

Equality, Good Relations and Human Rights 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 (follow the links).

As part of the audit trail documentation needs to be made available for all policies as decisions examined for equality and human rights implications.

If you have considered the relevance of the policy or decision and conclude that there is:

"No scope to promote equality of opportunity"

Please complete this statement

*Having considered the aim of this policy (**add name of policy**) I am satisfied that there is no scope to promote equality of opportunity or good relations because:* _____

Name of Policy Lead _____

Signed by Policy Lead _____

Date: _____

Return this document to:

Anne McGlade Equality Manager, Business Services Organisation
Email: anne.mcglade@hscni.net Telephone 90535577

The majority of policies or decisions need to be screened using the full template and returned to this same address

Equality, Good Relations and Human Rights SCREENING TEMPLATE

(1) INFORMATION ABOUT THE POLICY OR DECISION

1.1 Title of policy or decision

User and Carer involvement in Adult Mental Health services

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)**

To promote user involvement in Adult Mental Health Services as per Board proposals – paper attached.

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

Service Users and Carers
Staff in HPSS
PCC
Voluntary and Community organisations
Users and Carer groups

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

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

Personal and Public Involvement Policy in the HPSS – lead is Michelle Tennyson, Assistant Director, Public Health Authority

(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 policy was consulted upon by email to the Board's consultation list and 18 responses were received. The policy was also informed by the Bamford Review of Mental Health and Learning Disability and through face to face meetings with groups of service users.

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	Both
Age	18+
Religion	All
Political Opinion	All
Marital Status	All
Dependent Status	All
Disability	Any
Ethnicity	All

Sexual Orientation	
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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	There are specific considerations associated with the gender in that male opinion may be more difficult to obtain. The prevalence rates for specific conditions will vary according to gender and efforts will be required to ensure that the views of both genders are appropriately included.
Age	The views of older people are more difficult to obtain especially where an individuals capacity is affected
Religion	Some religious practices may require to be taken into account in the provision of Mental Health Services.
Political Opinion	N/A
Marital Status	There are variable outcomes for Service Users from different Marital Status and the needs of each category need to be taken into account.
Dependent Status	Parents or informal Carers will have specific needs and these need to be considered in the provision of services.
Disability	As above, Disabled people will have specific needs and these need to be considered in the provision of services.
Ethnicity	It is recognised that some Ethnic groups are over represented in some aspects of Mental Health Service provision and specific efforts will require to be made to ensure their ongoing involvement in dialogue.
Sexual Orientation	People who are lesbian, gay, bi-sexual or of other sexual orientation are known to be at higher risk of developing Mental Health problems and specific efforts will require to be made to ensure their ongoing involvement in dialogue.

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.

There are no specific multiple identities directly affected by this policy.

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>
As a result of the consultation, a number of responses were received and the policy was amended to reflect these comments.	Consultation with and representation by Service Users and Carers will be monitored to ensure that it properly reflects the varying interests of the affected groups.

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	Unknown	The HSCB does not currently monitor the Religious identity of Service Users and Carers who participate in policy and decision making, this is currently under review.
Political Opinion	Unknown	The HSCB does not currently monitor the political opinion of Service Users and Carers who participate in policy and decision making, this is currently under review.
Ethnicity	Unknown	The HSCB does not currently monitor the Ethnicity of Service Users and Carers who participate in policy and decision making, this is currently under review.

(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	
Minor impact	x
No further impact	

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

Please tick:

Yes	
No	x

Please give reasons for your decisions.

The policy will lead to the promotion of Equality for service users and carers.

(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 involvement of Service Users and Carers is the focus of the policy and as such encourages their participation in public life.	Further review of this policy will be required in the future.

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 policy promotes positive attitudes towards people with Mental illness by addressing their exclusion from decision making about their care and treatment.	Service Users and Carers should be surveyed in the future to determine if they have experienced more positive attitudes through this process.

(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	Yes
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour	No
Article 5 – Right to liberty & security of person	Yes
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	Yes
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	Yes
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 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
3, 5 ,10 &14	Yes	The policy will actively promote the human rights of users and carers in these areas	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.

Implementation of the policy is the key action.

(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 implementation of this policy will be monitored through the collection of data on the extent of user and carer involvement in decision making in Mental Health service commissioning and service delivery.	The implementation of this policy will be monitored through the collection of data on the extent of user and carer involvement in decision making in Mental Health service commissioning and service delivery.	The implementation of this policy will be monitored through the collection of data on the extent of user and carer involvement in decision making in Mental Health service commissioning and service delivery.

Approved Lead Officer: Seamus Logan

Position: Assistant Director

Date: 30 September 2010

Policy/Decision Screened by: 
Seamus Logan

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 schedule to: Anne McGlade, Equality Manager, Business Services Organisation
Email: anne.mcglade@hscni.net
Telephone 028 90535577

Template revised April 2011