



Western Health
and Social Care Trust

Equality Screening Report

1 July 2017 – 30 September 2017

This document can be made available
in alternative formats on request

Introduction

The Western Health and Social Care Trust (WHSCT) must consider by law, Section 75 of the Northern Ireland Act 1998, how we promote equality and remove discrimination for people who use our services and for members of staff. Our obligations are set out in our Equality Scheme. The 9 groups that are specified in the Equality Scheme are:

Black and Minority Ethnic People	Different Marital Status e.g. Single, Married, Divorced, Civil Partnership, Widowed	Disabled People
Carers	Different Political Opinions	Men and Women
Different Ages - Young People/Older People	Different Religious Beliefs	People who are Lesbian, Gay or Bisexual

We also have to consider how we can promote good relations between people with different religious beliefs, political opinions or racial group (including people from the Travelling Community).

Within the Equality Scheme, the Trust gives a commitment to apply equality screening processes to all new and revised policies/proposals and, where necessary, to subject new policies/proposals to a full equality impact assessment. This process helps us to:

- assess the impact/consequences of our decisions on the people within the 9 equality groups;
- consider how we might better meet their needs (promote equality of opportunity);
- reduce any negative impacts/consequences (mitigating actions).

The Trust is required to have evidence that the following questions have been considered in relation to all policy development, strategic planning and general decision making:

- What is the likely impact on equality of opportunity for those affected by this policy/proposal, for each of the Section 75 categories? (minor/major/none)
- Are there opportunities to better promote equality of opportunity for people within the Section 75 categories?
- To what extent is the policy/proposal likely to impact on good relations, between people of a different religious belief, political opinion or racial group? (minor/major/none)

- Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

(From 'Section 75 of the NI Act: A Guide for Public Authorities': ECNI).

The Trust's Equality Screening process provides this evidence.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called a full Equality Impact Assessment (EQIA).

Equality screening for all the policies/initiatives detailed has highlighted the need to ensure that information relating to them/the service is made available, throughout, to support those service users/families/carers who do not have English as a first language, including the use of foreign language interpreters and written translations etc., in line with Trust guidelines. In addition, service users, their families, carers or staff who require additional communication support including e.g. provision of information in Braille, sign language interpreters, large font or audio, will be provided with this.

Should you wish to obtain a copy of any of the policies and/or screening forms referred to in this document, or require them in an alternative format, please contact:

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Tyrone & Fermanagh Hospital
Omagh
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Telephone: 028 8283 5834
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Western Health and Social Care Trust: Screening Outcomes for the Period 1 July 2017 – 30 September 2017

Medical Directorate			
Title of Policy and Description	Outcome of Equality Screening	Reason for Outcome	Date Compld
<p>This screening tool is for the following guidance aimed at minimising the transmission of infection to patients being cared for in WHSCT acute and community facilities including those who have been identified as having a pathogenic micro-organism:</p> <ul style="list-style-type: none"> • Infection, Prevention & Control Policy for Clostridium Difficile Associated Infection • Guidelines for the Prevention and Control of Viral Hepatitis • Guidelines for the Management of Suspected/ Confirmed Norovirus in Acute and Community Facilities within WHSCT <p>These guidelines and policy draw best practice guidelines developed by Department of Health and other governing bodies (national and regional) into one centralised set of guidance to advise staff within the WHSCT in relation to actions that can be taken to minimise the risk of transmission of pathogenic micro-organisms to patients, staff and members of the public.</p> <p>Where applicable, the sets of guidance include the following:</p> <ul style="list-style-type: none"> • Information on the infectious process • Signs and symptoms of the infectious process 	<p>Green: No Impact: A full EQIA is not recommended.</p>	<p>It is anticipated that the policy and guidelines will have a positive impact on all service users and staff. The guidance aims to give WHSCT staff and other staff contracted to work within the Trust i.e. building contactors appropriate information in relation to Infection Prevention and Control. The policy/ guidelines give details to staff on the provision of safe, planned care and procedures using best practice guidelines. It is hoped that the policy and guidances will allow staff to provide safe and dignified care for all service users.</p> <p>Infection Prevention and Control Training is for staff within the WHSCT as the Infection Prevention and Control advice offered is aimed at improving patient safety and minimising the risk of infection through their actions.</p> <p>The policy and guidelines will be communicated to staff via Trust Communication, staff will also be guided on how to access guidance at Infection Prevention and Control (face to face) Training. The information will also be shared at Ward meetings.</p>	<p>7/9/17</p>

<ul style="list-style-type: none"> • Advised links on further IPC guidance; i.e. Standard Precautions Policy, Decontamination guidelines. • Advice to staff in relation to auditing compliance in relation to interventional based procedures (if applicable) <p>These guidelines and protocols are backed up by Infection and Control Training which takes place regularly throughout the Trust and is mandatory for Medical and Nursing Staff.</p>			
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Primary Care and Older Peoples Directorate			
Title of Policy and Description	Outcome of Equality Screening	Reason for Outcome	Date Compld
<p>Redesign of dementia complex behaviour service within Older Peoples Mental Health Complex Behaviour service</p> <p>The Western Trust's complex behaviour service currently employ 4 specialist nurse practitioners across the Trust. The service provides support and training for staff in residential and nursing homes and inpatient settings on how to support people with dementia who may have complex or challenging behaviour. They prevent inappropriate hospital admissions and retain people in their current environment wherever possible. The service is currently being enhanced to reach into people's homes.</p> <p>The service is also expanding into the acute sector. Two specialist nurse practitioners one for Altnagelvin/Waterside hospital and one for South West Acute Hospital/Tyrone County are being recruited.</p>	<p>Green: No Impact: A full EQIA is not recommended.</p>	<p>It is anticipated that this service redesign will have a positive impact on patients who have dementia or mental health problems. The introduction of a weekend crisis service will help ensure that people with dementia are supported in their homes and hospital admissions are prevented. The PRAXIS floating support service will assist individuals with maintaining their independence and enabling them to remain in their accommodation of choice for longer. It will reduce or delay the number of people entering into care settings.</p> <p>The redesign of the service will involve transferring the 2 Band 3 health care assistants from the community mental health teams for Older People in the northern sector to the mental health assessment wards at Waterside hospital L'Derry. Staff have been involved in the consultation and HR processes</p>	<p>7/7/17</p>

To help ensure that people with dementia are supported in their homes and hospital admissions are prevented it is necessary to introduce a weekend on call crisis service in each sector (9am to 5pm Saturday, Sunday and bank holidays). The rota frequency for staff will be 1 in 3.

Floating support service Northern sector

Based on the review of staffing in the dementia and older people's community mental health teams (CMHTs) and how best to utilise existing resources such as PRAXIS floating support service it is proposed to initiate a permanent transfer of the 2 Band 3 health care assistants from the Community Mental health teams for Older People in the northern sector. These staff members are currently based in Oak Villa, Gransha Park and it proposed they will transfer to the Trust Mental Health Assessment Wards at Waterside Hospital, Gransha Park.

The dementia and older people's community mental health teams in the southern sector do not have band 3 health care assistants. Their support service is already being provided by PRAXIS. PRAXIS Care is a registered charity who provide a range of services to adults, older people and children with learning disabilities and mental ill health including dementia. Their model of support enables people to maintain their independence within their living environment of their choice as well as supporting family and primary care givers. PRAXIS provide their floating support service across the Trust area. The floating support service is funded by the Northern Ireland Housing Executive's Supporting People programme.

The service provided by the health care assistants within

will be followed in line with the trust's redeployment policy to deal with any issues and reduce any adverse impact. Information on the redesign will be available in alternative formats.

Overall it is considered that the redesign of Older Peoples mental health service within the Trust will improve the quality, experiences and outcomes for clients living with dementia and functional mental illness and lead to people receiving care and support in a more appropriate setting

the CMHTs in the northern sector can therefore be provided by PRAXIS floating support service The funding from these 2 posts will be used to enhance the complex behaviour service i.e. recruitment of a 1 wte band 7 team manager and 0.5 band 3 admin support. There will be no change of location for the 2 healthcare assistants they will remain on the Gransha site. HR will be involved in the transfer of the staff from the community mental health teams to the mental health assessment wards.

Reasons for proposal:

- The service provided by the health care assistants within the CMHTs in the northern sector can be provided by PRAXIS floating support service. The service which is funded by Supporting People is being under utilised in the northern sector. This proposed change is therefore making the best use of existing resources.
- Referring patients to community based services provided by the voluntary sector is in keeping with Older Peoples Mental Health new stepped care service model approach. It is also in line with the key strategic drivers.

The proposed change will also ensure equity of service across both sectors of the Trust. All dementia and older people's community mental health teams will be receiving their support service from PRAXIS Care.