

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

Take-A-Break: Review of short breaks for adults with a learning disability and their carers

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

New proposal

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

The Northern Health and Social Care Trust's (NHSCT) in response to the Transforming Your Care Review (TYC) established a strategic review of short break (respite) services available to adults with a learning disability. The review commenced in 2013 and included the appointment of an Independent Expert to lead on the stakeholder engagement processes. An important aspect of the review was the development of a database containing information on the profile of carers both using and requiring short break services as well as profiling the needs and characteristics of the people with a learning disability using short break services. This review describes the services currently available to service users and the carers with a learning disability and describes a ten year Strategic Plan for the period 2015 to 2025. The aim of the Strategic Plan is to:

- improve the quality and appropriateness of short break services,
- ensure fairness and equity in the allocation of services and to assist in the development and improvement of Short breaks,
- improve service utilisation by extending choice,
- ensure the most effective use of the resources aligned to short breaks, and
- work within existing and emerging policy frameworks linked to local priorities.

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

Review of short breaks specifically related to adults with a learning disability and their carers. The outcomes of the review and proposals 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 owns and will implements the review and proposals.

(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?)

Effective communication with service users and their carers is of utmost importance in the implementation of this proposal. The Trust will continue to exercise open communication with all stakeholders involved during the implementation of the proposals.

(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)

- Adults who use learning disability services, specifically short breaks
- Family and Carers of adults who use short breaks

- Representative organisations
- Local elected representatives
- DHSSPS, HSCB and Northern Local Commissioning Group (NLCCG)

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

- The Bamford Review, A Strategic Framework for Adult Mental Health Services. (2005)
- Transforming Your Care (TYC)
- Caring for Carers Strategy - DHSSPS
- Trust Carers Strategy
- The Learning Disability Service Framework - DHSSPS
- DHSSPS 2011. Transforming Your Care – A Review of Health and Social Care in Northern Ireland.
- Report by the Patient Client Council on ‘Respite (Short Breaks)’, (2011)
- Human Rights Act 1998
- UN Convention on the Rights of Persons with Disabilities
- Trust’s Equality Scheme

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
<p>Please note Trust staff will not be affected by the implementation of the Review.</p> <p>Available data in respect of the Section 75 groupings for current service users and staff.</p>

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% 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

The table below details the S75 makeup of those affected by the proposals

Section 75 Group	Make up of Patients/Clients Affected	Percentage
Gender	Female Male	56% 44%
Religion	Protestant Roman Catholic Other Unknown	4.5% 5% 2.5% 88%
Political Opinion	Broadly Unionist Broadly Nationalist Other Do Not Wish To Answer/Not Known	Not collected
Age	0-15 18-24 25-29 30-39 40-49 50-59 60+	0 20% 21% 24% 15% 16% 2%
Marital Status	Single Married Other	100% single
Dependent Status	Caring for a Child/Children/Dependant Older Person/Person(s) With a Disability None/Not known	Not collected
Disability	Yes No Not known	100%
Ethnicity	Black African	100% White

	Bangladeshi Black Caribbean Chinese Indian Irish Traveller Pakistani Mixed Ethnic Filipino Black Other Asian Other White Other	
Sexual Orientation towards:	Opposite Sex Same Sex Same and Opposite Sex Do Not Wish To Answer/Not known	Not collected

(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	The average gender profile of users of existing short break services are 56% female and 44% male. This is generally reflective of the gender profile across the NHSCT population is 50.99% female and 49.01% male. The Trust considers there is no adverse impact on the grounds of gender.	No impact
Age	67.72% of users of existing short break services are under 40, with 2% aged 60 years or over. The Trust notes the relatively young age profile of adults with a learning disability in	No impact

	<p>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 provision of short breaks must meet the needs of this age group whilst supporting families appropriately.</p>	
Religion	<p>It is important to note that the religious profile of 88% of our current short break service users is unknown. The Trust will ensure that all of its short break services provide a welcoming environment for all service users and carers and necessary arrangements will be made for service users to practice his/her religious beliefs. There is no evidence to suggest that the review recommendations will have any adverse impact on any religious grouping. The Trust is committed to monitoring for any adverse impact.</p>	No impact
Political Opinion	<p>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. The Trust will ensure that all short break services provide a welcoming environment for all service users. There is no evidence to suggest this proposal will have an impact on the grounds of the children and young people's political opinion.</p>	No impact
Marital Status	<p>100% of the users of current short break 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.</p>	No impact

<p>Dependent Status</p>	<p>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 short breaks are provided to support their caring role.</p>	<p>No impact</p>
<p>Disability</p>	<p>All users of existing short break services have a disability. There is no evidence to suggest that this proposal will have an adverse impact on grounds of disability as appropriate short break services will be provided.</p>	<p>No impact</p>
<p>Ethnicity</p>	<p>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 notes that 100% of current short break service users is white and will ensure that information on short break services is available in a range of languages. The Trust will work with ethnic minority representative groups to raise awareness of short break services. The Trust is committed to ensuring that its services are accessible to everyone</p>	<p>No impact</p>
<p>Sexual Orientation</p>	<p>While no direct information is gathered on sexual orientation of service users research would indicate that 10% of the population is lesbian, gay or bisexual.</p> <p>There is no evidence to suggest that this proposal would have an adverse impact on anyone by reason of their sexual orientation.</p>	<p>No impact</p>

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

Central to completing the review was a comprehensive, externally facilitated programme of stakeholder engagement. This took place with four key stakeholder groups;

- People with Learning Disabilities
- Family Carers
- Public Representatives
- Service Provider

Key messages from the engagement process are detailed in “Take-A-Break - A Review of Northern Health Social Care Trust Short Break provision to adult persons with a learning disability and their carers” which is available on the Trust’s website www.northerntrust.hsc.net or by contacting the equality.unit@northerntrust.hscni.net or phone 27661377.

The feedback gathered from the consultation process has shaped the Review recommendations and has been integral to the Section 75 screening process.

The Trust will set up project board and develop a strategic project plan to take forward recommendations identified in the Take a Break Review. This strategic project plan will be appropriately amended to take account of consultation feedback. Throughout the duration of the Project an engagement approach with service users, their families and stakeholders will be implemented to ensure a co-production approach as services are reshaped and designed.

(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	None	None
Age	Minor	None	Minor
Religion	None	None	None
Political Opinion	None	None	None
Marital Status	None	None	None
Dependent Status	None	None	None
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 Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.
Age	The Trust will engage with service users and carers to ensure a co-production approach as

	services are reshaped and designed.
Religion	<p>The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.</p> <p>All short break services will ensure the necessary arrangements are made for the service user to practice his/her religious beliefs.</p>
Political Opinion	The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.
Marital Status	The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.
Dependent Status	The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.
Disability	The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.
Ethnicity	The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed. Any specific cultural needs will be addressed during the consideration of future short break options. 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 and provides an interpreting service for those whose first language is not English.
Sexual Orientation	The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.

(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 the implementation of the review recommendations 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?
The Trust will ensure that short breaks are tailored around the individual and

their specific needs. The implementation of the review recommendations will involve ongoing engagement with service users and carers. The Trust will ensure staff receive relevant disability equality training

(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	
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 an 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 believes there is no evidence to suggest that the implementation of its review recommendations will have an adverse impact because of any of the equality categories. The Trust believes that adults with a learning disability will benefit from a wider range of more flexible short break services, which would enable greater choice and fairer access. The Trust will engage with service users and carers to ensure a co-production approach as services are reshaped and designed.

(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 the review recommendations.

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.