

Equality, Good Relations and Human Rights SCREENING TEMPLATE

Title of Policy: Personal and Public Involvement Strategy	
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Use the Guidance to help you complete this document. If you require further assistance contact the Equality and Human Rights Unit.

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Valuing People, Valuing Participation, Joint PHA& HSCB PPI Strategy

1.2 Description of policy or decision

- What is it trying to achieve? (aims and objectives)
- How will this be achieved? (key elements)
- What are the key constraints? (for example financial, legislative or other)

The strategy aims to bring a focus to PPI. It provides guidance on the rationale for PPI, advises how we have engaged to develop the strategy, and brings forth 6 major areas for development. An indicative set of recommendations has been produced to help deliver on the 6 identified priority areas. This will form the basis of a Joint Action Plan.

1.3 Main stakeholders affected (internal and external)

For example, staff, actual or potential service users, other public sector organisations, voluntary and community groups, trade unions or professional organisations or private sector organisations or others. Start to consider how you might involve them.

Internally all staff have a responsibility to take on board the duty to engage. However the key staff, are those responsible for ensuring PPI is implemented across their directorate / organisation.

Externally the key stakeholders are service users, carers, advocates, Key C&V sector organisations.

1.4 Other policies or decisions with a bearing on this policy or decision

Equality Policies, Quality Standards, Community Development Strategy
PPI Guidance DHSSPS 2007, Statutory Duty to Engage 2009

(2) CONSIDERATION OF EQUALITY AND GOOD RELATIONS ISSUES AND EVIDENCE USED

2.1 Data Gathering

What information did you use to inform this equality screening? For example, previous consultations, statistics, research, Equality Impact Assessments (EQIAs), complaints. Provide details of how you involved stakeholders, views of colleagues, service users, staff side or other stakeholders. This also helps us to fulfil our obligations under Personal and Public Involvement.

The strategy builds upon a number of existing strategies and plans, many of which are in operation in the Trusts.

In addition, the DHSSPS PPI Guidance of 2007 provides clear direction in respect of this strategy.

During the engagement programme on the PHA & HSCB Consultation Scheme, in 2010 and early 2011 there was a significant programme of engagement with staff, directors and non executive directors. In addition there was a programme of engagement with services users, carers and the community and voluntary sector.

In the first few months of 2011 a further series of workshops has been held across the Province. Several hundred people have been involved in discussions on the draft PPI Strategy to date.

2.2 Equality Profile

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide information on both.

Category	<i>What is the makeup of the affected group? (%) Are there any issue or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
Gender	We understand there to be a larger proportion of carers from a female background.
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	Those with dependents might struggle to participate through difficulties associated with childcare or respite costs.
Disability	The added difficulty that people with a disability may have in getting involved with engagement is recognised.
Ethnicity	Their may be added difficulty for those with language barriers
Sexual Orientation	

2.3 Assessing Needs/Issues, etc.

What are the different needs, experiences, issues and priorities of each of the categories in relation to this policy or decision and what equality issues emerge from this? Note if policy affects both staff and service users, please discuss issues for both.

Category	Needs and Experiences
Gender	This strategy should hopefully facilitate and support their ability to participate through provision of transport and carer support.
Age	
Religion	
Political Opinion	
Marital Status	
Dependent Status	The strategy should facilitate their involvement through its support for childcare and respite care if required
Disability	The strategy should facilitate their involvement through its support for transport costs, for communication aids etc
Ethnicity	The strategy should facilitate their involvement through its support for interpreter and translation costs when it comes to engagement
Sexual Orientation	

2.4 Promoting Equality of Opportunity

Based on the equality issues you identified in 2.2 and 2.3, what changes did you make or do you intend to make in relation to the policy or decision, in order to promote equality of opportunity?

<i>In developing the policy or decision what did you do or change to address the equality issues you identified?</i>	<i>What do you intend to do in future to address the equality issues you identified?</i>
We have tried to insure that no section of society was deliberately or inadvertently disadvantaged when it comes to participating in and contributing to discussions and engagement exercises in relation to Health & Social Care.	We will review the operation of the strategy after 12 months of operation to ascertain what improvements / changes may be required.

2.5 Good Relations

What changes to the policy or decision (if any) or what additional measures would you suggest to ensure that it promotes good relations? (refer to guidance notes for guidance on impact)

Group	Impact	Suggestions
Religion		
Political Opinion		
Ethnicity		

(3) SHOULD THE POLICY OR DECISION BE SUBJECT TO A FULL EQUALITY IMPACT ASSESSMENT?

A full equality impact assessment (EQIA) is usually confined to those policies or decisions considered to have major implications for equality of opportunity.

How would you categorise the impacts of this decision or policy? (refer to guidance notes for guidance on impact)

Do you consider that this policy or decision needs to be subjected to a full equality impact assessment?

Please tick:

Please tick:

Major impact	
Minor impact	*
No further impact	

Yes	
No	*

Please give reasons for your decisions.

The strategy is actually aimed at reducing inequalities through its detailed levels of support for those who otherwise potentially might face exclusion.

(4) CONSIDERATION OF DISABILITY DUTIES

4.1 In what ways does the policy or decision encourage disabled people to participate in public life and what else could you do?

<i>How does the policy or decision currently encourage disabled people to participate in public life?</i>	<i>What else could you do to encourage disabled people to participate in public life?</i>
<p>The strategy helps to address financial barriers to involvement by covering transport costs.</p> <p>The strategy also encourages staff to go out of their way to facilitate and support the engagement of marginalised and excluded groups.</p>	<p>Always ensuring that venues are completely accessible.</p> <p>Seek to ensure that timings of meetings are such that they can make use of public transport systems and that appropriate car parking is provided if required.</p> <p>Looking at support for carer costs if these are required to accompany disabled people to meetings etc.</p>

4.2 In what ways does the policy or decision promote positive attitudes towards disabled people and what else could you do?

<i>How does the policy or decision currently promote positive attitudes towards disabled people?</i>	<i>What else could you do to promote positive attitudes towards disabled people?</i>
<p>Demonstrates that we value the contribution of all sections of our society by seeking to remove barriers to participation.</p>	<p>Challenges staff and organisations to examine how to support and facilitate engagement of disabled people and to recognise the benefits of meaningful involvement.</p>

(5) CONSIDERATION OF HUMAN RIGHTS

5.1 Does the policy or decision affect anyone's Human Rights? Complete for each of the articles

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

*If you have answered no to all of the above please move on to **Question 6** on monitoring*

5.2 If you have answered yes to any of the Articles in 5.1, does the policy or decision interfere with any of these rights? If so, what is the interference and who does it impact upon?

List the Article Number	Interfered with? Yes/No	What is the interference and who does it impact upon?	Is it legal?* Yes/No

** It is important to speak to your line manager on this and if necessary seek legal opinion to clarify this*

5.3 Outline any actions which could be taken to promote or raise awareness of human rights or, to ensure compliance with the legislation in relation to the policy or decision.

(6) MONITORING

6.1 What data will you collect in the future in order to monitor the effect of the policy or decision on any of the categories (for equality of opportunity and good relations, disability duties and human rights?)

Equality & Good Relations	Disability Duties	Human Rights
Seek advice from Equality Colleagues		