

**Equality Screening, Disability Duties and Human Rights Assessment Template**

Part 1 – Policy scoping

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Part 3 – Screening decision

Part 4 – Monitoring

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Part 6 – Human Rights

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**Guidance notes are available to assist with completing this template. For further help please contact the Equality and Human Rights Unit ext 20539.**

**Part 1. Policy scoping**

* 1. **Information about the policy / decision**

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| * + 1. What is the name of the policy / decision?   Health and Social Care Innovation Scheme |

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| 1.1.2 Is this an existing, revised or a new policy / decision?  New policy. However this Scheme will utilise the money current within the Department’s Core Grant Funding budget, and a separate equality screening exercise will be conducted regarding the end of this funding. |

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| 1.1.3 What is it trying to achieve? (intended aims/outcomes)  The purpose of the Innovation Scheme is to promote innovation across health and social care by voluntary, community and social enterprise (VCSE) organisations in Northern Ireland and through this to deliver improved health and social care outcomes.  Against a backdrop of increasing pressure across health and social care, it is important that we continually seek to improve how we meet the health and social care needs of the people of Northern Ireland. The Innovation Scheme is designed to empower the community to get involved and to encourage them to be creative in addressing areas where issues are identified with the success of existing methods, or where needs are not being addressed at all. |

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| 1.1.4 If there are any Section 75 categories which might be expected to benefit from the intended policy, please explain how.  The scheme will seek to encourage and support the VCSE sector to test and develop innovative ideas and approaches to improve existing service delivery, address areas of unmet need, and to get involved in the delivery of innovation and creative solutions.  The Innovation Fund will accept applications from all VCSE organisations, including new entrants to the market. Funding will be applied for under themes and this may provide scope for some groups to benefit but it will depend on the projects for which funding is sought:  Theme 1: Addressing societal factors which impact on health and wellbeing  Examples include:   * Solutions addressing societal factors impacting on **children/young people** that may affect lifestyle and future reliance on health and wellbeing core services * Funding for projects with a public health agenda e.g. drug or alcohol abuse, obesity, sexual health etc. * Solutions that address problems associated with the **elderly** including social isolation. * Interventions targeted at specific groups   Theme 2: The adoption of prevention or early intervention approaches to deliver improved long term health and wellbeing outcomes  Examples include:   * Solutions that promote self management and early intervention for **physical and mental health conditions**   Theme 3: Theme 3: Advocacy on behalf of users of health and social care to either reduce **inequalities in health and social care outcomes** or influence policy, practice and service design / delivery  Examples include:   * Testing solutions that provide a voice to patients and users of the health system in order to lead to an improved health or social care outcome * Helping users access services which are in short supply, e.g. Community Based **CAMHS**   Therefore it is possible those section 75 groups which fall under one or more of the theme will benefit. |

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| 1.1.5 Who initiated or wrote the policy?  The Minister indicated in June 2015 that he wanted to introduce a new Innovation Scheme. This has been co-designed by a Design Team led by the Department and comprising of representatives from the VCSE sector, other funders and other Government Departments which have a role in supporting the sector. |

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| 1.1.6 Who owns and who implements the policy?    DHSSPS |

**1.2 Implementation factors**

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? If yes, are they

|  |  |  |  |
| --- | --- | --- | --- |
| Financial | x |  | Please explain:  The level of funding available for this fund is relatively small compared to anticipated demand, particularly in years 1 & 2.  Additional staffing resources will need to be secured within the Department to ensure that the scheme can be delivered effectively. |
|  |  |  |
| Legislative |  |  |
|  |  |  |
| Other | x |  |
|  |  |  |

**1.3 Main stakeholders affected**

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

|  |  |  |
| --- | --- | --- |
| Staff | x |  |
|  |  |  |
| Service users | x |  |
|  |  |  |
| Other public sector organisations | x |  |
|  |  |  |
| Voluntary/community/trade unions | x |  |
|  |  |  |
| Other, please specify | Social Enterprise organisations | |

##### 1.4 [Other policies with a bearing on this policy](#Onefour) / decision. If any:

|  |  |
| --- | --- |
| Policy | Owner(s) of the policy |
| The current core grant funding policy | DHSSPS |

**1.5 Available evidence**

What evidence/information (both qualitative and quantitative\*) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

|  |  |
| --- | --- |
| **Section 75 category** | **Details of evidence/information** |
| Religious belief | Information on how the Scheme should best be operated was sought from stakeholders through pre-consultation workshops.  In addition to 5 public workshops, engagement has taken place with organisations currently working in the innovation section in Northern Ireland. Again these organisations do not focus on particular section 75 groups. Examples include Building Change Trust, Young Foundation and other Government Departments.  Qualitative information was gathered from each of these workshops which summarise the discussions which took place, and the views of those who took part. These were used to inform the policy proposals for public consultation.  This Scheme will be open to applications that will support innovation from all organisations including those representing groups or individuals from any of the s.75 categories. |
| Political opinion |
| Racial group |
| Age |
| Marital status |
| Sexual orientation |
| Gender (Men and women generally) |
| Disability (with or without) |
| Dependants (with or without) |

**\*** Qualitative data – refers to the experiences of individuals related in their own terms, and based on their own

experiences and attitudes. Qualitative data is often used to complement quantitative data to determine why policies are

successful or unsuccessful and the reasons for this.

Quantitative data -refers to numbers (that is, quantities), typically derived from either a population in general or

samples of that population. This information is often analysed either using descriptive statistics (which summarise patterns),

or inferential statistics (which are used to infer from a sample about the wider population).

**1.6 Needs, experiences and priorities**

Taking into account the information recorded in 1.1 to 1.5, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

|  |  |
| --- | --- |
| **Section 75 category** | **Details of needs/experiences/priorities** |
| Religious belief | No evidence of specific needs, experiences or priorities have been identified for any section 75 group at this time. The innovation scheme will be open to all VCSE organisations for application regardless of their section 75 grouping(s).  It is, however, recognised that the scheme has the potential to deliver improved outcomes for some Section 75 groups but this will be dependent on the funding requests received from the VCSE sector.  At this time no particular barriers to the application process have been identified. It is possible that some VCSE organisations may have particular needs but it is expected that, if there are any, these will emerge via the consultation. |
| Political opinion |
| Racial group |
| Age |
| Marital status |
| Sexual orientation |
| Gender (Men and women generally) |
| Disability (with or without) |
| Dependants (with or without) |

**Part 2. Screening questions**

|  |  |  |
| --- | --- | --- |
| **2.1** 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/none) | | |
| Section 75 category | Details of policy impact | Level of impact? minor/major/none |
| Religious belief | This scheme will seek to promote health and social care innovation and through this deliver improved outcomes. Until such times as the applications are actually received it is impossible to assess the impact for Health and Social Care users.  There is scope for the Scheme to deliver positive outcomes for some Equality groups (see Section 1.1.4)  The fund may r*e*ceive applications for projects which are targeted at providing support or services for a particular group, for example if they are known to experience health inequalities. However, opportunities for success under the Scheme will not depend on the Equality Group of the applicant or of those whose needs/issues are to be addressed, unless that need relates to a Departmental priority.  Individual projects will be required to comply with equality legislation. | Minor |
| Political opinion |
| Racial group |
| Age |
| Marital status |
| Sexual orientation |
| Gender (Men and women generally) |
| Disability (with or without) |
| Dependants (with or without) |

|  |  |  |
| --- | --- | --- |
| **2.2** Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories? | | |
| Section 75 category | If **Yes**, provide details | If **No**, provide reasons |
| Religious belief | This scheme will seek to promote health and social care innovation and through this deliver improved outcomes. Until such times as the applications are actually received it is impossible to assess the impact for particular groups. However, as set out in Section 1.1.4 there is scope for the Scheme to deliver positive outcomes for some groups.  The innovation scheme itself will not prioritise funding for any particular Section 75 grouping unless an need emerges within a particular group which is taken forward as a Departmental priority. |  |
| Political opinion |  |
| Racial group |  |
| Age |  |
| Marital status |  |
| Sexual orientation |  |
| Gender (Men and women generally) |  |
| Disability (with or without) |  |
| Dependants (with or without) |  |

|  |  |  |
| --- | --- | --- |
| **2.3** To what extent is the policy likely to impact on good relations  between people of different religious belief, political opinion or racial  group? (minor/major/none) | | |
| Good relations category | Details of policy impact | Level of impact minor/major/none |
| Religious belief | For VCSE organisations themselves it is considered that there will be no impact.  Until applications for funding requests are received it is impossible to assess this for service users. | None |
| Political opinion |
| Racial group |

|  |  |  |
| --- | --- | --- |
| **2.4** Are there opportunities to better promote good relations between  people of different religious belief, political opinion or racial group? | | |
| Good relations category | If **Yes**, provide details | If **No**, provide reasons |
| Religious belief |  | No – The purpose of the fund is to support innovation within the delivery of health and social care services. |
| Political opinion |  | As above |
| Racial group |  | As above |

**2.5** **Additional considerations**

**Multiple identity**

Provide details of data on the impact of the policy on people with multiple identities (e.g. minority ethnic people with a disability, women with a disability, young protestant men, young lesbian, gay or bisexual persons). Specify relevant Section 75 categories concerned.

|  |
| --- |
| Applications will be welcome from all VCSE organisations and it is possible that the funding requests may seek to address the needs of multiple identity goods .e.g. older women, children with a disability etc. Any multiple identity groups currently experiencing health or well-bring inequalities may be affected in a positive way if applicants decide to focus on this for their project. Until applications are received it is not possible to state what these identities might be. Decisions on funding will not be taken on this basis. |

2.6 Was the original policy / decision changed in any way to address any adverse impacts identified either through the screening process or from consultation feedback. If so please provide details.

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| No, during pre-consultation public engagement no equality or section 75 related issues were raised. The policy and screening will, however, be reviewed in light of comments received during the consultation. |

**Part 3. Screening decision**

3.1 How would you summarise the impact of the policy / decision?

|  |  |  |  |
| --- | --- | --- | --- |
| No impact | x |  |  |
| Minor impact | x |  | Consider mitigation (3.4 – 3.5) |
| Major impact |  |  |  |

3.2 Do you consider that this policy / decision needs to be subjected to a full Equality Impact Assessment (EQIA)?

|  |  |
| --- | --- |
| Yes - screened in |  |
| No - screened out | x |

3.3 Please explain your reason for making your decision at 3.2.

The Innovation Scheme will be available to support innovative projects operating across health and social care. It will not have a differential adverse impact on any section 75 group, and has the potential to positively impact on those groups which currently experience disadvantages in accessing health and social care services in Northern Ireland.

**Mitigation**

If you have concluded at 3.1 and 3.2 that the likely impact is ‘**minor**’ and an equality impact assessment is not to be conducted, you must consider mitigation (or scope for further mitigation if some is already included as per 2.6) to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

Mitigation is not required, as the ‘minor’ impact will be experienced only if applications working with one section 75 grouping are more successful at application stage than those in others. Applications will be assessed on merit, not on their section 75 implications, therefore mitigation is not possible. It is worth noting any increased impact for one group would be positive, as if funding is allocated it will be to address a need for that group of people.

3.4 Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

|  |  |
| --- | --- |
| Yes |  |
| No | x |

3.5 If you responded “**Yes**”, please give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

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**Part 4. Monitoring**

Monitoring is an important part of policy development and implementation. Through monitoring it is possible to assess the impacts of the policy / decision both beneficial and adverse.

4.1 Please detail how you will monitor the effect of the policy / decision?

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| A key element of the new scheme is the development of a robust evaluation framework, looking both at the impact of individual projects, and the wider scheme generally.  The roll out of the scheme is being overseen by a Design Team comprising of representation from the Department, VCSE sector, Big Lottery Fund, DETI and HSC Stakeholders. This group will review performance of the Scheme on a regular, pre-defined timescale. This will include the profile of successful applications to highlight potential equality issues. |

4.2 What data will you collect in the future in order to monitor the effect of the policy / decision?

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| Data on the cost, the outcomes achieved and lessons learned from projects funded by the Scheme will be collected. Projects will be asked to collect data on service users by section 75 group. |

**Please note**: - For the purposes of the annual progress report to the Equality Commission you may later be asked about the monitoring you have done in relation to this policy and whether that has identified any Equality issues.

**Part 5. Disability Duties**

5.1 Does the policy/decision in any way promote positive attitudes towards disabled people and/or encourage their participation in public life?

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| --- |
| The purpose of the scheme is to encourage innovation within the delivery of health and social care services. It is possible that individual projects funded by the scheme may contribute to this outcome. |

5.2 Is there an opportunity to better promote positive attitudes towards disabled people or encourage their participation in public life by making changes to the policy/decision or introducing additional measures?

|  |
| --- |
| No |

**Part 6. Human Rights**

6.1 Please complete the table below to indicate whether the policy / decision affects anyone’s Human Rights?

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

6.2 If you have identified a likely negative impact who is affected and how?

*At this stage we would recommend that you consult with your line manager to determine whether to seek legal advice and to refer to Human Rights Guidance to consider:*

* *whether there is a law which allows you to interfere with or restrict rights*
* *whether this interference or restriction is necessary and proportionate*
* *what action would be required to reduce the level of interference or restriction in order to comply with the Human Rights Act (1998).*
  1. 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/decision.

n/a

**Part 7 - Approval and authorisation**

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| --- | --- | --- | --- |
|  | **Name** | **Grade** | **Date** |
| Screened completed by | Craig Donnachie | SO | 2/12/15 |
| Approved by1 | Elaine Colgan | G7 | 2/12/15 |
| Forwarded to E&HR Unit2 |  |  |  |

Notes:

1 The Screening Template should be approved by a senior manager responsible for the policy this would normally be at least Grade 7.

2 When the Equality and Human Rights Unit receive a copy of the final screening it will be placed on the Department’s website and will be accessible to the public from that point on. In addition, consultees who elect to receive it, will be issued with a quarterly listing all screenings completed during each three month period.