

Equality, Good Relations and Human Rights SCREENING TEMPLATE

The Health and Social Care Board is required to consider the likely equality implications of any policies or decisions. In particular it is asked to consider:

- 1) What is the likely impact on equality of opportunity for those affected by this policy, for each of the section 75 equality categories? (minor, major or none)
- 2) Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?
- 3) To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group? (minor, major or none)
- 4) Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?

See [Guidance Notes](#) for further information on the 'why' 'what' 'when', and 'who' in relation to screening, for background information on the relevant legislation and for help in answering the questions on this template (follow the links).

For advice on screening please contact: Anne McGlade: Equality Manager, Business Services Organisation, Equality Unit anne.mcglade@hscni.net or Telephone 028 90535577

As part of the audit trail documentation needs to be made available for all policies and decisions examined for equality and human rights implications. The screening template is a pro forma to document consideration of each screening question.

For information (evidence, data, research etc) on the Section 75 equality groups see the Equality and Human Rights Information Bank on the BSO website:
<http://www.hscbusiness.hscni.net/services/1798.htm>

The majority of policies or decisions need to be screened using the full template. There are some policies or decisions where it is obvious that there is no impact on people. If this is so please confirm using the screening assurance statement pro-forma below.

Equality, Good Relations and Human Rights **SCREENING** **Assurance Statement**

Complete Page 2 only if you have considered the relevance of the policy or decision in relation to the 4 screening questions and conclude that there is:

“No scope to promote equality of opportunity”

Please complete this statement –

*Having considered the aim and objective of this policy (**add name of policy**) I am satisfied that there is no scope to promote equality of opportunity or good relations and no risk of adverse impact because: (**Please add reason.....**)*

Approved Lead Officer: _____

Position: _____

Policy/Decision Screened by: _____

Signed: _____

Date: _____

Please forward this completed Screening Assurance Statement to:
Equality.Unit@hscni.net

Otherwise please complete full screening template pages 3-11.

Equality, Good Relations and Human Rights SCREENING TEMPLATE

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Northern Ireland Adult Safeguarding Partnership Strategic Plan 2013 - 2018

1.2 Description of policy or decision

The strategy represents the commitment of all the organisations working with the Northern Ireland Adult Safeguarding Partnership (NIASP) and Local Adult Safeguarding Partnerships (LASPS) to work together to continually improve services to safeguard adults at risk in Northern Ireland. The strategy

- Sets out a vision of the shape and scope of adult safeguarding services in Northern Ireland over the next 5 years;
- Reflects new policy directions and the development of new working relationships and arrangements;
- Gives direction for future work by NIASP;
- Provides clarity of role, purpose and function, and offers a single coherent message in relation to adult safeguarding across the region;
- Reflects a growing maturity of understanding, research and practice in adult safeguarding; and
- Provides an agreed framework for LASPs, Trusts and other partner organisations to develop their own strategies and work plans.

1.3 Main stakeholders affected (internal and external)

- General public through awareness-raising and encouragement of disclosure;
- Organisations contracted to provide health and social care services to adults, drawn from the voluntary, community , independent and statutory sectors and their employees / volunteers;
- Service users over the age of 18;
- Potential service users over the age of 18
- Staff and volunteers within these organisations will be affected as organisations develop new and improved ways of working to implement the strategy

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

- Community Safety Strategy (Department of Justice Northern Ireland, 2012);
- Safeguarding Vulnerable Adults: A Shared Responsibility (Volunteer Now, 2010);
- Adult Safeguarding in Northern Ireland: Regional and Local Partnership Arrangements (Department of Health Social Services and Public Safety 2010);
- Achieving Best Evidence in Criminal Proceedings (Department of Justice Northern Ireland 2012);
- Safeguarding Adults – A National Framework of Standards for Good Practice and Outcomes in Adult Protection Work. (Association of Directors of Adult Social Services 2005.);
- No Secrets – Guidance on Developing and Implementing Multi-Agency Policies and Procedures to Protect Vulnerable Adults from Abuse.(Department of Health 2000)
- Code of Practice on Protecting the Confidentiality of Service User Information Department of Health Social Services and Public Safety 2012

(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.

Quantitative evidence was drawn from activity data in relation to referrals to adult safeguarding and the number of Care and Protection Plans in place at 31 March 2012.

In 2011 – 12 there were 3588 referrals to adult safeguarding services.

Census figures for 2011 were also used.

Qualitative evidence was drawn from a variety of sources including:

Experience and knowledge of staff;

Experience and knowledge of organisations represented on the Northern Ireland Adult Safeguarding Partnership;

Information drawn from Delegated Statutory Function Reports; and

Literature reviews such as:-

- The UK Study of Abuse and Neglect of Older People Prevalence Survey Report. (National Centre for Social Research and King's College London 2007);
- Hidden Voice's Older People's Experience of Abuse (Action on Elder Abuse 2004);
- Abuse and Neglect of Older People in Ireland: Report on the National Study of Elder Abuse and Neglect – Report Summary. (National Centre for the Protection of Older People, Dublin 2012);
- Another assault: Mind's campaign for equal access to justice for people with mental health problems. (Mind 2007);
- Living in Fear: The need to combat bullying of people with a learning

disability. (Mencap 1999);

- Behind Closed Doors – Preventing Sexual Abuse against Adults with a Learning Disability, (Mencap, Respond and Voice UK, 2001);
- A Life like Any Other? Human Rights of Adults with Learning Disabilities. (Joint Committee on Human Rights, Seventh Report of Session 2007-08. Vol 1);
- Older Women’s Lifelong Experience of Domestic Violence in Northern Ireland. QUB 2010.

Additional information was obtained from a range of sources including:

- Inspection Reports such as Winterbourne View; Rowan Ward; Sutton and Merton ;
- Serious Case Reviews such as Steven Hoskin
- RQIA Service Reviews such as on the Protocol for Joint Investigation and Adult Safeguarding in Mental Health Facilities (unpublished);
- Service Framework for Older People (unpublished)

2.2 Quantitative Data

Who is affected by the policy or decision? Please provide a statistical profile. Note if policy affects both staff and service users, please provide profile for 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	The strategic plan is intended for men and women General Population Data NI Population Statistics (2011 Census Data) Population of Northern Ireland in 2011 was 1,810,863 Male = 49% Female = 51%
Age	Of the total population figures reported in the Census 2011 the proportion of adults Aged 18-64 was 1,116,380 (62%) Older People: Aged 65+: numbered 263,720 (14%).

	<p>Within the 65 – 84 age groups, the number of females increased from 56.5% in 2001 to 59.1% in 2011. The male population fell from 43.5% to 40.9%.</p> <p>The over 85's experienced the largest increase among all the age groups. Here, the population increased from 23, 300 in 2001 to 31,400 in 2011 - an increase of 35%.</p> <p>Of the total number of referrals to adult safeguarding in 2011 – 12 (3588), 715 involved older people, 432 were people experiencing mental ill-health, 1191 were people with a learning disability and 248 involved people with a physical disability or sensory impairment.</p> <p>Over the same period, a total of 2129 Care and Protection Plans were commenced. 1018 of these were in relation to older people, 278 in relation to people experiencing mental ill-health, 651 involved people with a learning disability and 182 involved people with a physical disability or sensory impairment.</p> <p>Whilst the strategic plan is relevant for any adult over 18 years of age prevalence data suggests that people over the age of 65 years are unlikely to report or disclose abuse.</p>
Religion	The strategic plan applies to all religious groups
Political Opinion	The strategic plan applies to all adults regardless of their political opinion.
Marital Status	<p>Results from the 2011 Census 2011 indicates that almost half the population i.e. 48% of those aged 16 or over were married and over a third (36%) were single. In 2001, 33.11% of the population over 16 were single. That is an increase of 3% of the population who have never married or been part of a same – sex civil partnership.</p> <p>Approximately 1, 200 (0.1%) in 2011 were registered in same – sex civil partnerships.</p> <p>The strategic plan applies to single, married, separated, divorced, or widowed adults</p>
Dependent Status	The strategic plan applies to adults with dependants and those without.

<p>Disability</p>	<p>One in five (21%) of the total population regard themselves as having a disability or long – term health problem, which has an impact on their day to day activities. This is an increase of 1% since the last census. Some of this is attributable to the overall rise in the elderly population</p> <p>As already reported under age above of the total number of referrals to adult safeguarding in 2011 – 12 (3588) 715 involved older people, 432 were people experiencing mental ill-health, 1191 were people with a learning disability and 248 involved people with a physical disability or sensory impairment.</p> <p>Over the same period, a total of 2129 Care and Protection Plans were commenced. 1018 of these were in relation to older people, 278 in relation to people experiencing mental ill-health, 651 involved people with a learning disability and 182 involved people with a physical disability or sensory impairment.</p> <p>The strategic plan applies to all adults with a physical or learning disability and/or sensory impairment. However prevalence data suggests that people with disabilities are unlikely to disclose or report abuse.</p> <p>At the time of writing the strategic plan, the authors were unable to source any research on the estimated prevalence of abuse exploitation or neglect of adults with physical disabilities and/or sensory impairments.</p>
<p>Ethnicity</p>	<p>1.8% (32, 000) of the usual resident population belonged to minority ethnic groups, this figure has more than doubled since 2001 (0.8%)</p> <p>This has implications for those who are from ethnic minorities or those from different racial backgrounds as they represent a greater proportion of the population since the 2001 census.</p> <p>Another new question was added to determine the main language of Northern Ireland.</p> <p>The most prevalent language after English in Northern Ireland is Polish. Around 1% which is about 17, 700 citizens speak Polish as their first language. Lithuanian is the third most common language spoken by 6, 300 people (0.4%) whilst 4, 200 (0.2%) stated that</p>

	<p>Irish was their main language. Another important factor to consider is that English is not the main language for 3.1% of residents aged 3 years and over.</p> <p>The strategic plan applies to adults from all ethnic groups</p>
Sexual Orientation	The strategic plan applies to all adults, including heterosexual, gay, lesbian, bi-sexual and transgendered adults.

2.3 Qualitative Data

What are the different needs, experiences 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	The guidance relates to men and women but in addition particular issues in relation to adult safeguarding relate to domestic violence where the majority, but not all, victims are women.
Age	Prevalence data suggests that approximately 2% of the population aged over 64 years will experience some form of abuse every year. Using the latest census data available, in Northern Ireland this equates to 5274 individuals.
Religion	
Political Opinion	
Marital Status	In 2009- 2010 the police attended 24,482 domestic incidents and a total of 9903 domestic crimes were recorded. Where the gender and age of the victim were known, the majority of offences (64%) were against females aged 17 and over.
Dependent Status	
Disability	<p>Exploring the issues across various disability categories, prevalence data suggests that every year 23% of people with learning disabilities experience some form of physical abuse.</p> <p>Using information on the size of the population of people with a</p>

	<p>learning disability in Northern Ireland this equates to 1600 people.</p> <p>Prevalence studies also indicate that 66% of people with a learning disability are likely to report being regularly subjected to bullying behaviour, which equates to 4590 individuals in Northern Ireland.</p> <p>In 2009/10 there were 41 disability motivated crimes</p> <p>Prevalence studies indicate that 10% of people with a diagnosed mental illness have been subjected to sexual assault. Using data on the size of the population using mental health services, this would equate to 1679 individuals. Studies also indicate that 22% of people who have a diagnosed mental illness are likely to experience physical abuse every year which in Northern Ireland would mean that 3693 individuals have experienced some form of abuse.</p> <p>There is a need to ensure that all information and awareness raising material in relation to adult safeguarding is available in a variety of formats and communication methods such as Braille, Makaton and so on.</p>
Ethnicity	<p>There were 33 potential victims of human trafficking recovered in Northern Ireland in 2011/12. Their nationalities included British, Czech, Tanzanian, Zimbabwean, Ghanaian, Slovakian, Chinese and Austrian.</p> <p>18 of the victims were female. 17 of these females were trafficked for sexual exploitation and one was trafficked for labour exploitation. 7 were males trafficked for labour exploitation and 8 were minors.</p> <p>In relation to the changes evident in the overall population in relation to ethnicity there are issues in relation to accessibility, communication and interpreting needs in relation to awareness raising about safeguarding issues</p>
Sexual Orientation	<p>Adult safeguarding services also need to acknowledge that issues of sexual orientation are important.</p>

2.4 Multiple Identities

Are there any potential impacts of the policy or decision on people with multiple identities? For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people.

The strategic plan takes cognizance of the fact that each person using adult safeguarding services will have multiple identities. For example, a victim of abuse neglect or exploitation may also be a mother, a carer, have a disability or be trafficked.

The plan seeks to ensure that responses to allegations or disclosures of abuse meet the needs of each individual using adult safeguarding services, and that the range of identities relevant to each individual are recognised, respected and accommodated wherever possible.

2.5 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>
<p>The strategic plan identifies a number of key themes that, when progressed, will address many of the equality issues highlighted through the development of the plan. These themes are:</p> <ul style="list-style-type: none"> • Leadership and Partnership Working; • Public Awareness and Prevention; • Access to Adult Safeguarding Services; • Effective Interventions; 	<ul style="list-style-type: none"> • Leadership and Partnership Working; <p>By reducing the variation in the availability and quality of responses to issues of adult safeguarding the strategic plan will work to empower adults at risk to keep themselves safe and develop a more “joined up” approach so that individuals find it easier to engage with safeguarding.</p> <ul style="list-style-type: none"> • Public Awareness and Prevention; Providing information to

<ul style="list-style-type: none"> • The User Experience; • Training and Practice Development; and • Governance, Audit and Quality Assurance 	<ul style="list-style-type: none"> ❖ identify abuse, neglect or exploitation, ❖ explain how to access adult safeguarding and ❖ explain adult safeguarding in an accessible way <p>and ensuring that such information is widely available in alternative formats and preferred communication methods, will further empower individuals and improve access where necessary to the protection of the law. Engaging user groups to quality assure information designed for users will further promote and encourage public awareness of adult safeguarding.</p> <ul style="list-style-type: none"> • Access to Adult Safeguarding Services; <p>Streamlining the route into adult safeguarding will make it simpler and easier to use. Access will no longer depend on an individual or their advocate knowing how the system “works”. Streamlining will also speed up the response to any concern and so improve protection of those at risk.</p> <ul style="list-style-type: none"> • Effective Interventions; <p>By developing a series of effective interventions, the strategic plan will ensure that all adults at risk receive the best and most appropriate service regardless of their personal</p>
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circumstances or location.

- The User Experience;

The strategic plan will ensure that adult safeguarding services are designed around positive outcomes for all adults at risk through working with users and /or their representatives to identify outcomes that are clear and readily understood by all users.

- Training and Practice Development;

Adult victims of abuse should have access to the highest quality of support provided by a trained and skilled workforce. The strategic plan seeks to ensure that staff supporting adults at risk have the necessary skills to assist them keep themselves safe from further harm.

- Governance, Audit and Quality Assurance:

The strategic plan will establish an open and transparent process which will ensure that services and options for adults at risk are maintained at the highest level, fit for purpose and meet the needs of individual adults at risk

2.6 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)

It is not anticipated that this strategic plan will be used to promote good relations

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:

Major impact	<input type="checkbox"/>
Minor impact	<input type="checkbox"/>
No further impact	<input type="checkbox"/>

Please tick:

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

Please give reasons for your decisions.



(4) CONSIDERATION OF DISABILITY DUTIES

It is not anticipated that this Strategic Plan will be used to encourage disabled people to participate in public life.

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

<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>

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

<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>

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

*If you have answered no to all of the above please move onto to 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?	Does this raise any legal issues? Yes/No
2	No		
3	No		
4	No		
5	No		
6	No		
8	No		
12	No		
1 st protocol Article 1	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.

It is every individual's right to live in a society free abuse and neglect. This plan will help ensure that adults will be safeguarded in a way that respects and promotes their human rights.

It aims to protect individual interests and protect their dignity and privacy and beliefs. It also recognises individual needs in respect of, for example, age,

gender, disability, sexual orientation and ethnicity of individuals which need to be addressed. It also recognises the various communication and language needs.

It is intended that the actions in relation to how the Strategic Plan is implemented will address where relevant, equality and human rights considerations.

(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
Annual reports on activity and the implementation of the strategic plan will be presented to the Northern Ireland Adult Safeguarding Partnership and then to the Health and Social Care Board and the Department of health Social Services and Public Safety The information will be published on the Board website	Annual reports on activity and the implementation of the strategic plan will be presented to the Northern Ireland Adult Safeguarding Partnership and then to the Health and Social Care Board and the Department of health Social Services and Public Safety The information will be published on the Board website	Annual reports on activity and the implementation of the strategic plan will be presented to the Northern Ireland Adult Safeguarding Partnership and then to the Health and Social Care Board and the Department of health Social Services and Public Safety The information will be published on the Board website

Approved Lead Officer: Joyce McKee

Position: Regional Adult Safeguarding Officer

Policy/Decision Screened by:

Signed:

Date: _____

Please note that having completed the screening you will need to ensure that a consultation on the outcome of screening is undertaken, in line with Equality Commission guidance.

Please forward completed template to:

Equality.Unit@hscni.net

**If you have any queries contact: Anne McGlade, Equality Manager,
Business Services Organisation Email:
anne.mcglade@hscni.net Telephone 028 90535577**