is to ensure there are arrangements in place to facilitate a planned or unplanned full or partial evacuation of the acute hospital sites.</p>	<p>Screened Out with Mitigation</p>	<p>Mitigation measures are incorporated into the plan to address the needs of people with disabilities and those from different racial groups. Feedback from exercises and incidents will inform revision of the plan to ensure equality of opportunity and good relations with the 9 equality categories.</p> <p><a href="#">(Link to screening template)</a></p>
<p><b>Day Services Modernisation Interim Plan within the Southern HSC Trust</b></p> <p>This proposal involves two elements of change:</p> <ul style="list-style-type: none"> <li>• The relocation of staff and learning disability Day Care Service Users from Eden SEC, Portadown to better accommodation in Manor Centre, Lurgan.</li> <li>• The relocation of staff and physical disability day care service users from Manor Centre, Lurgan to new accommodation at the Linenbridge Day Centre in Banbridge.</li> </ul> <p>Whilst the Day Services Modernisation initiative is being progressed across the Trust in accordance with Transforming your Care, the Bamford Action</p>	<p>Screened Out with Mitigation</p>	<p>The Trust is committed to securing continual improvements in the quality of care provided to its service users to ensure that they continue to receive safe, high quality and effective care.</p> <p>It is not anticipated that staff will be adversely affected by this proposal.</p> <p>Those clients who are currently reliant on Trust transport to bring them to the day centres will continue to have access to Trust transport.</p> <p><a href="#">(Link to screening template)</a></p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p>Plan, the Physical and Sensory Strategy for Northern Ireland and the implementation of the HSCB Regional Day Time Opportunities Model. It is essential that the Trust ensures that day centre facilities are of the best possible standard and the resources available are utilised in the best possible way. Thus the need for this interim plan to be put in place whilst the longer term plan for day services modernisation is progressed.</p>		
<p><b>Procurement of Independent Sector Domiciliary Care Services for the Southern Health and Social Care Trust</b></p> <p>This is a new proposal which seeks to procure the current domiciliary care service provided to the Trust. It is not establishing a new service for the Trust.</p>	<p>Ongoing Screening</p>	<p>This proposal seeks to procure domiciliary care services in a manner that is in line with legislation and best practice. It reflects an organisational change in the procurement of the service provision and does not impact on eligibility for services. It does not impact on the provision of services to Section 75 persons.</p> <p><a href="#">(Link to screening template)</a></p>
<p><b>Proposed Centralisation of SHSCT Surgical Appliances to Armagh Community Hospital</b></p> <p>Revision of current service provision, which currently occurs over 4 sites with 5 waiting lists, to a centralised venue.</p> <p>The policy proposal will result in streamlining of service, centralised waiting list, elimination of variations in waiting time between localities and venues, shorter patient journey, decrease requirement to attend clinic appointments, on site storage of standard appliances.</p>	<p>Ongoing Screening</p>	<p>The proposal has been screened out as service users will benefit from a centralised venue.</p> <p>There will be no impact on Trust staff as a consequence of this proposal.</p> <p><a href="#">(Link to screening template)</a></p>