



Southern Health
and Social Care Trust

Quality Care - for you, with you

Screening Outcome Report

1st July to 30th September 2015

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 July to 30th September 2015.

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>Spiritual Care Policy The purpose of the policy is to set out in summary how spiritual care services are recognised and provided within the SHSCT.</p>	Screened Out	<p>The policy has been screened out as it aims to promote and safeguard human rights by ensuring that patients have the right to spiritual/religious care where requested.</p> <p>(Link to screening template)</p>
<p>Contract for generic Carers Support Services within the Southern Health and Social Care Trust area</p> <p>This contract aims to ensure that all carers in the Southern Trust area will receive the same level of generic support and signposting so that they have the same access to services.</p> <p>This is in addition to the range of core services provided by the Trust that provide support for carers - including respite through residential care, day care, resource centres and practical</p>	Ongoing Screening	<p>This contract will provide additional support for carers in their caring role and will also indirectly provide additional support for those cared for in line with the regional carers strategy for Northern Ireland <i>Caring for Carers - Recognising, Valuing and Supporting the Caring Role, DHSSPSNI 2006</i></p> <p>(Link to screening template)</p>

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
support through domiciliary care etc, and other contracts the Trust has in place for carers support for specific conditions such as Mental Health, Alzheimer's and Children with Disabilities etc.		
<p>Health Visiting Procedure for Administration of Immunisations</p> <p>This procedure is to ensure the safe delivery of childhood immunisations in the Primary Care setting.</p>	Screened Out	<p>Procedure is for staff guidance. Regard paid to service users with disability / ethnic needs.</p> <p>(Link to screening template)</p>
<p>Future provision of services for Zest and the Horticulture Unit on the Bannvale site and the Board Canteen, Armagh</p> <p>The Trust proposes to lease both Zest and the Horticulture Unit as one package to the preferred bidder – this would involve leasing the coffee shop area and client day area of Zest and all areas associated with the Horticulture Unit and the Board canteen to a preferred bidder who would then operate a business from the facilities offering places to clients for training and development. The Trust would then purchase these places for clients residing within the Southern Trust area. This would also include open space within the Bannvale site. This would be carried out through a normal procurement process adhering to procurement policy/regulations.</p>	Screened Out	<p>The policy proposal has been screened out as it is intended to have a positive impact on the lives of both current and future users of the service and would maximise training and development opportunities for more clients able of taking up this form of training and development.</p> <p>Trust staff will have an opportunity to remain with the Trust and would be relocated to appropriate placements within adult disability services.</p> <p>(Link to screening template)</p>
<p>Voluntary Exit Scheme (VES)</p> <p>The intended aims/outcomes of the policy are to effect a permanent reduction in the Trust's pay bill in 2015/16</p>	Ongoing Screening	The Scheme is voluntary and as such the fair and equitable application is not likely to have any adverse impact.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
<p>financial year and beyond. The objective of the Scheme is also to provide for traceability and approval/management arrangements to give effect to the Scheme.</p> <p>Wider context:</p> <p>In the Trust's Financial Plan, £2.6m savings have been identified as being required through workforce measures. With savings of £1.6m to be achieved through initiatives including absence management and recurring vacancy controls, the Trust made an application for VES to contribute to the remaining £1m of the agreed workforce measures savings plan for 2015/16 (with an annual reduction in the pay bill of £1.9m thereafter).</p>		<p>On implementation the Trust will monitor the uptake of the Scheme by S75 categories, in line with its S75 equality duties, and will revisit this initial screening at each key stage of implementation.</p> <p>(Link to screening template)</p>