

Equality and Human Rights Screening Template

The PHA is required to address the 4 questions below in relation to all its policies. This template sets out a proforma to document consideration of each question.

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/none)

Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?

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/none)

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

For advice & support on screening contact:

SCREENING TEMPLATE

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 .

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

Retendering of the Youth Engagement Service (formerly known as One Stop Shops)

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)**

This decision is intended to achieve the ongoing provision of Youth Engagement Services (YES) within Northern Ireland.

In line with the purpose of the PHA the Youth Engagement Service, previously known as the One Stop Shop Service, works holistically with children and young people aged 11-25 years to promote health and well-being, build confidence, self-esteem and resilience, and signpost and support those in need of specific help to the appropriate service.

The PHA is tendering for the provision of a Youth Engagement Service. This Service provides a wide range of interventions and acts as a hub where young people have opportunities to socialise in an alcohol and drug-free environment and avail of information, advice and support on a range of issues from relevant services both on-site and off-site, with the support of staff of the Youth Engagement Service.

The Youth Engagement Service is a signpost/referral service, and is not a keyworker/care coordinator service The Youth Engagement Service is not a youth club. Each Youth Engagement Service will have a local identity and their specific provision is tailored to local need.

This will be achieved by going out to tender for the provision of Youth Engagement Services in the 8 areas where these services are currently provided.

The PHA has funding available for the provision of the YES in the 8 areas where these services are currently provided, but there is no funding available for the provision of these services in other geographical areas.

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

The main stakeholders affected by this decision are actual or potential service users of the YES, staff working in the YES's, and organisations from the public, private and voluntary sectors working with young people in the geographical areas where YES's are provided.

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

- **what are they?**
- **who owns them?**

The delivery of the Youth Engagement Service sits within a strategic context which seeks to ensure that young people are informed, supported and empowered to achieve and maintain health and wellbeing. The Programme for Government states a commitment to ensure our population 'enjoy long, healthy, active lives' and to 'give our children and young people the best start in life'.

The overarching direction in Public Health is contained in 'Making Life Better' (MLB) which seeks to 'create the conditions for individuals and communities to take control of their own lives and move towards a vision of Northern Ireland where all people are enabled and supported in achieving their full health and wellbeing potential and to reduce inequalities in health.'

Within the MLB key themes "Giving Every Child the Best Start" and "Equipped Throughout Life", take account of particular needs of children and young people, supporting individuals' transitions into and through adulthood. "Empowering Healthy Living" addresses support for individual behaviours and choices, including embedding prevention across Health and Social Care services.

Under the umbrella of Making Life Better a number of focused health and wellbeing strategies illustrate the need to inform and support children and young people around lifestyle issues such as mental health and emotional well-being,

sexual health and drugs and alcohol, with a requirement to meet the needs of those in Section 75 categories who may need specific focus.

The 'Children and Young People's Strategy 2017 – 2027' (DE) provides direction in terms of partnership working to improve the health and well-being of children and young people.

The Public Health Agency, since its establishment in 2009, has worked to improve and protect health and wellbeing, reduce health inequalities, promote healthy habits and reduce barriers to good health, improve the quality and safety of care services, and support related research and innovation. As a Step 1 Universal service the Youth Engagement Service is an innovative approach to addressing the needs of young people within this context.

The Youth Engagement Service is designed to be responsive to the needs of the young people and therefore they address issues in a wide range of public health and other strategies.

The key strategic drivers are:

- Making Life Better - <https://www.health-ni.gov.uk/publications/making-life-better-strategy-and-reports>
- Children and Young People's Strategy 2017 – 2027 - <https://www.education-ni.gov.uk/consultations/children-and-young-peoples-strategy-2017-2027>
- Refreshed Protect Life Strategy - <https://www.health-ni.gov.uk/consultations/protect-life-2-strategy-suicide-prevention-north-ireland>
- Regional Promoting Mental Health Strategy - <http://www.dhsspsni.gov.uk/index/phealth/php/ifh.htm>; (?)
- New Strategic Direction on Alcohol and Drugs Phase 2 – <https://www.health-ni.gov.uk/articles/alcohol-and-drugs-misuse>
- Ten-Year Tobacco Control Strategy For Northern Ireland - www.dhsspsni.gov.uk/tobacco_strategy_-_final.pdf;
- Sexual Health Strategy - http://www.dhsspsni.gov.uk/index/phealth/public_health_sexualhealth.htm;
- Every School A Good School - A Policy For School Improvement – DE <https://www.education-ni.gov.uk/publications/every-school-good-school-policy->

school-improvement

- 'Pathways to Success', the Northern Ireland Executive's strategy to reduce the number of young people not in education, employment or training (NEET).
<https://www.economy-ni.gov.uk/articles/pathways-success>

(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.

The Public Health Agency has had three evaluations of the One Stop Shop (OSS) services carried out from 2015 to 2017. These evaluations were all carried out by Social Market Research and focussed on: provider organisations and their staff, partner agencies, and PHA staff involved in monitoring the One Stop Shops (2015); One Stop Shop service users and partner agencies (2016); and, One Stop Shop managers, parent agencies and PHA staff involved in monitoring the One Stop Shops (2017).

The One Stop Shops Network, which consists of the OSS managers and a PHA chair, organises a networking day for service users each year and a number of networking events for OSS staff. These events are used to gather the views of service users and staff on the strengths and weaknesses of the OSS model and their suggestions for the development of this model. These views are collected at the events and subsequently collated and presented to the OSS Network and to the PHA for consideration.

The PHA collects monitoring information from the YES's on a quarterly basis that includes the gender, age and ethnic background of those service users that attend educational programmes within the service or are referred to other sources of support. There is limited information available on the service users who use the YES's for purely social and recreational reasons as the collection of too much data from this group can function as a barrier to access for some young people.

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 issues or problems? For example, a lower uptake that needs to be addressed or greater involvement of a particular group?</i>
Gender	<p>The SMR evaluation of the OSS service reported that between 1 April 2104 and 30 September 2017 62% of service users were male and 38% were female (data from three of the OSS's were unavailable). An analysis of monitoring data for 2016/17 showed that within that year, 55% of service users were male and 45% were female (data from two of the OSS's were unavailable). Within these data there is considerable variation, with one OSS reporting 72% female service users and another reporting 67% male service users within 2016/17.</p> <p>OSS managers have reported greater difficulties in attracting young women when feeding back to the OSS Network; this has been addressed within the OSS services experiencing such difficulties by more active engagement with female service users and a concomitant increase in social and recreational activities aimed at young women.</p>
Age	<p>The service is provided to young people aged 11-25. Each service provider records the age groups attending the service. The age groups making most use of the services vary from service to service and over time within services. This is due to the effect of friendship groups attending the services which will tend to attract more service users of their own age. Services are aware of these fluctuations and routinely take action to attract any age group within which numbers are falling (e.g. provision of more activities attractive to or appropriate for that age group).</p>
Religion	<p>Data on service users' religion are not collected by the OSS services</p>
Political Opinion	<p>Data on service users' political opinion are not collected by the OSS services</p>
Marital Status	<p>Data on service users' marital status are not collected by the OSS services</p>
Dependent Status	<p>Data on service users' dependent status are not uniformly collected by the OSS services. However, at least one OSS has run a young mothers's group where this need was identified by service users.</p>
Disability	<p>Data on service users' disability status are not uniformly collected by the OSS services. However, OSS managers have been</p>

	provided with training input on disability access and some OSS services have proactively established links with disability groups/organisations in their areas where this has been an identified need.
Ethnicity	Data on service users' ethnicity are not uniformly collected by the OSS services, however the 2017 evaluation did pick up on an issue identified by staff: that they were not confident in their ability to engage with young people whose first language was not English. This issue will be addressed by the OSS Network.
Sexual Orientation	Data on service users' sexual orientation are difficult to collect for the OSS services as young people may not wish to discuss this issue or may still be uncertain of their sexuality. All OSS Managers received a training input from the Rainbow Project on LGBT accessibility issues. Most of the services have developed an ongoing relationship with either Rainbow or CaraFriend and the services continue to run LGBT groups or LGBT awareness sessions according to identified need.

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 needs of young people using the service are identified through the young people's committee/forum attached to each One Stop Shop. These groups identify both social and recreational activities to be provided within the service and the educational programmes to be provided. Usage of the services was around 60% male in 14/15; services are required to address this through consultation with young people to ensure that the services provided are attractive to both genders. In 2016/17 this had been effectively addressed with usage of the services having moved to 55% male and 45% female.
Age	The needs of young people using the service are identified through the young people's committee/forum attached to each One Stop Shop. These groups identify both social and recreational activities to be provided within the service and the educational programmes to be provided. Services provide activities and educational programmes that cater for the identified

	needs of all service users from 11-25.
Religion	<p>The 2016 evaluation of the One Stop Shops looked at the extent to which the OSS's provided a "Safe, informal, inclusive, and non-sectarian space". Quoted responses included:</p> <ul style="list-style-type: none"> • "I don't even know anybody's religion here, it's great you leave all that stuff at the door" • "The area here is comfortable for everybody, no matter what your religion is or where you come from" <p>No negative responses were reported.</p>
Political Opinion	<p>The 2016 evaluation of the One Stop Shops looked at the extent to which the OSS's provided a "Safe, informal, inclusive, and non-sectarian space". Quoted responses included:</p> <ul style="list-style-type: none"> • "You meet people from all around the city and it gives you an idea of what other people's lives are like. Everybody shares and no political or sectarian stuff." • "All kinds of people come here, it's great. You can be yourself. I would never have met all the kinds of people that come here if I didn't come here". <p>No negative responses were reported.</p>
Marital Status	Data on service users' marital status are not collected by the OSS services
Dependent Status	The needs of young people using the service are identified through the young people's committee/forum attached to each One Stop Shop. These groups identify both social and recreational activities to be provided within the service and the educational programmes to be provided. Where there are young people with dependent children using the service their needs have been identified and, where appropriate, they have been proactively addressed, e.g. by the formation of a young mothers group or young fathers group.
Disability	
Ethnicity	
Sexual Orientation	

Disability All OSS Managers have received training on disability and accessibility issues. All services have also proactively contacted local

organisations that provide services to young people with disabilities to promote the OSS services.

Ethnicity The 2017 evaluation of the OSS’s found that staff identified young people for whom English was not their first language as an issue they were keen to address. However the evaluation only picked up one case where this had been a significant issue and in that case the OSS concerned had made a concerted and effective effort to support the service user in question. The evaluation did not pick up any other issues related to ethnicity.

Sexual Orientation All OSS Managers received a training input from the Rainbow Project on LGBT accessibility issues. Most of the services have developed an ongoing relationship with either Rainbow or CaraFriend and the services continue to run LGBT groups or LGBT awareness sessions according to identified need.

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.

No potential impacts

2.5 Making Changes

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>
The specification for these services	Uptake of services by gender will be

going forward includes a requirement for service providers to consult with young people and provide recreational services and educational programmes that attract equal numbers of service users of both genders. As with previous provision of these services under the name 'One Stop Shop', the YES Network will be used to ensure service providers have access to training around equality issues and to support from specialist organisations.	monitored by PHA.
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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)

Group	Impact	Suggestions
Religion	Feedback from service users indicates that attendance at these services promotes good relations between service users of different religions by providing a neutral space where service users of all religions socialise together.	No change
Political Opinion	Feedback from service users indicates that attendance at these services promotes good relations between service users of different political opinions by providing a neutral space where service users of all political opinions socialise together.	No change

Ethnicity	Feedback from service users indicates that attendance at these services promotes good relations between service users of different ethnicities by providing a neutral space where service users of all ethnicities socialise together.	No change

(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 decision to continue to fund the OSS services (rebranded as YES services) is not likely to have any negative impact on any young people within the categories listed above. On the contrary these services work hard to be inclusive of all young people in the geographical area that they serve. Monitoring will be standardised and tightened somewhat under the new contracts to enable the provision of better data, however the provision of an

attractive social and recreational space for young people precludes in depth monitoring of some issues as young people are unlikely to want to use a social and recreational service where they are asked for a lot of information about themselves, particularly where they would find such questioning intrusive (e.g. asking their sexual orientation or political opinion).

(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 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>
The services actively promote themselves to young people with disabilities.	Continued promotion to young people with disabilities.

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>
The services actively promote themselves to young people with disabilities and provide services in a way that ensures these young people are integrated fully with their peers.	Continuing to and provide services in a way that ensures young people with disabilities are integrated fully with their peers.

(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?	Does this raise legal issues?*
			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
The PHA will continue to monitor the accessibility and acceptability of these services venues to ensure equality of access. This will include collecting data on gender, ethnic background, membership of Section 75 groups, etc.	Numbers of young people with disabilities using the services will be monitored where this monitoring would not become a barrier to access to these young people. The PHA will continue to monitor the accessibility and acceptability of these services venues to ensure equality of access.	The decision to continue to fund these services will not affect anyone's human rights.

Approved Lead Officer:



Position:

Health and Social Well-Being Improvement
Manager

Date:

30/11/17

Policy/Decision Screened by:

Davis Turkington SHSWBI Officer

Business Unit and contact
details

028 9536 1121
PHA. 15 Gransha Park, Derry BT47 2JJ

Please note that having completed the screening you are required by statute to publish the completed screening template, as per your organisation's equality scheme. If a consultee, including the Equality Commission, raises a concern about a screening decision based on supporting evidence, you will need to review the screening decision.

**Please forward completed template to:
Equality.Unit@hscni.net**

Template updated January 2015

Any request for this document in another format or language will be considered.
Please contact us (see contact details provided above).

