



Belfast Health and
Social Care Trust

caring supporting improving together

Equality Screening Masterclass

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Planning & Equality Team



INVESTORS
IN PEOPLE

Silver
Until 2022



Working together



Excellence



Openness & Honesty

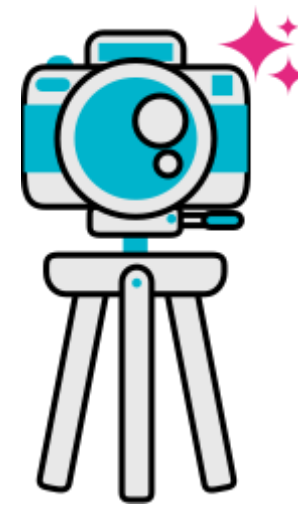


Compassion

HOUSEKEEPING



Mute



Camera Off



Questions at end
of session

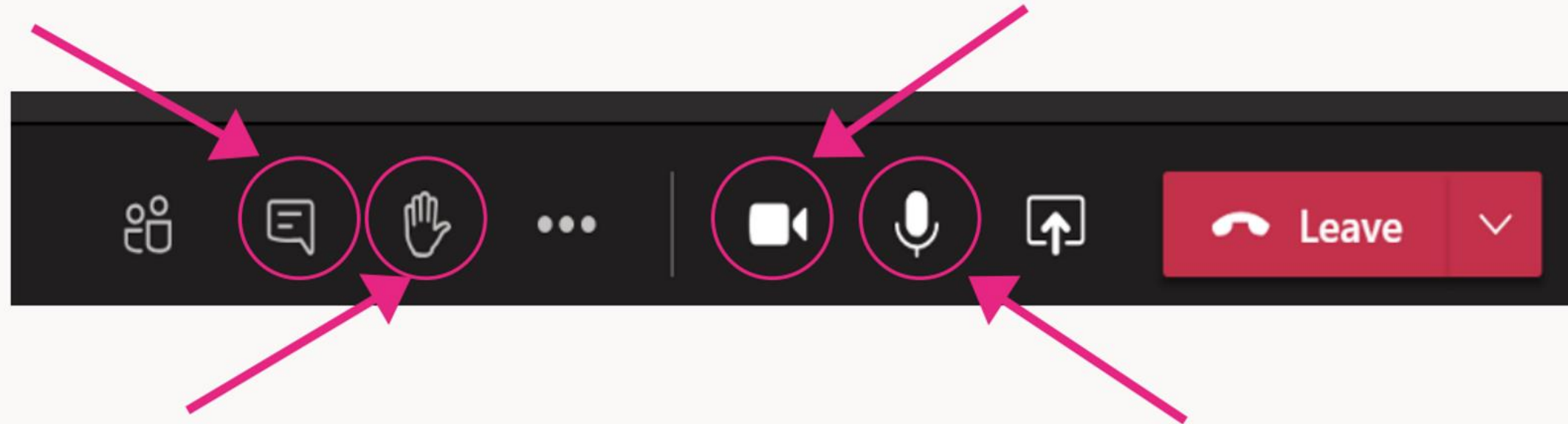


Participate &
Engage

Explanation of the buttons in the training session

Click to post a comment
during the training session

Click to turn your camera on or off
during the session



Click to raise or lower your hand
during the training session

Click to mute or unmute yourself during
the training session



Equality, Good Relations and Human Rights
SCREENING TEMPLATE

HSC Belfast Health and Social Care Trust

****Completed and Signed Screening Templates are public documents posted on the Trust's website****

- All policies / proposals require an equality screening
- Policy / Proposal authors / decision makers are responsible for Equality Screenings

Section 1: Information about the Policy / Proposal

(1.1) Name of the policy/proposal							
(1.2) Status of policy/proposal (please underline)							
(1.3) Department/Service Group (please underline)	Corporate Services (please write)	Nursing and User Experience	Un-scheduled and Acute Care	Surgery & Specialist Women's Health	Specialist Women's & Children's Community Services	Adult Social & Primary Care	
(1.4) Description of the policy/ proposal? State the aims and objectives/ key elements of the policy/proposal. Detail the changes the policy/proposal will introduce. How will the policy/proposal be communicated to staff/ service users? Describe how the policy/proposal will be rolled out/implemented e.g. will there be changes to working patterns? Changes to how services will be delivered etc.							
(1.5) Who owns the policy/proposal? Where does it originate?							



Objectives

- Enhance your awareness
- Confidence to complete template and recognise need

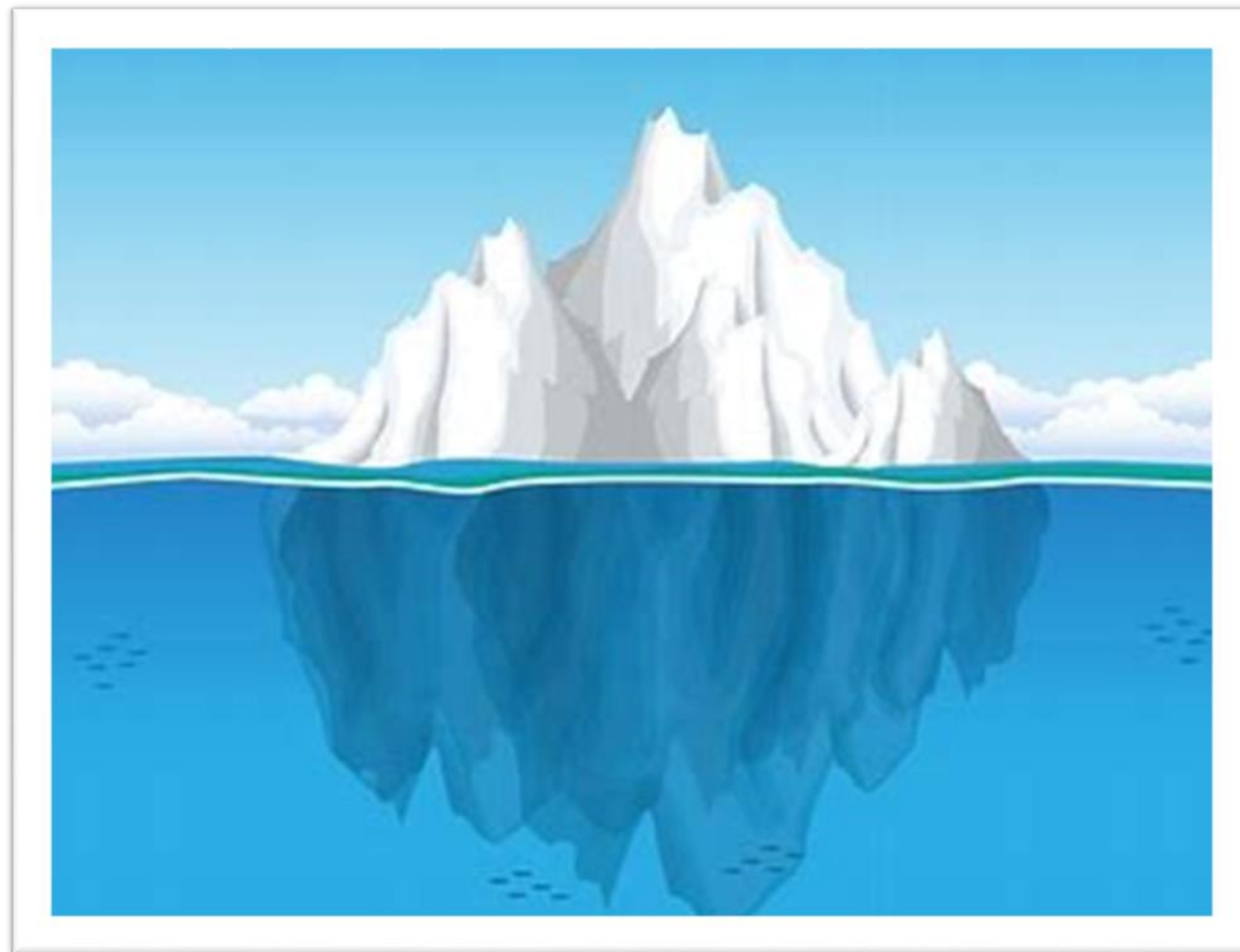
Session Plan

- FAQs
- Understanding Equality Screening
- Equality Screening Template
- Q&A

Key Learning!

Public Authorities are required **in law** to conduct **equality screenings** on ‘policies’ to show the necessary level of regard to certain duties.





What is **your** knowledge and experience of equality screening?

Use MS Chat



1 = None **2** = Some **3** = A Lot



Comments about Equality Screening

1. “Our policy was developed on the basis of a **regional** template.”
2. “The decisions have already been taken. We don’t have **time**.”
3. “We have **no evidence / data**.”
4. “ This strategic and part of the **Department of Health priorities** so we do not have any discretion in implementation.”
5. “Commissioning and delivering services to **address health inequalities** is what health and social care organisations are all about...”
6. “We have screened this policy **before**.”



Equality Screening



The Law

WHY?



Legislation

- Section 75 NI Act 1998
- Section 49A DDA 1995
- Human Rights Act 1998

Duties

- Promote Equality of Opportunity
- Good Relations Duty
- Disability Duties
- Human Rights Obligations

Actions

- Equality Scheme
- Equality Action Plans
- Disability Action Plans
- Annual Progress Report
- Equality Screening



Duty to “Promote Equality of Opportunity”



Age	Men/Women	Religion
Political Opinion	Sexual Orientation	Marital Status
Dependents	Race	Disability



“Good Relations” Duty

*To have regard to the desirability of promoting good relations between persons of **different religious belief, political opinion or racial group**.*

- Individuals accepted, valued and respected, irrespective of their race, religion, political opinion
- Challenging Racism and Sectarianism
- Promoting understanding
- Making Services and Workplace welcoming shared and safe spaces for all



Healthy Relations for a Healthy Future 2

A Good Relations Strategy 2017 – 2022: Promoting Good Relations amongst people of different religions, beliefs, racial groups and political opinions





‘Disability Duties’



To promote **positive attitudes** towards disabled people

+

To **encourage participation** by disabled people in public life.



Human Rights Duties

Human Rights Act 1998 : 14 Articles including:

- **Article 2**: Right to life...
- **Article 3**: Prohibition of torture...
- **Article 5**: Right to liberty and security...
- **Article 8**: Right to respect for private, family life & correspondence ..

UN Convention on the Rights of People with Disabilities(**UNCRPD**): 50 Articles including:

- **Article 19**: Live in and take part in the community
- **Article 21**: Access to information / opportunities to express views
- **Article 22**: Respect for privacy
- **Article 25**: Highest attainable standard of health



Key Principles of Human Rights



- Legal.
 - Does the decision interfere with human rights?
- Proportionate.
 - Is there an alternative decision with lesser impact?
 - Rights of one person often balanced with needs of others
 - Response must be appropriate and not excessive in the circumstances
 - *“You must not use a sledgehammer to crack a nut”*
- Justifiable.
 - Is the decision reasonable and documented?

And if we *fail* to screen?

Complaints

Equality Commission NI **Investigation**

- Two Types
- Failure to adhere to Equality Scheme

Judicial **Review**

- Procedural Impropriety



Policy Includes



Planning decisions

Corporate strategies

‘Temporary’ policies

Service relocations

Procurement

Modernisation plans

Changes to staff working patterns





The main **decision maker** in relation to the policy under consideration....

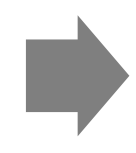
i.e. a manager with the authority to make changes to the policy should have a lead role in the screening process.



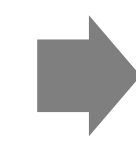
Screening must be taken into account by policy makers **before and at the time** that a particular decision or policy is being considered, and not afterwards.

WHAT?

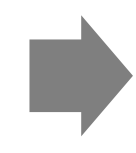
Equality of
Opportunity



Disability
Duties



Good
Relations



Human
Rights

Impact?

Mitigation?

Opportunities?

1. None	Screened Out	No impact
2. Minor	Screened Out (with mitigation)	- Some impact exists - More consideration needed to address potential for adverse impact (mitigation/opportunities)
3. Major	Screened In	- Significant impacts - Equality Impact Assessment (EQIA) required

Equality Impact Assessments

(EQIAs)



Strategic importance



Need for further assessment to examine concerns



Likely to be challenged by way of judicial review



Significant in terms of expenditure



Proposal affects a large number of people



Proposal affects fewer people but where its impact on them is likely to be significant



Further assessment provides a valuable opportunity to examine evidence and develop recommendations.



And Finally.....Remember!



Timing

Impact

Mitigation

Data

Text

Records

**Policy
Definition**

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(1.2) Status of policy/proposal <i>(please underline)</i>	New		Existing		Revised		
(1.3) Department/Service Group: <i>(please underline)</i>	Corporate Services Group <i>(Please specify)</i>	Nursing and User Experience	Un- scheduled and Acute Care	Surgery & Specialist Services	Specialist Hospitals & Women's Health	Children's Community Services	Adult Social & Primary Care
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Thank
you!