



Western Health
and Social Care Trust

Equality Screening Report

1 April 2019 – 30 June 2019

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:

Equality & Involvement Team
Western Health & Social Care Trust
Tyrone & Fermanagh Hospital
Omagh
BT79 0NS
Telephone: 028 8283 5834
Email: equality.admin@westerntrust.hscni.net

Western Health and Social Care Trust: Screening Outcomes for the Period 1 April 2019 – 30 June 2019

Human Resources Directorate			
Title of Policy and Description	Outcome of Equality Screening	Reason for Outcome	Date Compld
<p>Conflict, Bullying and Harassment Policy The Policy applies to all staff and sets out a clear procedure for both employees and managers in dealing with various conflict situations. The policy has been adapted for local use and will replace the Trust's Harassment Policy.</p> <p>The Policy differentiates between 3 types of conflict at work; general interpersonal conflict, bullying and harassment and sets out a clear procedure to deal with each category. It clearly sets the roles and responsibilities of all parties involved in conflict resolution. The aims of this policy and associated procedure are:</p> <ul style="list-style-type: none"> • To provide all staff, particularly managers, with clear guidance on how to handle conflict, bullying and harassment in accordance with best practice and relevant employment legislation; • To outline to all staff their rights and their collective responsibility to create and maintain a safe, harmonious, positive and enabling working environment for all; • To provide a mechanism to facilitate prompt resolution of issues that may arise; • To prevent bullying of all staff members, including agency workers; • To prevent harassment of all staff members, including agency workers. 	<p>Green: No Impact: A full EQIA is not recommended.</p>	<p>This policy has been developed regionally, in collaboration with other Health and Social Care (HSC) Organisations and Trade Unions. The Policy applies to all staff and sets out a clear procedure for both employees and managers in dealing with various conflict situations. It also outlines the roles and responsibilities of all parties involved in conflict resolution.</p> <p>The policy will be communicated through the Trust Intranet and Trust Communication via email. Managers responsible for staff with no access to email will be asked to share the policy with these staff. Additionally a communication plan will be developed to raise awareness of the policy. The policy and associated supporting documents will be available on TWIST WEST to allow wider access to staff. A trust wide training and development plan will also be developed to ensure managers are equipped with the skills to carry out the requirements under this policy.</p>	<p>4/4/19</p>