

# Equality, Good Relations and Human Rights Screening Template

**\*\*\*Completed Screening Templates are public documents and will be posted on the Trust's website\*\*\***

See [Guidance Notes](#) for further background information on the relevant legislation and for help in answering the questions on this template (follow the links).

## **(1) [Information about the Policy/Proposal](#)**

### **(1.1) Name of the policy/proposal**

Family Assessment Intervention Service (FAIS)

### **(1.2) [Is this a new, existing or revised policy/proposal?](#)**

Existing Family Centre Resource reviewed to develop leaner processes and increased client facing time with families

### **(1.3) [What is it trying to achieve](#) (intended aims/outcomes)?**

Time bound assessments of parenting capacity to promote safe parenting for children at home and support a return home for children in care where this is deemed appropriate. To promote the welfare of the child and contribute to timely care planning decisions in their best interests. This is a relationship based approach to recognise the impact of trauma, maintain and strengthen family connections, reduce conflict and improve safety and wellbeing.

#### **Desired Outcomes**

- Provide a timely comprehensive parenting assessment and clear recommendations to the referring social worker
- Contribute to care planning decisions in the best interests of children
- Maintain children safely at home if appropriate

**(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal?**

- Children who have, or may in the future experience family breakdown.
- Trust staff and service users are representative of all Section 75 categories.

**(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSPS, HSCB?**

The Trust implements the Service.

**(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?)**

N/a

**(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (staff, service users, other public sector organisations, , trade unions, professional bodies, independent sector, voluntary and community groups etc)**

**Internal stakeholders:** Trust Staff / Children's Social Work Teams

**External stakeholders:** Children and Families, Carers

**(1.8) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?**

- Referral Tracker & Analysis from Planning and Performance
- Co-production with social workers who have used our service
- Qualitative Feedback from families
- Trust's Equality Scheme 2024
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Rural Needs Act 2016

**(2) Available evidence**

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

***Details of evidence/information***

**Outcomes Based Approach information gathered including:**

- Who is using the service?
- What are we doing?
- Who are we doing it with?
- What feedback have we received?
- Social Workers and Families
- Information on establishing if anybody benefitted from our involvement?

### (3) Needs, experiences and priorities

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff.

| <b>Category</b>   | <b>Needs, experiences and priorities</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                            |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | <b>Service users</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>Staff</b>                                                                                                                                               |
| Gender            | <b>Female 51.25%</b><br><b>Male 48.75%</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>Female 81.22%</b><br><b>Male 18.78%</b>                                                                                                                 |
| Age               | <b>0-15 20.56%</b><br><b>16 – 19 5.32%</b><br><b>20-29 12.28%</b><br><b>30-45 20.09%</b><br><b>46-59 20.07%</b><br><b>60+ 21.68%</b>                                                                                                                                                                                                                                                                                                                                                                               | <b>0-15 0%</b><br><b>16 – 19 0.53%</b><br><b>20-29 16.39%</b><br><b>30-45 40.00%</b><br><b>46-59 33.49%</b><br><b>60+ 9.59%</b>                            |
| Religion          | <b>Protestant 50.52%</b><br><b>Roman Catholic 27.90%</b><br><b>Other 0.82%</b><br><b>None 14.65%</b><br><b>Not Known 6.11%</b>                                                                                                                                                                                                                                                                                                                                                                                     | <b>Protestant 42.99%</b><br><b>Roman Catholic 25.90%</b><br><b>Other 0%</b><br><b>None 23.02%</b><br><b>Not Known 8.10 %</b>                               |
| Political Opinion | Not collected on 2021 census. Council voting patterns below are considered.<br><br>Ards & North Down council area return a unionist majority<br>Lisburn and Castlereagh council area return a unionist majority<br>Newry, Mourne & Down council area return a nationalist majority<br><br>It should be noted that half of Trust residents aged 85+ reside in Ards & North Down LGD (4,432, 49%), a quarter reside in Lisburn & Castlereagh LGD (2,348, 26%), and a fifth in Newry, Mourne & Down LGD (1,814, 20%). | <b>Broadly Nationalist 3.03%</b><br><b>Broadly Unionist 8.24%</b><br><b>Do not wish to answer 11.09%</b><br><b>Other 5.35%</b><br><b>Not known 72.29%</b>  |
| Marital Status    | <b>Single 31.7%</b><br><b>Married 51.64%</b><br><b>Divorced 6.01%</b><br><b>Widowed 6.85%</b><br><b>Separated 3.70%</b><br><b>Other 0.1%</b>                                                                                                                                                                                                                                                                                                                                                                       | <b>Single 32.16%</b><br><b>Married 56.31%</b><br><b>Divorced 3.47%</b><br><b>Widowed 0.53%</b><br><b>Separated 1.56%</b><br><b>Other / Not Known 5.98%</b> |
| Dependent Status  | Households with dependent children - 33.38%                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Child or children 13.00%</b><br><b>Dependant older 2.98%</b><br><b>A person with disability 1.89%</b><br><b>None 10.54%</b>                             |

|                           |                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                     |
|---------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                           |                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Other/Not Known 72.30%</b>                                                                                                                                                                                                                                                                                                       |
| <b>Disability</b>         | Household with one or more persons with a limiting long term illness 19.82%                                                                                                                                                                                                                                                                                                                            | <b>No 25.84%</b><br><b>Yes 1.32%</b><br><b>Not known 72.85%</b>                                                                                                                                                                                                                                                                     |
| <b>Ethnicity</b>          | <b>Black African 0.1%</b><br><b>Irish Traveller 0.04%</b><br><b>Bangladeshi 0.06%</b><br><b>Pakistani 0.04%</b><br><b>Black Caribbean 0.03%</b><br><b>Mixed Ethnic Group 0.35%</b><br><b>Chinese 0.26 %</b><br><b>White 98.50%</b><br><b>Indian 0.25%</b><br><b>Other 0.3 %</b><br><b>Filipino 0.06%</b><br>Evidence would appear to show that BAME groups are disproportionately affected by COVID-19 | <b>Black African 0.06%</b><br><b>Irish Traveller 0.03%</b><br><b>Bangladeshi 0.01%</b><br><b>Pakistani 0.03%</b><br><b>Black Caribbean 0.01%</b><br><b>Mixed Ethnic Group 0.05%</b><br><b>Chinese 0.05%</b><br><b>White 30.63%</b><br><b>Indian 0.43%</b><br><b>Other 0.33%</b><br><b>Filipino 0.37%</b><br><b>Not known 68.00%</b> |
| <b>Sexual Orientation</b> | Estimated 10% of population is LGBT equates to estimated 168,527 of the NI population i.e. possibly one in 10 in terms of clientele/service user—<br>data source Rainbow Project July 2008                                                                                                                                                                                                             | <b>Opposite sex 26.19%</b><br><b>Do not wish to answer 1.54%</b><br><b>Both sexes / Same Sex 0.58%</b><br><b>Not known 71.70%</b>                                                                                                                                                                                                   |

### (3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

- Trust Staff, Social Work Team engagement

#### (4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

| <b>(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?</b> |                                          |                              |                                                    |              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------|----------------------------------------------------|--------------|
| <b>Section 75 category</b>                                                                                                                                    | <b>Details of policy/proposal impact</b> |                              | <b>Level of impact?</b><br><b>Minor/major/none</b> |              |
|                                                                                                                                                               | <b>Services Users</b>                    | <b>Staff</b>                 | <b>Service users</b>                               | <b>Staff</b> |
| Gender                                                                                                                                                        | Female 51.25%<br>Male 48.75%             | Female 81.22%<br>Male 18.78% | None                                               | None         |

|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                 |      |      |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|
|                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                 |      |      |
| Age               | <b>0-15 20.56%</b><br><b>16 – 19 5.32%</b><br><b>20-29 12.28%</b><br><b>30-45 20.09%</b><br><b>46-59 20.07%</b><br><b>60+ 21.68%</b>                                                                                                                                                                                                                                                                                                                                                                                                            | <b>0-15 0%</b><br><b>16 – 19 0.53%</b><br><b>20-29 16.39%</b><br><b>30-45 40.00%</b><br><b>46-59 33.49%</b><br><b>60+ 9.59%</b>                                 | None | None |
| Religion          | <b>Protestant 50.52%</b><br><b>Roman Catholic 27.90%</b><br><b>Other 0.82%</b><br><b>None 14.65%</b><br><b>Not Known 6.11%</b>                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Protestant 42.99%</b><br><b>Roman Catholic 25.90%</b><br><b>Other 0%</b><br><b>None 23.02%</b><br><b>Not Known 8.10 %</b>                                    | None | None |
| Political Opinion | <p>Not collected on 2021 census. Council voting patterns below are considered.</p> <p>Ards &amp; North Down council area return a unionist majority<br/>Lisburn and Castlereagh council area return a unionist majority<br/>Newry, Mourne &amp; Down council area return a nationalist majority</p> <p>It should be noted that half of Trust residents aged 85+ reside in Ards &amp; North Down LGD (4,432, 49%), a quarter reside in Lisburn &amp; Castlereagh LGD (2,348, 26%), and a fifth in Newry, Mourne &amp; Down LGD (1,814, 20%).</p> | <b>Broadly Nationalist 3.03%</b><br><b>Broadly Unionist 8.24%</b><br><b>Do not wish to answer 11.09%</b><br><b>Other 5.35%</b><br><b>Not known 72.29%</b>       | None | None |
| Marital Status    | <b>Single 31.7%</b><br><b>Married 51.64%</b><br><b>Divorced 6.01%</b><br><b>Widowed 6.85%</b><br><b>Separated 3.70%</b><br><b>Other 0.1%</b>                                                                                                                                                                                                                                                                                                                                                                                                    | <b>Single 32.16%</b><br><b>Married 56.31%</b><br><b>Divorced 3.47%</b><br><b>Widowed 0.53%</b><br><b>Separated 1.56%</b><br><b>Other / Not Known 5.98%</b>      | None | None |
| Dependent Status  | Households with dependent children - 33.38%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>Child or children 13.00%</b><br><b>Dependant older 2.98%</b><br><b>A person with disability 1.89%</b><br><b>None 10.54%</b><br><b>Other/Not Known 72.30%</b> | None | None |
| Disability        | Household with one or more persons with a limiting long term illness 19.82%                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>No 25.84%</b><br><b>Yes 1.32%</b><br><b>Not known 72.85%</b>                                                                                                 | None | None |
| Ethnicity         | <b>Black African 0.1%</b><br><b>Irish Traveller 0.04%</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Black African 0.06%</b><br><b>Irish Traveller 0.03%</b>                                                                                                      |      |      |

|                    |                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                       |      |      |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|
|                    | <b>Bangladeshi 0.06%</b><br><b>Pakistani 0.04%</b><br><b>Black Caribbean 0.03%</b><br><b>Mixed Ethnic Group 0.35%</b><br><b>Chinese 0.26 %</b><br><b>White 98.50%</b><br><b>Indian 0.25%</b><br><b>Other 0.3 %</b><br><b>Filipino 0.06%</b><br>Evidence would appear to show that BAME groups are disproportionately affected by COVID-19 | <b>Bangladeshi 0.01%</b><br><b>Pakistani 0.03%</b><br><b>Black Caribbean 0.01%</b><br><b>Mixed Ethnic Group 0.05%</b><br><b>Chinese 0.05%</b><br><b>White 30.63%</b><br><b>Indian 0.43%</b><br><b>Other 0.33%</b><br><b>Filipino 0.37%</b><br><b>Not known 68.00%</b> |      |      |
| Sexual Orientation | Estimated 10% of population is LGBT equates to estimated 168,527 of the NI population i.e. possibly one in 10 in terms of clientele/service user– data source Rainbow Project July 2008                                                                                                                                                   | <b>Opposite sex 26.19%</b><br><b>Do not wish to answer 1.54%</b><br><b>Both sexes / Same Sex 0.58%</b><br><b>Not known 71.70%</b>                                                                                                                                     | None | None |

| <b>(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Section 75 category</b>                                                                                                       | <b>Please provide details</b>                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Gender                                                                                                                           | <p>The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to health and social care in a welcoming and safe environment.</p> <p>The Trust has an ongoing strategy of staff training and engagement via e-learning or face to face if safe and appropriate to do so.</p> <p>Also see 7.4 for consideration and mitigation</p> |
| Age                                                                                                                              | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Religion                                                                                                                         | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Political Opinion                                                                                                                | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Marital Status                                                                                                                   | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Dependent Status                                                                                                                 | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Disability                                                                                                                       | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Ethnicity                                                                                                                        | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

|                    |          |
|--------------------|----------|
|                    |          |
| Sexual Orientation | As above |

**(4.3) To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none**

| <b>Good relations category</b> | <b>Details of policy/proposal impact</b>                                                                                                                                                                                   | <b>Level of impact<br/>Minor/major/none</b>                                                                     |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Religious belief               | The Trust is committed to ensuring that staff and patients have equality of access to services and feel welcome, comfortable and safe accessing all Trust facilities, irrespective of race, religion or political opinion. | The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards. |
| Political opinion              | As above                                                                                                                                                                                                                   | As above                                                                                                        |
| Racial group                   | As above                                                                                                                                                                                                                   | As above                                                                                                        |

**(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

| <b>Good relations category</b> | <b>Please provide details</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Religious belief               | <p>The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to health and social care in a welcoming and safe environment.</p> <p>The Trust has an ongoing strategy of staff training and awareness raising and the e-learning module 'Making a Difference' is available for staff. The Trust has recommenced face to face training where it is safe and appropriate to do so. Consideration is being given to a blended approach to delivery of training utilizing a variety of delivery methods including virtual and remote technology. On the basis of the information available, there is nothing to indicate that these changes would engender any adverse impact in regard to the promotion of good relations.</p> |
| Political opinion              | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Racial group                   | <p>As above and additionally:</p> <p>As indicated previously, it is important that the Trust continues to translate essential information. Trust staff are cognisant of the ethical reasons for ensuring that patients who are not proficient in English as a first or second competent language are provided access to services including access to the system in an appropriate language. Telephone interpreting or face-to-face interpreting for appointments facilitates effective and safe communication. The Trust has arranged for written information on implementation to</p>                                                                                                                                                                                                                                                                           |



|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>be provided in alternate languages for service users as required.</p> <p>The Trust is encouraging staff to continue accessing telephone interpreting services as appropriate.</p> <p>The promotion of Good Relations is an integral part of the Trust's commitment to improve the health and wellbeing of all our staff and in line with our Good Relations Statement, we strive to ensure that all staff irrespective of religion, race or political opinion feel safe, welcomed and comfortable in work.</p> |
|--|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## **(5) Consideration of Disability Duties**

### ***(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?***

- The Trust is committed to ensuring equality of opportunity for all service users and staff in terms of disability and complies with all relevant Disability legislation, including the Disability Discrimination Act 1995 and the United Nations Convention on the Rights of People with Disabilities.
- The Trust Disability Action Plan 2024 – 2029 promotes these two duties. Additionally, the Trust has policies, procedures and strategies in place aimed at encouraging disabled people to participate in public life and promote positive attitudes towards disabled people.
- Consideration has been given to the profile of staff and/or service users affected by the proposal including those with a disability.
- All staff must complete mandatory training on equality, human rights and good relations which includes awareness of disability duties. As this is available online, staff are being encouraged to complete online if possible at this present time.

## **(6) Consideration of Human Rights**

(6.1) [Does the policy/proposal affect anyone's Human Rights?](#)  
[Complete for each of the articles](#)

| Article                                                                                                    | Positive impact | Negative impact = human right interfered with or restricted | Neutral impact |
|------------------------------------------------------------------------------------------------------------|-----------------|-------------------------------------------------------------|----------------|
| Article 2 – Right to life                                                                                  |                 |                                                             | X              |
| Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment                    |                 |                                                             | X              |
| Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour                         |                 |                                                             | X              |
| Article 5 – Right to liberty & security of person                                                          |                 |                                                             | X              |
| Article 6 – Right to a fair & public trial within a reasonable time                                        |                 |                                                             | X              |
| Article 7 – Right to freedom from retrospective criminal law & no punishment without law                   |                 |                                                             | X              |
| Article 8 – Right to respect for private & family life, home and correspondence.                           | X               |                                                             |                |
| Article 9 – Right to freedom of thought, conscience & religion                                             |                 |                                                             | X              |
| Article 10 – Right to freedom of expression                                                                |                 |                                                             | X              |
| Article 11 – Right to freedom of assembly & association                                                    |                 |                                                             | X              |
| Article 12 – Right to marry & found a family                                                               |                 |                                                             | X              |
| Article 14 – Prohibition of discrimination in the enjoyment of the convention rights                       |                 |                                                             | X              |
| 1 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property |                 |                                                             | X              |
| 1 <sup>st</sup> protocol Article 2 – Right of access to education                                          |                 |                                                             | X              |

**Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit. It may also be necessary to seek legal advice.**

**(6.2)** Please [outline any actions you will take to promote awareness of human rights](#) and evidence that human rights have been taken into consideration in decision making processes.

The Trust has identified a potential positive impact on Article 8.

The right to the highest attainable standard of health is to be realised progressively over time and the Trust as a public authority must use the maximum available resources to fulfil the right.

The Trust recognises that equality does not mean treating everyone the same but treating everyone according to their needs.

At this time the e-learning module on Equality, Diversity, Human Rights and Good Relations is promoted however face to face training programmes can and are facilitated if safe and appropriate to do so.

## **[\(7\) Screening Decision](#)**

**(7.1) given the answers in Section 4, how would you categorise the impacts of this policy/proposal?**

|              |   |
|--------------|---|
| Major impact |   |
| Minor impact |   |
| No impact    | X |

**(7.2) Do you consider the policy/proposal needs to be subjected to ongoing screening**

|     |   |
|-----|---|
| Yes |   |
| No  | X |

**(7.3) do you think the policy/proposal should be subject to and Equality Impact Assessment (EQIA)?**

|     |   |
|-----|---|
| Yes |   |
| No  | X |

**(7.4) Please give reasons for your decision and detail any mitigation considered.**

The Trust is committed to its legal duties and the fundamental principles under Section 75 of the Northern Ireland Act 1998. As with any change, the Trust is committed to monitoring the efficacy of this proposal alongside outcomes, and the satisfaction of staff, parents, carers and clients. As an open and learning organisation, we remain determined to assess, learn, and change as necessary.

The Trust has carried out an Equality Screening of the Family Assessment Intervention Service (FAIS) Standard Operating Procedure, and has not, at this stage, identified any potential adverse impact on staff in the Section 75 Categories.

The aim of the service is to provide a Family Assessment Intervention Service reflective of the needs of children, families and key stakeholders. Informing decision making and care planning for children involved with Children's Social Work teams, in partnership with Barnardo's NI. This service is designed to meet the needs of all Section 75 Categories.

Notwithstanding this, the Trust acknowledges the importance of a communication and engagement strategy to communicate information on the Service Information and communication can be provided in alternative formats and languages where a need is identified and also on request. The Trust commits to monitoring the service as it is implemented and can update the Equality Screening if any adverse impact is identified..

**(8) [Monitoring](#)**

**Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?**

The Trust will monitor the implementation using the following methods

- Engagement with Key Stakeholders
- Feedback from Social Work Teams
- Appraisal conversations
- Numbers of Staff attending training
- Succession planning
- Monitoring of complaints and compliments

Approved Lead Officer:

Marie Caldwell

Position:

Service Manager, Safeguarding Children

Date:

Policy/proposal screened by:

Marie Caldwell

**Please forward completed schedule to:**

**Susan Thompson**

Equality Manager

e: [susan.thompson@setrust.hscni.net](mailto:susan.thompson@setrust.hscni.net)