



Western Health
and Social Care Trust

Draft Equality Screening Report

1 April 2022 – 30 June 2022

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 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 2022 – 30 June 2022

Human Resources Directorate			
Title of Policy and Description	Outcome of Equality Screening	Reason for Outcome	Date Compl'd
<p>Operational Guidelines for the Specialist Dementia and Older People's Community Mental Health Team (CMHT)</p> <p>The Specialist Dementia and Older People's CMHT in the Western Trust is a secondary specialist community based, multi-disciplinary mental health service which provides assessment, formulation and evidence based treatment and support to people over 65 with suspected or diagnosed moderate to severe mental illnesses / mental disorders who, for reasons of complexity, severity or lack of treatment response require specialist secondary care input.</p> <p>A specialist service is also provided to people of all ages with dementia who present with more complex psychological, cognitive, functional, or behavioural difficulties and are therefore considered to require the skills of the multi-disciplinary team to deliver assessment, formulation, treatment and interventions.</p> <p>These guidelines provide an outline of the Specialist Dementia and Older People's Community Mental Health Team (CMHT) principles and key services provided. They give clarity regarding the role and function of the Specialist Dementia and Older People's CMHT to staff, service users, carers and other stakeholders.</p>	<p>Green: No Impact: A full EQIA is not recommended.</p>	<p>It is anticipated that these operational guidelines will have a positive impact on patients who use the service.</p> <p>In keeping with the stepped care approach patients will receive the appropriate level of care that best meets their needs. They will receive a service which reflects key fundamental elements of good quality care in dementia and mental health. The emphasis will be on prevention, earlier intervention and proactive recovery.</p> <p>The guidelines will be communicated to staff via team and ward meetings, staff induction share point and western trust intranet. They will be available to service users and carers on request.</p>	<p>05/04/22</p>