



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

Screening Outcome Report

1st January to 31st March 2018

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 1st January to 31st March 2018.

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>Partial Retirement Policy</p> <p>Members of the HSC Pension Scheme 2008/2015 have the opportunity to ‘partially retire’. The primary purpose of the policy is therefore to outline how HSCNI intends to support those employees to remain in work longer, working productively and safely whilst accessing some of their pension benefits through partial retirement and preparing for final retirement from the service.</p>	Screened out with mitigation	<p>Policy aims to further promote the Trust’s statutory equality and disability duties and as such is a positive intervention for staff to reconcile work commitment with partial retirement.</p> <p>(Link to screening template)</p>
<p>Gender Identity and Expression Employment Policy (HSC Regional Policy)</p> <p>This regional policy is aimed at creating a workplace where:</p> <ul style="list-style-type: none"> • the dignity of and respect for transgender and non-binary people is protected and promoted 	Screened Out	<p>This policy seeks to address key workplace inequalities for people who identify as transgender and non-binary. It thus constitutes positive action. As to the diversity amongst transgender and non-binary employees we consider that issues identified to date are addressed in the policy.</p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<ul style="list-style-type: none"> transgender and non-binary people feel safe transgender and non-binary people feel comfortable to express their gender identity transgender and non-binary people can fulfil their full potential and fully contribute to the workplace all staff (including line managers and managers more generally) are empowered to support transgender and non-binary staff and thereby to strive to meet their needs discrimination and harassment against transgender and non-binary people (whether by staff or third parties the organisation interacts with) is not tolerated and any allegations thereof are dealt with in an effective manner. 		<p>(Link to screening template)</p>
<p>New Arrangement for Procurement and Distribution of Small Aids and Appliances</p> <p>Proposed permanent centralisation of current procurement, stock management, distribution and retrieval/recycling of Simple Aids to support Daily Living from the current community equipment voucher scheme model in the Southern Health & Social Care Trust, which involves local participating retailers in the form of Pharmacies and Mobility Suppliers, to a centrally supported Business Services Organisation.</p>	Screening out with mitigation	<p>The proposal has been screened out as the anticipated benefits are that all Trust service users who require small aids and appliances will have these delivered directly to their homes. Home delivery will potentially benefit a range of service users including those over 65 years of age and those with a disability. The proposed service model will also seek to facilitate the continued independence of service users with a disability.</p> <p>Public consultation from 5 February to 30 April 2018.</p> <p>(Link to screening template)</p>
<p>Your Right to Raise a Concern (Whistleblowing) Policy</p> <p>The aim of this Policy is to ensure</p>	Screened out	<p>The Policy has been screened out as having no adverse effect on equality of opportunity or good relations as it is intended to</p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p>that under the terms of the Public Interest Disclosure (Northern Ireland) Order 1998 a member of staff is able to raise legitimate concerns when they believe that a person's health may be endangered or have concerns about systematic failure, malpractice, misconduct or illegal practice without fear of retribution and/or detriment.</p>		<p>provide for openness and transparency.</p> <p>(Link to screening template)</p>
<p>Daisy Hill Hospital Pathfinder Project</p> <p>Development of an Unscheduled Care Model through a Co-Production Approach</p> <p>The Daisy Hill Hospital Pathfinder Project was established to develop an exemplar model to meet the unscheduled care needs of the Newry and Mourne population, fully aligned with the principles and recommendations within 'Systems not Structures' and 'Delivering Together', with the identification of regional learning.</p> <p>The main focus was:</p> <ul style="list-style-type: none"> • To develop a long term plan to stabilise the ED; and • To identify additional measures across primary, community and hospital services to deliver a sustainable service. 	<p>Screened out with mitigation</p>	<p>The Trust is committed to maintaining a 24/7 Emergency Department (ED) at Daisy Hill Hospital and believes the proposed model strengthens local community based care, Out of Hours Primary Care, ED, ambulatory and inpatient care. The Daisy Hill Pathfinder Project will modernise services and develop prioritised proposals which will contribute to an effective emergency care service for the people of the Newry and Mourne area.</p> <p>The Trust recognises that any proposed relocation has the potential to impact on existing staff currently employed in service areas, however, this is expected to be minimal considering any future location options will be within the Daisy Hill Hospital site.</p> <p>(Link to screening template)</p>