

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

The Future of Norfolk Court Supported Living Scheme

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

New proposal

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

Over recent years we have embarked on a modernisation programme of our mental health services, in line with the strategic direction of the Bamford Review.

The Bamford Review of Adult Mental Health, published in June 2005, recommended a shift towards community based services and away from an over reliance on hospital services. The publication and Minister's endorsement of *Transforming Your Care* (TYC) set out a vision of making 'home the hub of care'. TYC requires that there should be no long-stay patients in mental health hospitals by March 2015. In response, the Northern Trust has been required to further develop supported living services for people who no longer need inpatient treatment. The emphasis being on step down through resettlement from inpatient services to community based services with a focus on the promotion of recovery and independence.

A key element of this is working with housing partners to ensure that people have access to accommodation of a standard that we all would wish for our family or ourselves. We want to improve the quality of care and support we provide to adults with a mental illness in accommodation that is fit for purpose and supports an ethos of recovery and independence. We believe that the accommodation in Norfolk Court is no longer fit for purpose and propose to stop using it as a supported living unit. Tenants to date have been and will continue to be supported to make decisions about their standard of accommodation and where they want to live.

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?

Norfolk Court is a supported living scheme for adults with a mental health condition. This proposal will be subjected to full 12 week public consultation. Consultees will include representatives from the Section 75 equality categories.

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

The Trust – with approval from Department of Health Social Services and Public Safety and Health and Social Care Board

(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?)

Management, staff and Trade Union co-operation is of utmost importance in the implementation of this proposal and in seeking to minimise the overall impact on staff. The Trust will continue to exercise open communication with all stakeholders involved and tenants have made the choice to move to other facilities in the Antrim area.

(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)

- Residents
 - Staff affected by proposal
 - Local community
 - Trade Union representatives
 - Representative organisations
 - Local elected representatives
 - DHSSPS, HSCB and Northern Local Commissioning Group (NLCG)
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- Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?
 - NI Budget
 - Trust's Contingency Plan 2014/15
 - The Bamford Review, A Strategic Framework for Adult Mental Health Services. (2005)
 - Adding Life to Years; A Strategy for Mental Health and Dementia Services for Older People (2007). NHSSB & NHSCT
 - Reform and Modernisation of Mental Health Services – Consultation and Equality Impact Assessment 2009
 - DHSSPS 2011. Transforming Your Care – A Review of Health and Social Care in Northern Ireland.
 - Human Rights Act 1998
 - UN Convention on the Rights of Persons with Disabilities
 - Human Resource Management of Change Framework
 - Trust's Equality Scheme
 - Employment of People with Disabilities

- Equality in the Workplace
- Flexible Working Policy
- Reasonable Adjustment – Guidelines for Managers
- Redeployment and Redundancy Policy

Please note this list is not 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? Specify details for relevant Section 75 categories.

Details of evidence/information

Due to the small numbers of Trust staff affected by this proposal the Trust has taken the decision, in order to protect the identity of individuals that specific information will not be included above. However the data has been considered by Trust staff.

The Trust recognises that this proposal impacts on staff in terms of relocation to a new work site. The Trust has robust mitigating measures in place, adopting the principles of the Trust's Human Resource Management of Change Framework. Staff's individual and specific circumstances will be considered and where adverse impact is identified, the Trust will take steps to mitigate its effects.

This decision only directly impacts on the staff who were located in Norfolk Court. All these staff will continue to be managed in line with the Trust's Management of Change Framework and related policies and in consultation with their Trade Union representatives.

The last tenant chose to move from Norfolk Court to more suitable supported living accommodation on 6 July 2015 and there have been no new applications requesting tenancy from 2014, therefore no tenants will be directly affected by this proposal.

The following table shows the average profile of staff across the Northern Trust

Group	Average profile across facilities
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Gender	Female – 85.5% Male – 14.5%	
Age	16 – 24 years 25 – 34 years 35 - 44 years 45 – 54 years 55 –59 years 60+ years	3.9% 21.6% 25.2% 29.7% 11.6% 8.0%
Community Background	Protestant – 54.5% Roman Catholic – 36.8% Other – 8.7%	
Religious belief	Muslim – 0.17% Hindu – 0.20% Sikh – 0.02% Jewish – 0.01% Buddhist – 0.13% Christian – 37.22% None – 7.51% No data held – 54.74	
Political Opinion	Broadly Unionist – 15.0% Broadly Nationalist – 6.9% Other - 10.7% Do not wish to answer/not known – 67.5%	
Marital Status	Single – 23.7% Married – 64.6% Other – 11.7%	
Dependent Status	A child (or children) – 28.9% A dependent older person – 6.3% A person(s) with a disability – 3.7% None of the above – 23.8% No data held – 42.5%	
Disability	Declared disability – 3.0%	
Ethnicity	White – 83.73% Black African – 0.10% Bangladeshi – 0.00% Black Caribbean – 0.02% Chinese – 0.06% Indian – 1.03% Irish Traveller – 0.02% Pakistani – 0.12% Mixed Ethnic Group – 0.19% Filipino – 0.31% Other – 0.34% Black Other – 0.04% Not Known – 14.06%	

Nationality	Polish – 0.29% British – 30.40% Scottish – 0.32% Welsh – 0.03% Irish – 10.29% Lithuanian – 0.03% English – 0.13% Northern Irish – 3.27% Indian – 0.21% Filipino – 0.10% Pakistani – 0.02% No data held – 54.87%
Sexual Orientation	Opposite sex – 53.1% Same sex – 1.3% Same and opposite sex – 0.2% Do not wish to answer/not known– 45.4%

SECTION 75 GROUP	NORTHERN AREA POPULATION (TOTAL POPULATION 426,965) (2011 Census)				
Gender	Female	50.99%			
	Male	49.01%			
Age	0 -15	16-39	40-64	65-84	85+
	20.81%	31.63%	32.36%	13.46%	1.74%
Religion	Protestant	Roman Catholic		Not Known	
	56.44%	29.07%		14.44%	
Political Opinion	Not collected				
Marital Status	Single	Married	Not Known		
	30.63%	57.60%	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% Bangladeshi – 0.01% Black Caribbean – 0.01% Chinese – 0.23% Indian – 0.09% Other Black – 0.01%	Irish Traveller – 0.05% Pakistani – 0.04% Mixed Ethnic Group– 0.18% White – 99.29% Not Known – 0.05%
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	

(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.

Please note the table below includes the needs and experiences of health and social care staff as a whole, in relation to S75 categories. The Trust will be mindful of these needs and experiences during consultation with affected staff.

Category	Needs, experiences and priorities	
	Service users	Staff
Gender	<p>The last tenant chose to move from Norfolk Court to more suitable supported living accommodation on 6 July 2015 and there have been no new applications requesting tenancy from 2014, therefore no tenants will be directly affected by this proposal.</p> <p>Future service users will have access to a range of supported living opportunities. The Antrim area is well served in terms of supported living opportunities.</p>	<p>The Trust is aware that women may have dependency and caring responsibilities.</p> <p>Staff's individual and specific circumstances will be considered and where adverse impact is identified, the Trust will take steps to mitigate its effects. The Trust will consider mitigating measures for staff directly affected in line with the Trust's Human Resource Management of Change Framework.</p>
Age	As above	<p>There is no evidence to suggest that there would be any adverse impact on any individuals because of their age. Staff's individual and specific circumstances will be considered and</p>

		where adverse impact is identified, the Trust will take steps to mitigate its effects.
Religion	As above	<p>The Trust is of the view that there is no evidence to suggest that this proposal will have an adverse impact on staff on the grounds of religious belief.</p> <p>The Trust will consider mitigating measures for staff directly affected in line with the Trust's Human Resource Management of Change Framework</p>
Political Opinion	As above	There is no evidence to suggest that there would be any adverse impact on any individuals because of their political opinion.
Marital Status	As above	The Trust is mindful that research shows that the majority of women who have caring responsibilities tend to be married. Individual and specific circumstances will be considered and where adverse impact is identified, the Trust will consider steps to mitigate its effects.
Dependent Status	As above	As evidenced in research, women still have the main caring responsibility for children, young people and dependant adults. The Trust recognises 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. The Trust will consider mitigating measures for staff directly affected in line with the Trust's Human Resource Management of Change Framework
Disability	As above	It is estimated that 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 and the Trust's

		Human Resource Management of Change Framework
Ethnicity	As above	The Trust considers that there is no evidence to suggest that this proposal will have an adverse impact upon current staff on grounds of racial group.
Sexual Orientation	As above	There is no evidence to suggest that this proposal will have an adverse impact on persons of different sexual orientation.

(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 been and continues to engage with all stakeholders involved in the decision.

The Trust will be meeting with each individual member of staff to identify their preferences for permanent redeployment. All continue to be permanent members of staff. All staff will be kept fully informed and supported during this change process.

We value and respect all of our staff and throughout this process and we aim to speak with staff as soon as was possible when decisions are made known.

The Trust has developed a Communications and Engagement Plan to make sure that all stakeholders are informed of the consultation process and have an opportunity to provide feedback both on the proposal and the screening template.

(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
	Services Users	Staff	
Gender	None	Minor	Minor
Age	None	None	None
Religion	None	None	None
Political Opinion	None	None	None
Marital Status	None	Minor	Minor
Dependent Status	None	Minor	Minor
Disability	None	None	None
Ethnicity	None	None	None
Sexual Orientation	None	None	None

Again this section can be done when we get figures

(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	The personal circumstances of each member of staff affected have been considered.
Age	The personal circumstances of each member of staff affected have been considered.
Religion	The personal circumstances of each member of staff affected have been considered.

Political Opinion	The personal circumstances of each member of staff affected have been considered.
Marital Status	The personal circumstances of each member of staff affected have been considered.
Dependent Status	The personal circumstances of each member of staff affected have been considered.
Disability	The personal circumstances of each member of staff affected have been considered.
Ethnicity	The personal circumstances of each member of staff affected have been considered.
Sexual Orientation	The personal circumstances of each member of staff affected have been considered.

(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		None
Political opinion		None
Racial group		None

(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	As detailed above proposal will have no adverse impact on the promotion of good relations. The Trust is committed to the promotion of good relations – its Good Relations Statement is as follows - “We are committed to ensuring that our staff feel comfortable at work and everyone feels welcome when using our services. We will not tolerate sectarianism or racism in any form neither by staff or service

	users.”
Political opinion	As above
Racial group	As above

(5) Consideration of Disability Duties

(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?

It is important that service provision is tailored around the individual and their specific needs. All tenants from Norfolk Court have made the decision to move to more suitable supported living accommodation in the Antrim area.

(6) Consideration of Human Rights

(6.1) Does the policy/proposal affect anyone’s Human Rights?
Complete for each of the articles

The Trust has a duty to act compatibly and must take Human Rights considerations into account in its day-to-day functions/activities.

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 2 – Right to life			√
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			√
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			√
Article 5 – Right to liberty & security of person			√

Article 6 – Right to a fair & public trial within a reasonable time			√
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			√
Article 8 – Right to respect for private & family life, home and correspondence.			√
Article 9 – Right to freedom of thought, conscience & religion			√
Article 10 – Right to freedom of expression			√
Article 11 – Right to freedom of assembly & association			√
Article 12 – Right to marry & found a family			√
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			√
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1 st protocol Article 2 – Right of access to education			√

(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 is committed to the safeguarding and promotion of Human Rights in all aspects of its work. The Human Rights Act 1998 gives effect in UK Law to the European Convention on Human Rights and requires legislation to be integrated so far as possible in a way that is compatible with the convention rights and makes it unlawful for a public body to act incompatibly with the convention rights.

(7) Screening Decision

(7.1) Given the answers in Section 4, how would you categorise the impacts of this policy/proposal?

Major impact	
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Minor impact	√
No impact	

(7.2) Do you consider the policy/proposal needs to be subjected to ongoing screening

Yes	
No	√

(7.3) Do you think the policy/proposal should be subject to and Equality Impact Assessment (EQIA)?

Yes	
No	√

Please note it is not possible at the present time to predict the **precise** nature of the impact of the Trust's proposals on each of the Section 75 grounds but the Trust is committed to an ongoing assessment. This will be subjected to further scrutiny under Section 75 of the NI Act 1998 to determine the impact upon those directly affected. Where adverse impact is identified, the Trust will take steps to mitigate its effects.

(7.4) Please give reasons for your decision and detail any mitigation considered.

The Trust will be meeting with each individual member of staff to identify their preferences for permanent redeployment. All continue to be permanent members of staff. All staff will be kept fully informed and supported during this change process.

The last tenant chose to move from Norfolk Court to more suitable supported living accommodation on 6 July 2015 and there have been no new applications requesting tenancy from 2014, therefore no tenants will be directly affected by

this proposal.

Future service users will have access to a range of supported living opportunities. The Antrim area is well served in terms of supported living opportunities. Since 2013 the Trust has commissioned 12 new supported living placements in the Antrim/Ballymena area through Northern Area Supporting People and a further 14 in Mid Ulster to facilitate people returning to that area. In addition with the rehabilitative ethos of supported living, many people will move on from this model of housing to more independent living.

(8) Monitoring

Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

Monitoring mechanisms will be implemented to monitor for possible unforeseen adverse impact. The Trust will also take account of information or feedback provided by stakeholders during the twelve week consultation on proposal.

The Trust intends to review this equality screening template at the end of the public consultation phase to ensure it is updated to reflect any feedback from consultees which may impact on the final decision

Approved Lead Officer: _____

Position: _____

Date: _____
