

Equality and Human Rights Screening Template

The Health and Social Care Board is required to address the 4 questions below in relation to all its policies.

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?

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.

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:

The move of Bayview Medical Practice (Bayview Terrace, L'Derry) into new purpose built accommodation in Rath Mor Centre, Creggan, L'Derry.

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 Health & Social Care Board's (HSCB's) aim is to ensure that General Practices are able to provide as much care as possible in the primary care setting. It is important to ensure that GPs and the extended primary care team with whom they work have modern facilities to support their work.

The existing accommodation in Bayview Medical Practice is no longer fit for purpose. The aim of this decision is to enable the GPs to move forward in providing a healthier and safer environment for their Practice and the patients.

This will be achieved by the GP Practice moving to new rented accommodation in the Rath More Centre, Creggan which is 1.2 miles from the current GP premises.

Key constraints are:

- Need for continuity of care and minimisation of impact for patients.
- The number of patients to be moved – 3,970

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

- Patients of Bayview Medical Practice – 3,970
- Neighbouring GP Practices
- Employees of Bayview Medical Practice
- GP Partners of Bayview Practice
- Community Clinics

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

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

The Standard General Medical Services (GMS) Contract 2004 states that ‘the Contractor shall ensure that premises used for the provision of services under the Contract are:

- suitable for the delivery of those services; and
- sufficient to meet the reasonable needs of the Contractor’s patients’.

An assessment of the current premises in Bayview Terrace was carried out.

Currently, services are provided in two storeys of a three-storey terraced house located in Bayview Terrace. The building is rented from a landlord whose office is based on the third storey of this dwelling.

The building is no longer fit for the purpose for providing modern primary care GMS services. Key factors are as follows:

- ◆ The building is not Disability Discrimination Act (DDA) compliant.
- ◆ It is difficult for a wheelchair user to navigate the narrow corridor to only one downstairs surgery.
- ◆ The building has major damp problems and the electricity and plumbing need major reinvestment as they both were installed in the 70’s.
- ◆ There is a severe lack of space.
- ◆ The windows are single glazed and in poor condition and a lot of draught is

felt in the practice

- ◆ The practice is heated via electric storage heaters and is not insulated
- ◆ There are foul smells as the drainage system needs replaced
- ◆ Staff room is doubled as an emergency treatment room due to lack of rooms and space which also causes privacy and hygiene problems
- ◆ Very poor infection control report which states unacceptable areas
- ◆ There is no interview room.
- ◆ Storage is poor.
- ◆ Lack of space to support the extended Primary Care Team
- ◆ No space for expansion to support anticipated future service developments
- ◆ Inefficiencies in terms of maintenance and building operational costs
- ◆ The Practice has recently been informed that, due to the state of its current infrastructure, its training status has been suspended.

(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.

Regular meetings between the HSCB and Bayview Medical Practice.

Discussion with Patient & Client Council.

Western Local Medical Committee (WLMC) have been informed.

The GP Practice carried out a patient survey to assess whether patients would have any reservations about a Practice move to Rath Mor Centre, Creggan. The survey was carried out amongst patients presenting to the Practice over a two week period and the results are summarised below:

- 81 patients surveyed over a two week period and asked the question 'Do you think the move to Rath Mor would present any difficulties?'

	Same sex civil partnership	0%
	Separated	5.7%
	Divorced	8.23%
	Widowed	8.8%
Dependent Status	Dependent children in household: All ages: 16.73% Dependent children in household: Aged 0-4 7.37% 9.52% of people stated that they provided unpaid care to family, friends, neighbours and others.	
Disability	25.02% of people has a long-term health problem or disability that limited their day-to-day activities; 74.56% of people stated that their general health was either good or very good.	
Ethnicity	British National Identity	12.44%
	Irish National Identity	60.06%
	Northern Irish Identity	24.99%
	African	0.43%
	Middle East & Asian	0.07%
	North American & Caribbean	0.14%
Sexual Orientation	238 patients of the Practice have been identified as gay, lesbian or bisexual (based on 5-7% of the practice population).	

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. Also give consideration to multiple identities (such as single parents for example).

Category	Needs and Experiences
Gender	None
Age	Some older patients may have difficulty in travelling to the new Surgery.
Religion	None
Political Opinion	None
Marital Status	None
Dependent Status	Some patients with dependents may have difficulty in travelling to the new Surgery. This may make balancing caring responsibilities more difficult.
Disability	<p>Some patients with a disability may have difficulty in travelling to the new Surgery. However the current GP Surgery premises are not DDA compliant and the new premises will significantly improve access for disabled patients.</p> <p>Patients with sensory impairments, those with a learning disability and those living with dementia have particular needs as to how they are communicated with and in what format information is provided to them.</p>
Ethnicity	Some patients from black and minority ethnic backgrounds may face language barriers and need information in translation and or interpreters for personal communication. Any translation/interpreting needs can be met by HSCB through existing contracts with the appropriate providers.
Sexual Orientation	238 patients of the practice list are identified as gay, lesbian or bisexual (based on 5-7% of the practice population).

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

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>
If Bayview Medical Practice has any learning disabled, ethnic minority patient or patients with sensory impairments, the HSCB will ensure that the appropriate communication format/language is produced.	

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)

<i>Group</i>	<i>Impact</i>	<i>Suggestions</i>
Religion	No further impact.	None
Political Opinion	No further impact.	None
Ethnicity	No further impact.	None

(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)

Please tick:

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

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

Please tick:

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

Please give reasons for your decisions:

The HSCB's aim is to ensure the provision of a safe, comprehensive and quality GP service to patients of Bayview Medical Practice. The existing accommodation in Bayview Medical Practice is no longer fit for purpose.

Particular concerns include:

- The building is not Disability Discrimination Act (DDA) compliant
- Poor infection control arrangements
- Lack of space to support the extended Primary Care Team
- Lack of car parking facilities
- Frequent disruption to the Surgery due to bomb alerts (the premises are currently located beside the police station).

The key reasons for deciding to move to the new premises include:

- Accessible premises for both existing and future patients of the Practice
- The new premises will meet the requirements for disabled patients
- Purpose built premises to meet the requirements of a busy GP surgery
- Room for expansion
- On-site and off-site parking
- Additional services can be provided on the new site (eg AHP services, etc).

(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>
N/A	N/A

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>
N/A	N/A

(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
None	None	None

Approved Lead Officer: Pat Brolly

Position: Business Support Manager, Integrated Care West, Health & Social Care Board

Date: 24/8/17

Policy/Decision Screened by: Hilary Grimes

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**

Any request for the document in another format or language will be considered.
Please contact:

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