

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

Increase car park charges at acute Hospital sites (Antrim and Causeway)

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

Proposal 15 – NHSCT Savings Plan 2017/2018

This is a new proposal for the Northern Health and Social Care Trust and is part of a range of proposals put forward in order to achieve a balance financial plan in 2017/18.

Background/Context

The Health and Social Care (HSC) system has been working collaboratively to address the significant financial pressures facing health and social care in 2017/18 in order to meet the statutory requirement of achieving a balanced financial plan across the HSC. This is in line with other statutory responsibilities to provide high quality HSC services. HSC Trusts have been tasked by the Department of Health (DoH) with developing draft savings plans to deliver their share of a total of £70m of savings in 2017/18 and it is imperative that the full £70m of savings are achieved as part of the overall financial plan for this year.

As directed by DoH, the Northern Health and Social Care Trust (NHSCT) has publicly consulted on the proposals in the savings plan from 24 August 2017 – 5 October 2017 in line with the Department's policy guidance circular: Change or Withdrawal of Services – Guidance on roles and responsibilities, dated 26 November 2014. In order to fully inform the public about all savings options under consideration the consultation document included information on the totality of the savings plan for the Northern area which amounts to £13m.

The Trust carried out an initial Section 75 assessment of the temporary proposals in its 2017/18 Savings Plan by applying the four Section 75 screening questions. Based on the information available, this initial assessment determined if the proposals would have

Major/Minor/Little or No Impact. The outcome of this assessment was provided as an appendix to the consultation document. The Trust also committed to more thorough and comprehensive Section 75 assessments on the temporary proposals during the six week consultation period. Proposals identified as having a potential minor impact on people in one or more of the Section 75 categories were subjected to a more thorough Section 75 assessment which includes an assessment of the impact on both service users/patients and staff if the proposal were to be implemented.

This Section 75 screening of the proposal to increase car park charges at acute hospital sites has been prepared by the Trust. Section 75 screenings on the proposals identified as having a minor impact will be tabled at the extraordinary public Trust Board meeting on Friday 13 October 2017, then at the Board of the Health and Social Care Board for onward submission to the Department of Health for final decision.

The Trust's Traffic Management Policy was subject to a full Equality Impact Assessment and consultation in January 2009.

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

It is expected that the impact of the proposed increases would collectively contribute towards the Trust share of savings required in the 2017/18 financial year.

The parking tariffs at the acute hospitals have not been increased for four years.

The Trust proposes to increase the tariff by 20% on both Antrim Hospital and Causeway Hospital sites. This adds 20p per hour for parking of less than 1 hour and 30p for parking of over 1 hour.

(< 1 hour parking: £1.10 up to £1.30; 1 – 2 hrs from £1.60 up to £1.90; 2 – 3 hrs from £2.00 up to £2.30).

If the temporary proposal is approved a three week lead in time is required to update tariff signage for car parking pay machines.

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

All S75 categories are likely to benefit from safe, secure and suitably accessible car parking facilities. The Trust further recognises that the provision of safe, accessible car parking is not enough in itself and accepts that it has an obligation to manage such provision and take active steps to prevent abuse of such provision by others – Disability Discrimination Act 1995 refers.

This proposal is subject to a six week public consultation and 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?

HSC Trusts have been tasked by the DoH with developing draft savings plans to deliver their share of a total of £70m of savings in 2017/18 and have directed that it is imperative that the full £70m of savings are achieved as part of the overall financial plan for this year.

(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?)

- DoH level approval and endorsement of Trust actions to achieve financial balance for 2017/18.
- The need for meaningful engagement and consultation may impact on some of the timescales and outcomes.
- Feedback from consultation process may impact on implementation.
- Any increase in car parking charges could potentially lead to an increase in inappropriate parking on hospital sites due to the demand for free parking spaces.

(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)

Internal stakeholders: DoH, HSCB, NHSCT, other HSC Trusts, LCG, Staff, Trade Unions and Professional Bodies etc.

External stakeholders: The Trust's Cost Savings/Financial Plan 2017/18 will impact on its local population i.e. service users, patients and clients, relatives, as well as other organisations e.g. the public sector, independent sector, voluntary and community groups, Section 75 representative groups and advocates, MLAs etc. (This list is not intended to be exhaustive).

(1.8) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?

- DoH Budget 2017/18
- Change or Withdrawal of Services: Revised Guidance on Roles and Responsibilities – DHSSPSNI – November 2014.
- Trust’s Equality Scheme which incorporates the Trust’s Human Rights obligations and disability duties.
- ECNI Guide on Section 75 and Budget.
- NHSCT 2017/18 Savings Plan.
- UN Convention on the Rights of Persons with Disabilities.
- Human Rights Act 1998.
- DHSSPSNI - Policy for Car Parking - Provision and Management in the Health and Social Care Sector (June 2012).

(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

A full Equality Impact Assessment was completed and consulted on by the NHSCT in 2009 prior to the introduction of visitor car parking charges.

The parking tariffs at the acute hospitals have not been increased for four years and the permutation below sets out how much revenue would have been generated with a 20% increase on tariffs at both sites.

This adds 20p per hour for parking of less than 1 hour and 30p for parking of over 1 hour (< 1 hour parking: £1.10 up to £1.30; 1 – 2 hrs from £1.60 up to £1.90; 2 – 3 hrs from £2.00 up to £2.30).

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 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

(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.

The proposed uplift by **20%** will impact on service users - patients, relatives, carers and visitors/service users who choose to use pay car parking on Antrim Hospital and Causeway Hospital sites.

Category	Needs, experiences and priorities Census 2001 by Section 75 Groups NORTHERN AREA POPULATION (426,965)	
	Service users	Staff
Gender	As highlighted in the previous EQIA the Trust is mindful of the potential for adverse effect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust will continue to adhere to the Regional Exemption Policy. Therefore the proposed increase will not affect anyone who is eligible for free or concessionary parking under the DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector.	Not applicable as there is free car parking available for staff who work on the sites
Age	As highlighted in the previous EQIA the Trust is mindful of the potential for adverse effect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust will continue to adhere to the Regional Exemption Policy. Therefore the proposed increase will not affect anyone who is eligible for free or concessionary parking under the DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector.	
Religion	N/A	

Political Opinion	N/A	
Marital Status	As highlighted in the previous EQIA the Trust is mindful of the potential for adverse effect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust will continue to adhere to the Regional Exemption Policy. Therefore the proposed increase will not affect anyone who is eligible for free or concessionary parking under the DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector.	
Dependent Status	As highlighted in the previous EQIA the Trust is mindful of the potential for adverse effect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust will continue to adhere to the Regional Exemption Policy. Therefore the proposed increase will not affect anyone who is eligible for free or concessionary parking under the DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector.	
Disability	In previous consultations the main issues raised by disabled representatives were around the availability and access to spaces in the car parks. In terms of the provision of car parking for disabled people, a proportion of parking spaces must be set aside in line with Health Estates Guidance.	
Ethnicity	N/A	
Sexual Orientation	N/A	

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

On 24 August 2017, following approval from Trust Board we commenced a public consultation on our '2017/18 Savings Plan'. The consultation closed on 5 October 2017.

To raise awareness of the consultation process it was advertised in the local newspapers indicating that the document could be downloaded from the Trust's website or available from the Trust's Equality Unit. Over 1500 groups, organisations and individuals listed in the Trust's Consultation Database received an email or letter informing them of the consultation arrangements. Consultees were also reminded of the closing date for consultation. Consultation documents were made available on the Trust's website (i.e. available to the public) and intranet (i.e. available to Trust staff). Documents were also available in paper copy and in easy read format and in other formats on request.

During the consultation period the Trust held five locality engagement meetings in each of the four Trust localities to engage directly with service users, carers, the public and local representatives. The Trusts also held a number of staff engagement meetings and participated in a number of meetings with Councils and MLAs during the consultation process.

A consultation outcome report, detailing the consultation process and feedback received is available on the Trust website.

(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	Minor	N/A	Minor
Age	Minor	N/A	Minor
Religion	None	N/A	None
Political Opinion	None	N/A	None
Marital Status	Minor	N/A	Minor
Dependent Status	Minor	N/A	Minor
Disability	Minor	N/A	Minor
Ethnicity	None	N/A	None
Sexual Orientation	None	N/A	None

(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	As highlighted in the previous EQIA the Trust is mindful of the potential for adverse effect on S75 equality categories in particular older people, disabled people and single parents in terms of lower income levels. As such the Trust will continue to adhere to the Regional Exemption Policy. Therefore the proposed increase will not affect anyone who is eligible for free or concessionary parking under the DHSSPSNI Policy for Car Parking Provision and Management in the HSC Sector.
Age	As above
Religion	N/A
Political Opinion	N/A
Marital Status	As above
Dependent Status	As above
Disability	As above
Ethnicity	N/A
Sexual Orientation	N/A

(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	On the basis of the information available to date, it is not envisaged that proposed increase of car parking charges at acute hospital sites would have any impact on terms of good relations.	None
Political opinion	As above	None
Racial group	As above	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 the implementation of this 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	There is no evidence that this proposal will have an adverse impact on persons of a different racial group. The Trust spends significant resources in ensuring its services are accessible by the whole community and is one of the biggest users of the DHPSSNI Regional Interpreting Service. Similarly, the Trust translates information into a range of formats for those whose first language is not English.

(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?

This proposal will involve ongoing engagement with those affected. The Trust will take into account individual extenuating circumstances and work in partnership with individuals and TUs to alleviate any potential impact for people with disabilities.

The Trust will ensure relevant staff receive disability equality training and will adhere to its obligations under the Disability Discrimination Act 1955 and its commitments in the Disability Action Plan.

The Trust constantly reviews the number of disabled parking spaces available. Parking enforcement is in place and unauthorised users of disabled parking bays will be issued with a fixed penalty notice.

(6) Consideration of Human Rights

(6.1) Does the policy/proposal affect anyone's Human Rights?

Complete for each of the articles

Article	Positive impact	Negative impact = human right interfered with or restricted	Neutral impact
Article 2 – Right to life			X
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			X
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			X
Article 5 – Right to liberty & security of person			X
Article 6 – Right to a fair & public trial within a reasonable time			X
Article 7 – Right to freedom from retrospective criminal law & no punishment without law			X
Article 8 – Right to respect for private & family life, home and correspondence.			X
Article 9 – Right to freedom of thought, conscience & religion			X

Article 10 – Right to freedom of expression			X
Article 11 – Right to freedom of assembly & association			X
Article 12 – Right to marry & found a family			X
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			X
1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			X
1 st protocol Article 2 – Right of access to education			X

(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.

This will impact on external Service Users and Visitors. There will be no impact on internal stakeholders.

This is one of the proposed temporary savings plans for the Northern Health and Social Care Trust and is currently out for Public Consultation.

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.

The Trust will continue to provide on-going training and staff awareness on human rights.

(7) Screening Decision

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

Major impact	
Minor impact	X
No impact	

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

Yes	
No	X

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

Yes	
No	X

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

The Trust considers that there will be sufficient mitigation to alleviate potential adverse impact.

There are exemptions in place for the following groups

- Cancer patients
- Renal patients;
- Next of kin of those in ICU;
- Next of kin of neonatal patients;

The Ward Sister has discretion to issue vouchers to patients for free parking in certain circumstances. These include:

- A patient who has come in for a routine appointment and been given bad news.
- A patient who has an unplanned admission.
- A patient who has had a procedure and has been under sedation e.g. day surgery.
- Parent / guardians who have been asked to sit with a child

The Trust believes that there is no evidence to suggest that the implementation of this proposal will have a major adverse impact on any of the equality categories. Car parking charges are already in place and the parking tariffs at the acute hospitals have not been increased for four years. Exemptions for car parking charges continue to apply as detailed above.

(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?

The Trust will continue to monitor the impact and ensure that it is nothing more major than initially anticipated.

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 six week consultation on this savings 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 stakeholders which may impact on the final decision.

Approved Lead Officer: **Maire Bermingham**

Position: **Assistant Director Corporate Support Services**

Date: **26th September 2017**

Policy/proposal screened by: **Maire Bermingham**