

Reform and Modernisation of Learning Disability Services

**Consultation and Equality Impact Assessment –
January 2009**

Contents

Executive Summary	3
Introduction	4
Background to the Proposals	7
Community Respite Services for Adults with a Learning Disability	8
Reconfiguration of Day Care Services – Learning Disability	14
Formal Consultation	29
Publication	32
Monitoring	33
Appendix 1 Consultation Proforma	34

Executive Summary

In its mission statement, The Northern Trust is committed “to provide for all, the quality of service we expect for our families and ourselves”. Disability services are no exception, and the Trust is seeking to improve and modernise disability services, focusing on:

- Developing services that are responsive to the needs of service users
- Offering local rather than remote service provision
- Providing community based alternatives to hospital treatment and care
- Improving the range and choice of day and respite opportunities
- Working in partnership with community, voluntary and independent providers
- Securing active involvement of service users, carers, staff and other stakeholders

Given the focus on supporting people with a disability to enjoy full lives in their own communities, the Trust has reviewed its disability services in terms of respite care provision and day care provision. The Trust is now proposing the following:

- To increase options and flexibility for the delivery of respite care for adults with a learning disability, including the development of flexible services such as home-based support, community based activities and family placements through the Trust ‘Host Carer’ service.
- To offer more choice for adults with a learning disability, such as drop-in centres, social enterprise and vocational training. The development of these new service options for adults with a learning disability will facilitate the closure of Broadways Workshop in Newtownabbey.

This consultation is seeking your views on these proposals. You can write to the Trust, or use the Consultation Feedback Form (at the back of this document). Public meetings about these proposals are also planned and dates are included in this document and in local papers. Documents are available on the Trust web site or by contacting the Trust’s Equality Unit. The closing date for the consultation is 6 March 2009.

Introduction

The purpose of this document is to seek views on the Northern Health and Social Care Trust's proposed reform and modernisation of its Learning Disability Services

Statutory Context Section 75 NI Act 1998

Section 75 of the Northern Ireland Act 1998 requires each public authority, 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 public authority must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Commission for Northern Ireland (ECNI) approved the Trust's Equality Scheme in June 2001. The Scheme outlines how the Trust proposes to fulfil its statutory duties under Section 75. Following approval of the Scheme, existing policies were screened to assess impact on the promotion of equality of opportunity or the duty to promote good relations using the following criteria:

- Is there any evidence of higher or lower participation or uptake by different groups?
- Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy issue?
- Is there an opportunity to promote equality of opportunity between the relevant different groups, either by altering the policy, or by working with others in government or in the larger community, in the context of the policy?
- Have consultations with relevant groups, organisations or individuals indicated that policies of that type create problems specific to any relevant group?

Further, the Trust gave a commitment to apply the above screening methodology to all new and revised policies as an integral part of the development process and where necessary and appropriate to subject new policies to further equality impact assessment.

The Trust is committed to the promotion of human rights in all aspects of its work. The Human Rights Act gives effect in UK law to the European Convention on Human Rights and requires legislation to be interpreted so far as is possible in a way which is compatible with the Convention Rights. It is unlawful for a public authority to act incompatibly with the Convention Rights. The Trust will make sure that respect for human rights is at the core of its day to day work and is reflected in its decision making process.

Comprehensive Spending Review

In January 2008, the Trust received notification from the Department of Health, Social Services and Public Safety (DHSSPS) of the investment funds expected in services in the Northern Board area over the period 2008-2011 and the requirement to deliver cash releasing efficiency savings of £44m over the same period. The 2008-2011 Comprehensive Spending Review (CSR) Cash Releasing requirements will represent the greatest financial challenge in the history of the Northern Ireland Health and Personal Social Services. The Northern Health and Social Care Trust has responded to this challenge and has identified, through a process of reviewing all aspects of its organisation and services, proposals to achieve the required savings. Underpinning the overall approach will be a culture of financial stability and respect for financial control, whilst keeping the patient/client at the centre of all we do.

The Trust identified proposals across its service areas that it considered would, if implemented, contribute to achieving the required savings over the three year period. Many of these proposals were not driven by achieving savings but were in keeping with the aims of health and social care to support people to live independently, at home, avoiding the need for hospitalisation and institutional care where possible. In achieving these aims there is also potential for improved efficiency. These proposals are draft and decisions have not been made. The Trust has equality screened all the proposals and indicated where a full equality impact assessment (EQIA) would be carried out. The Trust has produced and consulted on an overarching Equality Impact Assessment (EQIA) which details the outcomes of the screening process. The views of a wide range of stakeholders were sought during the consultation of the overarching EQIA.

This consultation document sets out the full Equality Impact Assessment on the reform and modernisation of the Trust's Mental Health Services. This EQIA has been conducted to ensure that the Trust fulfils its Section 75 equality obligations and will determine any equality implications for those directly affected by the proposals.

This report has been made available as part of the Formal Consultation stage of the EQIA on the reform and modernisation of the Trust's Learning Disability Services. The Trust welcomes your views on:

- this EQIA,
- data sources relied upon, and
- mitigation measures that have been identified for those directly affected by these proposals.

A copy of this EQIA report is available on the Trust's website at <http://www.northerntrust.hscni.net>

If you have any queries about this document, and 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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Deadline for comments will be 6 March, 2009.

To facilitate comments please see Appendix 1 – Consultation Proforma.
Following consultation a summary report will be made available.

In compliance with the legislation, when making any final decision the Trust will take into account this equality impact assessment and the feedback received from any consultation carried out in relation to these proposals.

Background to the Proposal

The Trust's reform and modernisation programme for the Trust's learning disability services is shaped by the Bamford Review "Equal Lives" and supported by Departmental policy.

The strategic direction for disability services includes:

- The support and promotion of independence and self care
- Social inclusion and equitable access, based on need
- Rights and choices for people using services, reinforced by good information
- Safe clinical care, to agreed standards
- Continuous improvement and higher standards
- Care at, closer to home where safe and sustainable
- Maximising efficiency of available resources
- The need for a range of carer support options
- Delivery through integrated working across sectors

The proposals assessed within this Equality Impact Assessment are as follows:

- Community Respite Services for Adults with a Learning Disability
- Re-configuration of Day Care Services - Learning Disability

Community Respite Services for Adults with a Learning Disability

The Trust recognises that the provision of respite services is often an important component of an individual's care plan to ensure that they can remain living in the community and continue to be supported by their carers for as long as possible. Respite care supports the ethos of the Equal Lives Report of the Bamford Review (2005) through social inclusion, equality of opportunity and opportunities for community living.

The Equal Lives Report and the Northern Health and Social Services Board Strategy 'New Directions; New Opportunities' indicate that respite services need to be developed in a manner that provides a range of flexible person centred services which would include bed based services but extend the range of host carer services, home based support and community based activity.

The Trust currently provides statutory respite beds for persons with a learning disability at Hollybank, Magherafelt and Ellis Court, Carrickfergus and purchases beds from the independent sector.

The Trust proposes to reduce the dependence on bed-based respite as it increases its provision of alternatives in the community through extending the Trust's host carer service (Share the Care Scheme), which has been successfully developed in the Causeway locality for several years. There are currently 141 service users and carers accessing this scheme, provided by 27 host carers. Benefits of the Share the Care approach to service users and their carers are as follows:

- Encourages a Person-Centred Approach with each placement specifically matched to the individual's needs
- Offers the service user a home-from-home environment
- Allows flexibility and can prevent breakdown
- Increases opportunity to participate in a range of activities in the home and community.
- Builds circles of support around individuals to further their social inclusion
- Encourages development of social skills and enhances self-esteem - key value within the Equal Lives Report
- Extends choice for individuals in where they would like to go for Respite

There has been a significant investment to increase the provision of respite services and the Trust is in the process of recruiting additional staff to take this initiative forward.

As the Trust develops its Share the Care Scheme it will assess how this impacts on the provision of residential respite. It is difficult to predict how

successful the Trust will be in recruiting Host Carers in specific localities. Independent sector beds would only be reduced on successful recruitment of alternative host carers.

The Trust also proposes to increase further alternative respite services such as the expansion of day opportunities, in particular, the extension of Drop In Centres and more customised individualised community packages.

This modernisation allows the service users and carers a greater choice to avail of respite that best suits their individual needs.

Consideration of Available Data and Research Data Sources

Data Sources

- Programme for Government (PFG) 2008/11
- DHSSPS Priorities for Action (PFA) 2008-09
- Northern Ireland Statistics and Research Agency(NISRA)
- Regional Strategy 'A Healthier Future (2005-2025)
- Investing for Health Strategy 2002
- 2001 Census of Population (Northern Ireland)
- NHSCT Strategic Response to the Comprehensive Spending Review 2008-2011
- NHSCT Trust Delivery Plan
- The Equal Lives report-'Review of Policy & Services for Older people with a learning Disability in (NI) DHSS 2005 (Bamford review).
- Promoting Ability- NHSSB 1998
- Valuing People- A new strategy for learning Disability for 21st Century DoH 2001
- Review of Services for People with a Learning Disability, DHSSPS 1995
- Widening Choice and Opportunities – A Strategy for Future Day Car Support Services for People with a Learning Disability: 2007-2011.
- Available data in respect of the Section 75 groupings for current service users and staff.
- New Directions: New Opportunities – A Strategy for Promoting the Well-being and Independence of People with a Physical Disability and/or Sensory Impairment – NHSSB, September 2002

Population Profile

Northern Area Population – Census 2001 by Section 75 Groups

SECTION 75 GROUP	NORTHERN AREA POPULATION (TOTAL POPULATION 426,965)
Gender	Female 51.25% Male 48.75%
Age	0 -15 23.09% 16-24 11.91% 25-44 29.34% 45-64 22.38% 65-84 11.94% 85+ 1.33%
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% Irish Traveller – 0.05% Bangladeshi – 0.01% Pakistani – 0.04% Black Caribbean – 0.01% Mixed Ethnic Group– 0.18% Chinese – 0.23% White – 99.29% Indian – 0.09% Not Known – 0.05% Other Black – 0.01%
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

Profile of Users of Residential Respite Services by Section 75 Groups

Section 75 Group		Users of Residential Respite Services	NHSCT Population (2001 census)
Gender	Female	42.25%	51.25%
	Male	57.75%	48.75%
Religion	Protestant	38%	56.44%
	Roman Catholic	51%	29.07%
	Not Known	11%	14.44%
Marital Status	Single	100%	30.63%
	Married	0	57.60%
	Other/Not Known	0	11.77%

Age Profile of Users of Residential Respite

Age Band	Percentage
18 - 29	50.39%
30 - 39	17.33%
40 - 49	14.45%
50 - 59	10.96%
60+	6.77%

Assessment of Impact on Current Service Users

Gender

The average gender profile users of existing respite services are 42.25% female and 57.75% male. This is generally reflective of the gender profile across the NHSCT population is 51.25% female and 48.75% male. The Trust considers there is no adverse impact on the grounds of gender.

Persons of different age

Just over half (50.39%) of the users of residential respite are 18 - 29 years, a total of 67.72% is under 40 and 32.27% is over 40 years. 6.77% are aged 60 years or over. The Trust notes the relatively young age profile of adults with a learning disability in comparison to the population as a whole. Research indicates that people with a learning disability are 58 times more likely to have a shorter life span than the general population, which explains the younger age profile of service users. The Trust is mindful that the range of alternative respite services must meet the needs of this age group whilst supporting families appropriately.

Persons with or without a disability

All users of existing respite services have a disability. There is no evidence to suggest that this proposal will have an adverse impact on grounds of disability as alternative respite services will be provided.

Persons of different marital status

100% of the users of existing respite services are single. Research would indicate that the number of single people is generally higher in adults with a learning disability. There is no evidence to suggest that this proposal will have an adverse impact because of their marital status.

Persons of different religious belief

51% of the users of existing respite services are Roman Catholic and 38% is Protestant. This compares to the religious profile of the Trust's population, 29.07% Roman Catholic and 56.44% Protestant. Although there is an imbalance with regard to religious belief within the users of existing residential respite services, there is nothing to suggest that the existing service is biased but merely reflects on the client population with learning disabilities. All clients will continue to have alternative respite services.

Persons with/without dependants

This information is not routinely collected by the Trust. The Trust is aware of the importance of supporting carers and will work closely with them to ensure suitable alternative respite services are provided.

Persons of different political opinion

The Trust does not collect information on political opinion. Proxy information, such as religious affiliation is accepted as a reasonable indication of a person's political opinion. Therefore as stated above there is an imbalance with regard to religious belief within users of existing respite services, but clients will continue to have an alternative respite services.

Persons of a different racial group

There is no evidence to suggest that this proposal will have an impact on service users on the grounds of their racial background. 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 to everyone.

Persons of different sexual orientation

While no direct information is gathered on sexual orientation research would indicate that 10% of the population is lesbian, gay or bisexual.

There is no evidence to suggest that this proposal would have an adverse impact on anyone by reason of their sexual orientation.

Mitigation of Impact on Current Service Users

This proposal will not result in a reduction in the level of services to service users. In essence the range of choice and flexibility of services will increase. The Trust's Share the Care Scheme, established in 1995, provides respite for adults with a disability in a safe and secure family environment. This provides carers with the opportunity to have time away from everyday responsibilities of caring. Respite carers are local people who are interested in helping adults with a learning disability who are carefully selected and appropriately trained. The extension of day opportunities provision and more individually tailored community packages also increase the range and choice of services available.

The Trust will ensure that suitable respite arrangements are made for adult with a learning disability. Future respite options will be discussed with all service users and carers to ensure that individual choices are fully considered.

Assessment of Impact on Current Staff

No current staff will be affected by this proposal.

Reconfiguration of Day Care Services – Learning Disability

A core component of learning disability services is the day support services that have been provided through Adult or Day Centres. These began as all-age centres but with the transfer of children to Education in 1987, they directed services to adults from 19 years upwards through a range of activities including contract work, social education and leisure pursuits. With increased life expectancy and most people now living in community settings rather than long stay hospitals, the age range of people attending the centres has gradually extended.

The Bamford Review of Services for People with a learning disability, “Equal Lives” (2005), says that, ‘People with a Learning Disability should have full and meaningful lives in their neighbourhoods and have access to a wide range of social, work and leisure activities.

‘Equal Lives’ indicates the need for the wider use of a range of community based opportunities and options for people with a learning disability and a reduced reliance on traditional adult centre services. Day opportunities aims to achieve this through person centred services based on the needs of each individual. Depending upon the individual’s needs and interests these may include for activities in the evenings and weekends.

During 2006/07 the Trust undertook a review of day support services to people with a learning disability, facilitated by Professor Roy McConkey ,UU. The subsequent strategy, ‘Widening Choice and Opportunities’ (2007) recognised that in recent years new forms of day services have appeared mostly in response to local initiatives and often initially funded by grants from charities or the European Union. The Strategy indicates that these have opened opportunities for people with a learning disability in further education, vocational training, supported employment, befriending and leisure schemes, advocacy and empowerment.

In line with Widening Choice and Opportunities, the Trust will improve the range and choice of alternative day opportunities. Day Opportunity and Community-Based options offer social, educational and employment opportunities through

- Drop-In Centres
- Further Education Colleges
- Supported employment
- Social Firms
- Work Experience
- Volunteering
- Use of community amenities
- Advocacy Groups
- Social placements

Many of these services are already in place and will be developed further working with a range of partners including accessing funding from DEL and/or other sources and the development of Drop-In Centres.

Currently the Trust supports almost 400 people with a Learning Disability on its Day Opportunities Programme. These are mostly people with higher abilities as those with more complex needs continue to require access to statutory adult centre services.

In the Newtownabbey and East Antrim area many people of higher ability attend Broadway workshops. People with more complex needs from these localities attend the local adult centres in Newtownabbey and Carrickfergus. The Broadway workshop was constructed as a temporary prefabricated building 35 years ago and has deteriorated significantly over the years. It is not suitable for an adult centre provision though it may be suitable for other uses as part of the wider development of day opportunities services. In the Newtownabbey area the Trust is currently providing day opportunities for 62 people 40 of whom came from Broadway. Of these 40, 27 still retain some day activity there. It is our intention to reconfigure service provision at Broadway Workshop through extending the provision of alternative Day Opportunity and Community-Based options which will eventually lead to the closure of the current service as users access appropriate alternative provision. These alternative provisions would include access to statutory day services for anyone for whom, through for example age, day opportunity services are not appropriate.

Consideration of Available Data and Research Data Sources

Data Sources

- Programme for Government (PFG) 2008/11
- DHSSPS Priorities for Action (PFA) 2008-09
- Northern Ireland Statistics and Research Agency(NISRA)
- Regional Strategy 'A Healthier Future (2005-2025)
- Investing for Health Strategy 2002
- 2001 Census of Population (Northern Ireland)
- NHSCT Strategic Response to the Comprehensive Spending Review 2008-2011
- NHSCT Trust Delivery Plan
- The Equal Lives report-'Review of Policy & Services for Older people with a learning Disability in (NI) DHSS 2005 (Bamford review).
- Promoting Ability- NHSSB 1998
- Valuing People- A new strategy for learning Disability for 21st Century DoH 2001

- Review of Services for People with a Learning Disability, DHSSPS 1995
- Widening Choice and Opportunities – A Strategy for Future Day Car Support Services for People with a Learning Disability: 2007-2011.
- Available data in respect of the Section 75 groupings for current service users and staff.

Profile of Current Users of Trust Adult Centres

Section 75 Group		George Sloane Centre	Antrim Adult Centre	Larne ATC	Hawthorns ATC	D'ross ATC	M'felt Adult Centre	C'town Adult Centre	M'brook Resource Centre	M'fern Adult Centre	M'fern Annex e	B'ways	Av % of all	Average % excluding Broadwayss
Gender	Female	35.8%	41.2%	55.2%	33.8%	62.3%	48.2%	53.7%	37%	43.6%	23.1%	57.6%	44.68 %	43.39%
	Male	64.1%	58.8%	44.8%	66.2%	37.7%	51.8%	46.3%	63%	56.4%	76.9%	42.4%	55.30 %	56.6%
Religion	Roman Catholic	31.5%	50%	12.7%	23.5%	22.10%	54%	70.2%	26%	43.6%	38.5%	18.8%	35.53 %	37.21%
	Protestant	68.5%	50%	82.7%	57.4%	57.10%	25.3%	29.8%	74%	56.4%	61.5%	74.1%	57.89 %	56.27%
	Other	0	0	4.6%	19.1%	20.8%	20.7%	0	0	0	0	7.1%	6.57%	13.04%
Age	16-24	14.1%	20%	19.5%	17.6%	28.6%	15%	28.2%	11.7%	27.3%	15.4%	8.2%	18.69 %	19.74%
	25-34	26.1%	20%	24.10 %	23.5%	12.9%	24.1%	19.4%	19.4%	27.3%	7.7%	21.2%	20.51 %	20.45%
	35-44	25%	41.2%	25.3%	30.9%	30%	23%	19.4%	25.3%	20%	23.1%	27.1%	26.39 %	26.32%
	45-54	18.5%	17.5%	17.2%	17.6%	15.6%	25.3%	18%	22.6%	20%	15.4%	29.4%	19.73 %	18.77%
	55-64	16.3%	1.3%	10.4%	10.3%	9.1%	10.3%	15%	14.3%	5.4%	30.7%	8.2%	11.93 %	12.31%
	65+	0	0	3.5%	0	3.8%	2.3%	0	6.7%	0	7.7%	5.8%	2.70%	2.4%
	Not Known	0	0	0	0	0	0	0	0	0	0	0	0	0
Political Opinion	Not Collected													
Marital Status	Single	100%	100%	100%	100%	100%	100%	98.5%	100%	100%	100%	100%	99.86 %	99.85%
	Married	0	0	0	0	0	0	1.5%	0	0	0	0	0.14%	0.15%
	Not Known	0	0	0	0	0	0	0	0	0	0	0	0	0
Dependant Status		0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	Yes	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	No	0	0	0	0	0	0	0	0	0	0	0	0	0
	Not Known	0	0	0	0	0	0	0	0	0	0	0	0	0

Section 75 Group		George Sloane Centre	Antrim Adult Centre	Larne ATC	Hawthorns ATC	D'ross ATC	M'felt Adult Centre	C'town Adult Centre	M'brook Resource Centre	M'fern Adult Centre	M'fern Annex	B'ways	Av % of all	Average % excluding Broadwayss
Ethnicity	Indian	0	0	0	0	0	0	0	0	0	0	0	0	0
	Mixed Ethnic	0	0	0	0	0	0	0	0	1.8%	0	0	0.16%	0.18%
	White	100%	100%	100%	100%	100%	100%	100%	100%	98.2%	100%	100%	99.84%	99.82%
	Not Known	0	0	0	0	0	0	0	0	0	0	0	0	0

Profile of Current Staffing by Section 75 Groups

Section 75 Group		Broadway Workshops	NHSCT Staff Profile at 1.1.08
Gender	Female	76.9%	87.0%
	Male	23.1%	13.0%
Religion	Protestant	100%	59%
	Roman Catholic	0%	34.6%
	Not Known	0%	6.4%
Political Opinion	Not Collected		
Age	16-24	0%	6.8%
	25-34	23.1%	20.3%
	35-44	30.8%	30.4%
	45-54	15.4%	28.9%
	55+	30.7%	13.6%
Marital Status	Single	7.7%	23.5%
	Married	84.6%	70.7%
	Other/Not Known	7.7%	5.8%
Dependant Status	Not Collected		
Disability	Yes	0%	0.9%
	No	84.6%	79.0%
	Not Known	15.4%	20.1%
Ethnicity	Indian	0%	0.8%
	Mixed Ethnic	0%	0.1%
	White	61.5%	65.4%
	Other/Not Known	38.5%	33.7%
Sexual Orientation	Not Collected		

Religious Composition of Northern Area Population by Local District Government Area (Census 2001)

	Local District Government Area									
	Antrim	Ballymena	Magherafelt	Cookstown	Larne	Carrickfergus	Newtownabbey	Coleraine	Ballymoney	Moyle
Protestant	40.85%	58.95%	25.73%	32.4%	55.05%	60.0%	56.02%	54.38%	50.98%	31.72%
Roman Catholic	35.1%	18.96%	61.52%	55.18%	22.25%	6.46%	17.09%	24.14%	29.55%	56.61%
Other	6.69%	9.07%	6.44%	5.66%	6.91%	10.69%	8.80%	6.41%	8.21%	2.22%
Not known	17.26%	13.04%	6.31%	6.77%	15.79%	22.84%	18.09%	15.06%	11.26%	9.45%

Source: NISRA 2001 Census figures

Assessment of Impact on Current Service Users by Section 75 Equality Groups

With regard to the information gathered in respect of the 9 equality categories, the Trust has noted the following in relation to the current users of the Trust's Adult Centres.

Gender

The average gender profile across users of the Trust's Adult Centres is 44.68% female and 55.3% male. The gender profile across Broadway Workshop is 57.6% female and 42.4% male. The gender profile across the remaining Adult Centres will be 43.39% female and 56.5% male. The Trust considers there is no adverse impact on the grounds of gender.

Persons of different age

There is larger percentage of service users in the 45 – 54 age band in Broadway Workshop (29.4%) than across all of the Trust's Adult Centres (19.73%). Given the alternative services that will be provided there is no evidence to suggest that this proposal will have an adverse impact on this group.

Persons with or without a disability

All of the clients attending the Trust's Adult Centres have a disability. There is no evidence to suggest that this proposal will have an adverse impact on grounds of disability.

Persons of different marital status

99.86% of the users of the Trust's Adult Centres are single. This is significantly higher than the percentage of single people in the Trust's population as a whole. Research would indicate that the number of single people is generally higher in adults with a learning disability. There is no evidence to suggest that this proposal will have an adverse impact because of their marital status.

Persons of different religious belief

35.53% of clients the Trust's Adult Centres are Roman Catholic and 57.89% is Protestant. 18.8% of clients in Broadway Workshop are Roman Catholic and 74.1 are Protestant. Although there is an imbalance with regard to religious belief within Broadway Workshop, clients will continue to have an alternative day opportunities, the closure of this facility will not have a significant effect on the relative numbers of clients across remaining Centres.

Persons with/without dependants

This information is not routinely collected by the Trust. The Trust is aware of the importance of supporting carers and will work closely with them to ensure suitable alternative day opportunities are provided.

Persons of different political opinion

The Trust does not collect information on political opinion. Proxy information, such as religious affiliation is accepted as a reasonable indication of a person's political opinion. Therefore as stated above there is an imbalance with regard to religious belief within Broadway Workshop, but clients will continue to have an alternative day opportunities.

Persons of a different racial group

There is no evidence to suggest that this proposal will have an impact on the patients on the grounds of their racial background. 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 to everyone.

Persons of different sexual orientation

While no direct information is gathered on sexual orientation research would indicate that 10% of the population is lesbian, gay or bisexual.

There is no evidence to suggest that this proposal would have an adverse impact on anyone by reason of their sexual orientation.

Mitigation of Impact on Current Service Users

The Trust has identified a number of priorities to enable the implementation of this proposal as follows.

- Increased opportunities for vocational training, further education and employment for adult persons with learning disabilities
- The creation of local meeting places to promote people's access to local amenities and groups at evenings and weekends as well as during working hours
- Promoting the advocacy of people with learning disabilities so they can make choices

The Trust's aim is to move people on to some form of employment by:

- Working with the Department of Employment and Learning (DEL), voluntary organisations and local businesses to create more opportunities for people with learning disabilities;
- Person centred planning which will focus on client's wishes and training needs;
- Referring clients to career guidance and vocational training and schemes that include work experience placements;
- Finding opportunities for voluntary work; and
- Ensuring that people with a learning disability are given more opportunities for employment and work experience placements with the Trust.

The Trust will work with various partners to help clients develop their skills and become more independent.

The Trust will ensure that suitable day services are available for all those affected by this proposal. Future options will be discussed with all clients and carers to ensure that individual choices, existing social networks, and accessibility to family are fully considered.

The Trust will take all necessary steps to mitigate against any identified adverse impact on affected clients and the Trust is committed to supporting affected residents and their relatives during this consultation period and beyond.

Assessment of Impact on Current Staff by Section 75 Equality Groups

With regard to the information gathered above, the Trust has noted the following in relation to the current Trust staff and staff in Broadway Workshop.

Gender

The gender profile of staff employed in Broadway Workshop is 76.9% female and 23.1% male. This compares with an overall NHSCOT profile of 87% female and 13% male. The Trust will consider mitigating measures for staff directly affected in line with the Trust's CSR Human Resource Strategy.

Persons of different age

30.7% of staff in Broadway Workshop is 55 years or over. This compares to 13.6% of the NHSCOT workforce in the same age range. Staff within Broadway Workshop slightly older age profile compared to the NHSCOT as a whole. The Trust will consider mitigating measures for staff directly affected in line with the Trust's CSR Human Resource Strategy.

Persons with or without a disability

None of the staff in Broadway Workshop are recorded as having a disability. 0.9% of the NHSCT workforce has indicated that they have a disability. 20% of the population of Northern Ireland has a recognised disability. The Trust recognises that not all staff may wish to declare a disability. If any of the staff declare themselves as having a disability, reasonable adjustments will be considered in line with related employment policies.

Persons of different marital status

84.6% of the staff in Broadway Workshop is married, which is a higher percentage than the NHSCT workforce (70.7%). This indicates a slightly disproportionate impact on affected staff who are married however the Trust does not consider this impact to be adverse. The Trust is mindful that research shows that the majority of women who have caring responsibilities tend to be married. The Trust will consider mitigating measures for staff directly affected in line with the Trust's CSR Human Resource Strategy.

Persons of different religious belief

100% of staff in Broadway Workshop is Protestant which compares to 59% of the Trust workforce. The profile of the general population of Newtownabbey District Council area is 56.02% Protestant, 17.09% Roman Catholic, 8.8% are 'other' and 18.09% are 'not known'. It follows that this proposal affects Protestants to a disproportionate degree. The Trust will consider mitigating measures for staff directly affected in line with the Trust's CSR Human Resource Strategy.

Persons with/without dependants

The Trust does not routinely record information on the dependant status of staff. As already stated 76.9% of the staff in Broadway Workshop is female. As evidenced in research, women still have the main caring responsibility for children, young people and dependant adults. The Trust recognised that any change in place of employment can have an impact on women. The Trust has in place a range of flexible working arrangements in recognition of the number of female employees who may have caring responsibilities.

Persons of different political opinion

The Trust does not record the political opinion of staff. Analysis of voting patterns does however suggest that political opinion is often linked to religion. As stated above, this proposal affects Protestants to a disproportionate degree. The Trust will consider mitigating measures for staff directly affected in line with the Trust's CSR Human Resource Strategy.

Persons of a different racial group

61.5% of staff in Broadway Workshop declared themselves as white. This is reflective of the staff overall (65.4%). There is no evidence to suggest that there would be any adverse impact on any individuals because of their racial background.

Persons of different sexual orientation

While no direct information is gathered on sexual orientation research would indicate that 10% of the population is lesbian, gay or bisexual.

There is no evidence to suggest that this proposal will have an adverse impact on persons of different sexual orientation.

Mitigation of Impact on Current Staff

A communication strategy will be devised to ensure staff are kept fully informed of any proposed action and developments. This proposal may impact on staff in terms of relocation to a new work site, reduction in the overall numbers of posts and redeployment to a different post and a new role. The Trust will work in partnership with Staffside to assess the impact on staff and to put robust mitigating measures in place.

Northern Trust CSR Human Resource Strategy

The Northern Trust's CSR Human Resource Strategy and Action Plan provides a robust and transparent process for decisions relating to staff. The Strategy was screened for Section 75 implications and Staffside was fully consulted during its development.

Key principles contained within the strategy are detailed below.

Purpose

The intention of the CSR proposals is to develop a more modern and effective health and social care response that promotes health and social wellbeing, improves services to patients and clients and generates savings to be reinvested in patient and client care.

The purpose of this strategy is to ensure that:

- Any disruption to services to patient and clients is avoided during this period of change.
- Managers and Staff Side work together to ensure that the change is managed consistently across the Trust.

- The change can move at a pace to ensure timely decision-making on the implementation of the changes.
- Service continuity is maintained.
- Managers ensure that staff affected know how the changes will be managed and how this is likely to affect them personally and that they are properly supported through the change process.
- There is an equitable and consistent approach to the treatment of staff.

Principles

The following are the key principles, which all managers must adopt to underpin the management of the proposed CSR changes.

The CSR changes will be taken forward through partnership approaches and in consultation and negotiation with trade unions.

The principles of fairness, dignity and equity of treatment will be applied in the management of people undergoing these change processes. Steps must be taken to ensure that the implementation process in no way conflicts with the requirements of existing equality and anti-discrimination legislation. It is expected that existing arrangements such as reasonable adjustments for individual staff.

An integrated HR process should be applied, which will be equitable and transparent. This process should also be mindful of the need to move quickly and to continue to deliver a high quality service.

A balance of workforce controls, suitable alternative employment, early retirements and voluntary redundancies may be sufficient to avoid the need for any compulsory redundancies. Every possible effort will be made to avoid compulsory redundancies to keep valuable skills and experience within the Trust and to minimise costs and provide value for money.

Where relocation or redeployment is required then every effort will be made to ensure staff remain as close as is reasonably possible to their current work base, taking account of work/life balance issues. If appropriate, excess travel expenses will be paid.

Appropriate training and re-training opportunities will be provided to assist staff who move to new roles and assume new responsibilities.

All staff will be kept fully informed and supported during these change processes. Communication will be across the service, within affected groups and at individual level.

Preparing for the Changes

The Trust will comply with all relevant employment and equal opportunities legislation when implementing the proposed changes. Any decisions in respect of the identification of at risk staff must be fair and transparent. Procedures will be designed to support equality and ensure that there is no unlawful direct or indirect discrimination against any particular individual or group of employees.

The Trust will ensure that qualitative and quantitative monitoring and data collection systems are in place and will record all the decisions they take during this period which affect the employment of groups and individuals. Screening and equality impact assessments will be carried out when appropriate.

The Trust in partnership with Staff Side will consider how it will minimise any adverse impact resulting from the proposed changes on the workforce.

The Trust will plan the implementation of CRS proposals through a project management approach.

Supporting Staff through the Proposed Changes

All staff should be kept fully informed of developments. There should be support from line managers, Human resources staff and Staff Side to help staff to consider their future options.

The Trust will consider workforce controls including the restriction of permanent vacancies. The Trust will maximise opportunities for the redeployment of existing staff and minimise redundancies.

The use of secondments/project support and other opportunities will be promoted through this period of change. This will give staff the opportunity to test new skills and build alternative career development at this time. Some staff may see these options as alternatives to their current career plan and as opportunities for career development.

Action to Support Staff at Risk

Every possible effort will be made to avoid compulsory redundancies and keep valuable skills and experience within the Trust. It is hoped that a balance of workforce controls, suitable alternative employment, voluntary redundancies and early retirement will be sufficient to avoid the need for any compulsory redundancies.

There is a risk that skills will be depleted post change processes if too many volunteers are allowed to leave the Trust and the Trust must ensure that an appropriate balance of cost and skill retention is reached.

The Trust would plan at the earliest practicable opportunity and in discussion with Staff Side (subject to available funding) to consider voluntary redundancy and early retirement schemes for staff in at risk groups, as it is clear that the number of overall staff will reduce.

The Trust will put in place a range of support mechanisms for individual staff and will include:

- career counselling
- trial periods in appropriate posts
- re-training/re-skilling for new roles
- training in application and interview preparation

The Trust in consultation with Staff Side will ensure that a redeployment system is established.

The Trust will develop a communications strategy to ensure that all staff are kept fully informed of planned actions/developments.

In managing the transition of services (savings and reinvestment) a significant number of staff will be affected by the changes. The Trust will minimise this impact by ensuring that every possible effort is made to retain those staff who wish to remain in the Trust's employment by re-skilling/re-training and redeploying staff to areas of the Trust where vacancies exist.

A number of staff may be redeployed on an interim basis into temporary positions to cover leave of other staff e.g. maternity and study leave.

Some staff may find that there is not alternative but to redeploy to a position at a lower grade. In such circumstances protection of pay will be afforded.

There will be a number of staff for whom their first preference in the changing environment will be to avail of voluntary early retirement or voluntary redundancy arrangements. The Trust would wish to accommodate such requests funding permitted and also ensuring that scarce skills are not depleted.

Conclusion

The Trust will work with Management, Staff and Staff Side to mitigate any potential adverse effects as a consequence of the implementation of this proposal.

The completion of and consultation on the EQIA is evidence of the Trust's commitment to ensuring that it actively addresses its equality, human rights, good relations and disability obligations.

Formal Consultation

The Trust wishes to consult as widely as possible on this proposal and the findings of this EQIA. With this in mind the Trust will consult on this proposal over an eight week period commencing 8 January 2009 and ending 6 March 2009. This consultation process will include the following.

- Press releases will be prepared and submitted to various media outlets.
- Prominent advertisements, inviting the public to comment on this matter will be placed in the local press.
- A letter will be sent to all consultees listed in the Trust's Equality Scheme to inform them of this consultation process.
- A copy of this report will be posted on the Trust's website: www.northerntrust.hscni.net and the Trust's Intranet.
- This report can be made available, on request, 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.
- Four locality public meetings will be held as follows. (The Trust's Senior Management Team will be available to provide more information and answer any queries).

Date and Time	Areas Covered	Venue
Monday 2 February 2009 at 7.00 pm	Coleraine, Ballymoney and Moyle	Lecture Theatre, Causeway Hospital
Tuesday 3 February 2009 at 7.00 pm	Carrickfergus, Larne and Newtownabbey	Carrick Room, Clarion Hotel, 75 Belfast Road, Carrickfergus
Monday 9 February 2009 at 7.00 pm	Antrim and Ballymena	Antrim Day Centre, Station Road, Antrim
Tuesday 10 February 2009 at 7.00 pm	Cookstown and Magherafelt	Cookstown Adult Centre Westland Road, Cookstown

- The Chief Executive will inform staff of the consultation process at her annual staff briefings to be held as follows:-

Date	Time	Venue
Thursday 8 January	2.00 pm	McNeill Theatre, Larne Leisure Centre, Larne
Friday 9 January	10.00am	Dodds Room, Town Hall, Carrickfergus
Friday 9 January	Noon	Boardroom, McCaughey House, Whiteabbey Hospital, Newtownabbey
Tuesday 13 January	2.00 pm	Ward 4, Mid Ulster Hospital, Magherafelt
Tuesday 13 January	3.30 pm	Dining Room, Cookstown Adult Centre, Westland Road, Cookstown
Friday 23 January	10.00am	Antrim Day Centre, Station Road, Antrim
Friday 23 January	Noon	Conference Room 1, Training Centre, Braid Valley Hospital, Ballymena
Monday 26 January	Noon	Training Room, Dalriada Hospital, Coleraine Road, Ballycastle
Monday 26 January	3.30 pm	Lecture Theatre, Causeway Hospital, Coleraine
Thursday 5 February	3.00 pm	WS Tweed Room, Robinson Hospital, Ballymoney

- All staff will be informed of the consultation process and how they can access further information.
- A letter will go to all GPs informing them of the consultation process and how they can access further information.

Targeted consultation will include the following.

- One to one meetings will take place with clients of Broadway Workshop, and their families.
- A planning group will be established to support the implementation of the Broadway Workshop proposal – family representatives will sit on this group.

All enquiries regarding this consultation process should be directed to:

Alison Annett, Head of Equality
Route Complex
8e Coleraine Road
Ballymoney
Co Antrim
BT53 6BP

Tel: 028 2766 1377

Fax: 028 2766 1209

Textphone: 028 2766 1377

E-mail: equality.unit@northerntrust.hscni.net

Publication of the Results of this Equality Impact Assessment

The outcomes of this EQIA will be published in the press and results will be posted on the Trust's website and Intranet.

Monitoring

In keeping with the Equality Commission's, the Trust will put in place a strategy to monitor the impact of this proposal on the relevant groups.

If as a result of this monitoring, the Trust finds that the impact of this proposal results in a greater adverse impact than predicted, or if the opportunities arise which would allow for greater equality of opportunity to be promoted, the Trust will make sure that measures are taken to achieve better outcomes for the equality groups.



Consultation Proforma

The aim of this consultation is to obtain views from stakeholders in Northern Ireland and the Trust would be most grateful if you would respond by completing this proforma. Please answer each question by writing your comments in the space provided. The closing date for this consultation is **Friday 6th March 2009** and we need to receive your completed proforma on or before that date. You can respond to the consultation document by e-mail, letter or fax as follows:

**Ms Alison Annett,
Head of Equality,
8e Coleraine Road,
Ballymoney,
Co. Antrim,
BT53 6BP.**

Tel: 028 2766 1377

Fax: 028 2766 1209

Textphone: 028 2766 1377

E-mail: equality.unit@northerntrust.hscni.net

Before you submit your response, please read Appendix A at the end of this proforma regarding the Freedom of Information Act 2000 and the confidentiality of responses to public consultation exercises.

So that we can acknowledge receipt of your comments please fill in your name and address or that of your organisation. You may withhold this information if you wish but we will not then be able to acknowledge receipt of your comments.

Name:	
Position:	
Organisation:	
Address:	

I am responding: *(Please tick)*

▪ as an individual

▪ on behalf of an organisation

My comments are in relation to:

- Reconfiguration of Acute Hospital Services
- Reform and Modernisation of Children's Services
- Traffic Management at Northern Health and Social Care Trust
- Reprovision of the Trust's Residential Homes for Older People
- Reconfiguration of Domiciliary Care Services
- Reform and Modernisation of Mental Health Services
- Reform and Modernisation Learning Disability Services

General Comments

Can you identify any additional relevant evidence or information which the Trust should have considered in assessing the equality impacts of these proposals?

Can you identify any other potential adverse impacts with supporting evidence which might occur as a result of these proposals being implemented?

Can you suggest any other mitigating measures to eliminate or minimise any potential adverse impact on the staff concerned?

The Trust is seeking your views on the human rights implications of the proposals and any issues you think relevant.

Thank you for taking the time to respond to this consultation process.

APPENDIX A

FREEDOM OF INFORMATION ACT 2000 – CONFIDENTIALITY OF CONSULTATIONS

Trust Response and Freedom of Information Act (2000)

The Northern Health and Social Care Trust will publish an anonymised summary of the responses received to our consultation process. However, under the Freedom of Information Act (FOIA) 2000, particular responses may be disclosed on request, unless an exemption(s) under the legislation applies.

Under the FOIA anyone has right to request access to information held by public authorities; the Northern Trust is such a public body. Trust decisions in relation to the release of information that the Trust holds are governed by various pieces of legislation, and as such the Trust cannot automatically consider responses received as part of any consultation process as exempt. However, confidentiality issues will be carefully considered before any disclosures are made.