



Western Health
and Social Care Trust

Draft Equality Screening Report

1 October 2022 – 31 December 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

Health and Social Care Trust: Screening Outcomes for the Period 1 October 2022 – 30 December 2022

<p>Menopause at Work Policy</p> <p>This policy has been developed as a product of the Trust Menopause Group and aims to ensure the development of a supportive working environment for all employees experiencing peri-menopause/menopause-related symptoms at work. The policy aims to:</p> <ul style="list-style-type: none"> - Increase employee and manager awareness about menopause-related symptoms, and the potential impact on employees and their colleagues at work. - Set out managers' responsibilities in relation to the provision of support for staff and includes guidance on facilitating supportive conversations about the impact of menopause on health and wellbeing at work. - Ensure a consistent approach in the management of employees who are struggling with menopausal symptoms whilst at work. - Promote the retention of menopausal employees. - Foster an environment in which employees can openly and comfortably instigate conversations, or engage in discussions about menopause. 	<p>Green: No Impact: A full EQIA is not recommended.</p>	<p>It is anticipated that this policy will have a positive impact on staff.</p> <p>This policy has been developed in line with best practice recommendations and based upon 5 key principles of HSC values, Fairness, Confidentiality, Equality and Natural Justice. Specific actions have been introduced as the policy was developed to better promote equality of opportunity.</p>	<p>19/10/22</p>
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<p>Positive Action Employability Initiative</p> <p>The Positive Action Employability Initiative is made up of a number of Community and Voluntary Sector partners. Representatives from Mencap, Orchardville and the Now Group met with the Trust every six weeks since September 2021 to help steer the initiative. Senior members of the Trusts HR team sit on the group meetings to advise as necessary.</p> <p>This initiative, will support 4-8 adults with a learning disability into employment in Band 2 posts within Support Services Departments across the Western Trust area. Anyone successfully completing the paid 6 week programme will be offered a permanent Band 2 job within the Western Trust within the Patient and Client Support Services, working within either, Catering, Cleaning, Portering or Laundry services.</p> <p>Under the Disability Discrimination Act (1995), employers have to make reasonable adjustments for disabled people and can also consider positive action. Positive action measures may involve treating disabled people more favourably than people who are not disabled during a recruitment process or during the course of employment. Through such action, the WHSCT as employers, may be able to increase the diversity of their workforce and promote equality of opportunity in employment for disabled people.</p>	<p>Green: No Impact: A full EQIA is not recommended</p>	<p>This initiative was identified through the Adult Learning Disability Involvement Model. Five Local Involvement Groups met regularly across the Western Trust area attended by Service Users, Carers and Trust Staff.</p> <p>The groups worked together to identify and address issues and priorities for the Learning Disabled community. Each group had nominated carer and service user representatives who met with Senior Trust staff to present their local priorities and issues for discussion at the over-arching Strategic Involvement Group which is also comprised of Local Involvement Group representatives and Trust staff.</p> <p>This programme will provide opportunities for people with a Learning Disability to enjoy work, payment, independence, learning and being part of a team. Participants will benefit monetarily and also in terms of undertaking training which will be transferrable to other jobs and settings.</p> <p>This work strives to change the approach and cement the commitment of the Trust to ensure the opportunity for appropriate involvement in shaping future service delivery and ensuring meaningful contribution to discussion about future investment plans.</p> <p>The WHSCT will cement its commitment to being a good place to work and supporting our own population of Adult Learning Disability clients into work, leading by example.</p>	<p>21/10/22</p>
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Performance and Service Improvement			
Title of Policy and Description	Outcome of Equality Screening	Reason for Outcome	Date Compl'd
<p>Link to Wellbeing Project</p> <p>The project will aim to create a link from WHSCT orthopaedic surgery waiting lists to potentially up to 24 Community and Voluntary Sector organisations through a Social Prescribing approach. A pre-habilitation wellbeing programme will be delivered in partnership by local CVS groups. These organisations based throughout the WHSCT area completed an Expression of Interest form to deliver the programmes.</p> <p>The wellbeing programmes will aim to improve self-management of the orthopaedic condition, reducing the adverse health impact for the service-user as they wait for surgery. It will maximise physical, mental & emotional wellbeing to promote recovery post-surgery. It will also help reduce the social isolation and loneliness experienced by many on the waiting list due to the physical limitations of their condition that reduces their ability to socialise.</p> <p>Link to Wellbeing staff will work with the Trauma and Orthopaedic team to provide a Social Prescription to service-users. The Link Worker will signpost service-users to a standard newly established 'Wellbeing' programme.</p>	<p>Green: No Impact: A full EQIA is not recommended</p>	<p>It is anticipated that this project will have a positive impact across the WHSCT. Individuals will be referred on to community based programmes which will take place in their own geographical area and information will be provided on the programmes and what they entail to improve the health of the individual. Transport cost is included in the funding for the programmes and transport will be provided as required by the service user attending the programme.</p> <p>The project and programmes involved will be promoted and communicated with Trauma and Orthopaedic staff and individuals on waiting lists throughout the duration of the 2 years. The project and programmes will also be promoted within the Community and Voluntary sector through the organisations involved in the delivery of programmes. Graphics will be developed and an official launch will take place to assist to further promote the project. Staff and service users will receive information on the programmes and what they entail to help encourage attendance.</p>	<p>05/10/22</p>

