



## 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

**Supporting Carers**

(1.2) Is this a new, existing or revised policy/proposal?

**Revised policy**

(1.3) What is it trying to achieve (intended aims/outcomes)?

The Policy aims to enable Trust staff to provide help and support to family members or friends caring for someone with any kind of frailty, illness or disability. Carers can be adults caring for other adults; parents caring for ill or disabled children; or young people under 18 who care for another family member.

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

The policy is intended to support individuals who have Dependents.

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

This is a South Eastern HSC Policy and is implemented by a range of staff within the Trust who come into contact with carers.

(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?)

The policy is in line with legislative and policy requirements.

(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)

The policy impacts on carers of people who live within South Eastern HSC Trust area as well as Trust staff coming into contact with carers.

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

The Carers and Direct Payments Act (NI) 2002

Valuing Carers DHSS&PS (2002)

A Practitioner's Guide to Carers' Assessments DHSS&PS (2003)

Caring for Carers NI Regional Policy DHSS&PS (2006)

Standards for Adult Social Care Support Services DHSS&PS (2008)

A Carer's Guide to Hospital Discharge DHSS&PS (2008)

Training for Carers DHSS&PS (2008)

UNOCINI DHSS&PS (2011)

Practice Guidance re Young Carers HSCB (2014)

## (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*

This policy is an update on the previous policy on supporting carers. It has been drawn up in conjunction with carers who have lived experience of caring as well as trust staff who have experience of working with carers. Both groups have provided their expertise regarding policy content.

## (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	Women generally use the service more than men and may be the primary carer	80.8% Female 19.2% Male
Age	All age ranges are represented within the Trust area	0.2% 16-19 13.4% 20-29 24.1% 30-39 26.8% 40-49 26.8% 50-59 8.7% 60+
Religion	Majority protestant	51.4% Protestant 27.3% Roman Catholic

		21.3% Other /Not known
<b>Political Opinion</b>	2 out of 3 councils return a Unionist majority	2 out of 3 council areas return a Unionist majority 4.3% Broadly Nationalist 12.5% Broadly Unionist 15.6% Do not wish to answer 7.7% Other 59.9% Not known,
<b>Marital Status</b>	All statuses represented	29% Single 62.8% Married 3.6% Divorced 0.7% Widowed 1.7% Separated 0.4% Other 1.8% Not known
<b>Dependent Status</b>	Policy written for carers. There is a correlation with gender and age and caring responsibilities	20.7% Child or Children 4.5% Dependant Older 2.7% A person with Disability 15.6% None 56.5% Other /Not known
<b>Disability</b>	Some may have a level of disability or care for someone with a disability	60% Not Known 37.9% No 2.1% Yes – Under-reporting. NI average is 20%
<b>Ethnicity</b>	Majority white	44.8% White 1.29% BME 53.91% Not Known
<b>Sexual Orientation</b>	6-10% LGBT (NI average)	37.5% Opposite Sex 0.7% LGB&T 2.5% Do not wish to answer 59.3% Not Known - Under-reporting. NI average is 6 – 10%

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

This policy has been circulated for consultation with carers and with Trust staff and amendments have been made to take account of comments received. In addition, it has been discussed at and signed off by members of the Trust carers Implementation Group chaired by Mrs Linda Johnston Assistant Director Older People's Services.

#### (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.

**(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?**

Section 75 category	Details of policy/proposal impact		Level of impact? Minor/major/none
	Services Users	Staff	
Gender	Women generally use the service more than men and may be the primary carer	80.8% Female 19.2% Male	None/None
Age	All age ranges are represented within the Trust area	0.2% 16-19 13.4% 20-29 24.1% 30-39 26.8% 40-49 26.8% 50-59 8.7% 60+	None/None
Religion	Majority protestant	51.4% Protestant 27.3% Roman Catholic 21.3% Other /Not known	None/None
Political Opinion	2 out of 3 councils return a Unionist majority	2 out of 3 council areas return a Unionist majority 4.3% Broadly Nationalist 12.5% Broadly Unionist 15.6% Do not wish to answer 7.7% Other 59.9% Not known,	None/None
Marital Status	All statuses represented	29% Single 62.8% Married 3.6% Divorced 0.7% Widowed 1.7% Separated 0.4% Other 1.8% Not known	None/None
Dependent Status	Policy written for carers. There is a correlation with gender and age and caring responsibilities	20.7% Child or Children 4.5% Dependant Older 2.7% A person with Disability 15.6% None 56.5% Other /Not known	None/None
Disability	Some may have a level of disability or care for someone with a disability	60% Not Known 37.9% No 2.1% Yes – Under-reporting. NI average is 20%	None/None
Ethnicity	Majority white	44.8% White 1.29% BME 53.91% Not Known	None/None

Sexual Orientation	6-10% LGBT (NI average)	37.5% Opposite Sex 0.7% LGB&T 2.5% Do not wish to answer 59.3% Not Known - Under-reporting. NI average is 6 – 10%	None/None
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**(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?**

<b>Section 75 category</b>	<b>Please provide details</b>
Gender	None
Age	Promotes support for older and younger carers
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	The policy promotes support for people with dependents.
Disability	None
Ethnicity	None
Sexual Orientation	None

**(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 Minor/major/none</b>
Religious belief		None

Political opinion		None
Racial group		None

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

<b><i>Good relations category</i></b>	<b><i>Please provide details</i></b>
Religious belief	No
Political opinion	No
Racial group	No

**(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 policy supports carers of people with disabilities. Therefore, it indirectly encourages people with disabilities to participate in public life and promotes positive attitudes towards disabled people.

The Trust also has in place its Disability Action Plan 2018-2023 which addresses these two duties

## (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.

This policy is about promoting carers human rights by providing them with support. They have been involved in the decision making process as per policy. The importance of human rights consideration in relation to carers is promoted with staff through carer support training.

## (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 policy is inclusive to the individuals it is intended to support i.e. carers looking after someone of any age with any frailty, disability or frailty.

### **(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 policy will be monitored and reviewed as per usual procedures within South eastern HSC Trust.

Approved Lead Officer: Linda Johnston  
Position: Assistant Director  
Date: 23 May 2018  
Policy/proposal screened by: Joan Scott – Carers Development Officer

### **Please forward completed schedule to:**

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