

Equality Impact Assessment
on
Policy to phase out permanent admissions to
statutory residential homes (with the exception of those
homes providing specialist care)

Section 75 and Schedule 9
The Northern Ireland Act 1998

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1 Executive Summary

Belfast Health and Social Care Trust aims to deliver services which maximise independence, health and wellbeing through the provision of effective, individualised and integrated community services for older people.

The Trust issued for consultation *Excellence and Choice in Older People's Services* on 26 January 2009. This consultation will run until 26 March 2009. In this consultation document, the Trust outlines the way it proposes to deliver older people's services in the future. It also includes details on the statutory residential services of the Trust and the proposal to phase out permanent admissions to the Trust's statutory residential homes and focus instead on maintaining people in their own homes with an appropriate level of support.

This Equality Impact Assessment (EQIA) is on the policy proposal to phase-out permanent admissions to our statutory residential homes, with the exception of those providing specialist care. e.g. for people with dementia.

Residential care was the predominant model of providing care for older people throughout the last century. Since the introduction of the Community Care Reforms in 1990 there has been a significant increase in the availability of home care in response to the wishes of older people to remain as independent as possible in their own homes. The traditional role of statutory residential homes in the provision of long term care continues to decline as older people choose to have their needs met in their own homes. In this context, the Trust believes it is appropriate to consider the future of its long- term statutory residential facilities.

The review of the provision of statutory residential services to older people is also in response to the Government's reform, modernisation and efficiency agenda, which identified the need to place greater strategic emphasis on the provision of models of care which enable older people to live in their own homes for as long as possible.

The Belfast Health and Social Care Trust currently provides residential services for frail elderly people and for those with specialist needs such as those with dementia. The Trust recognises that the need for specialist dementia services will continue to grow and that further time is needed to plan and develop appropriate alternative models of care and support. These homes are therefore excluded from this proposal..

The Trust is therefore, following the consultations on *Excellence and Choice in Older People's Services* and this EQIA, proposing as a matter of policy, to phase-out permanent admissions to its statutory residential homes.

Under Section 75 of the Northern Ireland Act 1998, Belfast Health and Social Care Trust is required to consider the implementation for equality of opportunity and good relations. As part of this assessment the Trust also considers the implementation of Human Rights and Disability.

The Trust is committed to the principles of equality and human rights underpinning the delivery and policy formulation of Older People's Services. In accordance with the statutory requirements and the Trust's Equality Scheme any new or proposed policy that emerges on the delivery of services to Older People will be subject to Equality Screening and as required Equality Impact Assessment.

A screening exercise was carried out on the proposed policy to phase-out permanent admission to its statutory residential homes and the proposal was screened in for a full Equality Impact Assessment. An Equality Impact Assessment (EQIA) is an in-depth study of a Policy or Proposal to assess the content of the impact on the equality of opportunity for the nine categories identified in Section 75 of the Northern Ireland Act 1998. It requires the analysis and consideration of both quantitative and qualitative data. In regard to the proposal to phase out permanent admission to the Trust's statutory residential homes the Trust is also mindful of its objectives in regard to Human Rights and in particular Articles 8 and 3. The Trust will make every effort to ensure that respect for Human Rights, in particular Articles 8 and 3, is reflected as an integral part of its decision making process.

The Trust is conducting this Equality Impact Assessment on the proposed policy to phase out permanent admissions to our statutory and residential homes with the exception of those providing specialist care, will as part of its consultation and engagement process and to ensure, residents, families, carers, staff, Trade Unions and the public at large

have an opportunity to provide their views to influence and inform before any final decisions are made.

It is important to reassure people who currently live or work in our statutory residential homes that, if at some point in the future, the Trust is proposing to close or change the way the Trust uses statutory residential homes, this will be subject to detailed consultation on each individual home, involving permanent residents, relatives, staff and staff representatives and other stakeholders following the conclusion of this current consultation. It will also be subject to a full Equality Impact Assessment. Anyone currently living in a statutory residential home will not be asked to leave and no charge will be made without their consent.

The Trust is fully committed to the promotion and safeguarding of Equality and Human Rights and will ensure the Equality and Human Rights implications are fully considered, assessed and incorporated as an integral part of the Trust's actions and decision making process on Older People.

The Trust welcomes any comments on Equality and Human Rights that you consider relevant.

More detail on the proposal can be found in the consultation document *Excellence and Choice in Older People Services* available to download at www.belfasttrust.hscni.net.

2 Introduction

Under the statutory duties contained within Section 75 of the Northern Ireland Act 1998, the Belfast Health and Social Care Trust ('The Trust') gave an undertaking to carry out an Equality Impact Assessment (EQIA) on each policy or group of co-joined policies where screening had indicated that there may be significant implications in relation to one or more of the nine equality dimensions.

The Trust welcomes any comments which you may have on this Equality Impact Assessment.

A copy of this EQIA report is available on the Trust's website at <http://www.belfasttrust.hscni.net>.

If you have any queries about this document, and its availability in alternative formats then please contact:

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Deadline for comments will be 17 April 2009.

To facilitate comments please see Appendix 1: EQIA Consultation Questionnaire. Following consultation a summary report will be made available.

2.1 Statutory Context Section 75 NI Act 1998

Section 75 of the Northern Ireland Act 1998 requires each public authority, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to its obligations above, the public authority must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Commission for Northern Ireland (ECNI) approved the Trust's Equality Scheme in June 2007. The Scheme outlines how the Trust proposes to fulfil its statutory duties under Section 75. Following approval of the Scheme, existing policies were screened to assess impact on the promotion of equality of opportunity or the duty to promote good relations using the following criteria:

- Is there any evidence of higher or lower participation or uptake by different groups?
- Is there any evidence that different groups have different needs, experiences, issues and priorities in relation to the particular policy issue?
- Is there an opportunity to promote equality of opportunity between the relevant different groups, either by altering the policy, or by working with others in government or in the larger community, in the context of the policy?
- Have consultations with relevant groups, organisations or individuals indicated that policies of that type create problems specific to any relevant group?
- Consideration was also given to the health and social inequality, disability discrimination and human rights implications.

Further, the Trust gave a commitment to apply the above screening methodology to all new policies as an integral part of the development

process and where necessary and appropriate to subject new policies to further equality impact assessment.

2.2 The Equality Impact Assessment Process

An Equality Impact Assessment (EQIA) is a thorough and systematic analysis of a policy, whether that policy is written or unwritten, formal or informal, and is carried out in accordance with the section in the Guide to the Statutory Duties (Annex 1 – Procedure for conduct of Equality Impact Assessment). Whilst an EQIA must address all nine Section 75 categories it does not afford equal emphasis to each throughout the process – rather the EQIA must be responsive to emerging issues and concentrate on priorities accordingly.

An EQIA should determine the extent of differential impact upon the relevant groups and in turn establish if the impact is adverse. If so, then the public authority must consider alternative policies to better achieve equality of opportunity or measures to mitigate the adverse impact. This current EQIA shall follow the seven separate elements as outlined in the Equality Commission’s Guide to the Statutory Duties:

1. Consideration of available data and research
2. Assessment of impacts
3. Consideration of measures which might mitigate any adverse impact or alternatives which might better achieve the promotion of equality of opportunity
4. Formal consultation
5. Decision of public authority
6. Publication of results of EQIA
7. Monitoring for adverse impacts in the future and publication of results of such monitoring.

2.3 Human Rights

The Trust is committed to the safeguarding and promotion of Human Rights in all aspects of its work. The Human Rights Act gives effect in

UK Law to the European Convention on Human Rights and requires legislation to be integrated so far as possible in a way that is compatible with the convention rights and makes it unlawful for a public body to act incompatibly with the convention rights.

The Trust will make every effort to ensure that respect for human rights, particularly Article 8, parts i and ii, is part of its day to day work and is incorporated and reflected as an integral part of its actions and decision making process.

2.4 Belfast Health and Social Care Trust

2.4.1 Background

Belfast Health and Social Care Trust (The Trust) was established on 1st April 2007 under the Belfast Health and Social Services Trust (Establishment) Order (Northern Ireland) 2006. Belfast Health and Social Care Trust has been formed from the following six Legacy Trusts:

- Belfast City Hospital Trust
- Green Park Healthcare Trust
- Mater Hospital Trust
- Royal Hospitals Trust
- North & West Belfast H&SS Trust
- South & East Belfast H&SS Trust

The Trust serves the population, not only of Belfast and Castlereagh but all of Northern Ireland with its Regional Services providing the full range of hospital community and social care services for older people, for children and for people with mental health, learning disability, physical disability as well as acute and rehabilitative care for patients' and clients'. Health and Social Services Trusts (HSS) are provided for under Article 10(1) of the Health and Personal Social Services (NI) Order 1991 and the functions of the Trusts are conferred by this legislation.

Belfast Health and Social Care Trust:

- employs approximately 22,000 staff
- covers a population of 340,000
- has an annual income of approximately £1,000 million.

2.4.2 Purpose

The purpose of Belfast Health and Social Care Trust is to improve health and wellbeing and reduce health inequalities.

2.4.3 Values

The Trust undertook an engagement process asking a range of people what matters most as we carry out our work. Through dialogue and engagement with service users, carers, staff, Staff Side and others, four key values were identified:

Respect and Dignity

Treating all with respect and dignity. Respect embodies equality and equity, maintaining fairness in policy and practice.

Accountability

Having personal and professional accountability for the provision of high quality care and services by competent staff in a safe environment. Being accountable for achieving clear standards in service delivery, care and service outcomes and experience. Securing the best use of resources and ensuring services are planned, delivered and evaluated to make the most of financial and other available resources.

Openness and Trust

Have a clear process with two-way communication with users, staff and the public with transparency, openness and trust in decision making and communication and providing timely and appropriate information to service users.

Learning and Development

Building capacity and empowering people through appropriate development and support.

2.4.4 Strategic objectives

On the firm base of these organisational values, five strategic objectives have been developed. These five objectives support the purpose and shape the strategic direction over the next three to five years.

1. to provide safe, high quality and effective care;
2. to modernise and reform our services;
3. to improve health and wellbeing through engagement with our service users, local communities and partner organisations;
4. to show leadership and excellence through organisational and workforce developments;
5. to make the best use of our resources to improve performance and productivity.

2.4.5 Management structure

The Trust's residential homes for older people fall within the remit of the Older People, Medicine and Surgery service group, which is responsible for the development and delivery of high quality services in the areas of older people, people with physical disabilities, acute medicine, surgery and emergency services.

The Trust's Headquarters are situated at:

Roe Centre
Knockbracken Healthcare Park
Saintfield Road
BELFAST BT8 8BH
Telephone number: 028 9056 5555
Minicom number: 028 9056 5406

The Trust also has a freephone enquiry line which provides information about Trust services: 0800 228844.

2.4.6 Guiding principles for the delivery of Older People's Services

The following guiding values and principles to underpin services have been developed from consultations with older people.

Participation

Older People and their carers will be involved in the planning and development of their own Health and Social Care Services.

Quality

Services will be person centred.

Effectiveness

The right person for the right length of time will deliver services at the right time in the right place.

Dignity

Services will ensure that older people's dignity is maintained throughout their experience of services.

Inclusion and Equality

Services should be accessible and usable by all older citizens.

Independence

Services should be designed to support older people's independence in their own homes and communities.

Rights

Services should uphold the human rights of older people including those with complex needs.

Honesty

Services should be open and accountable.

Respect

Attitudes to older people should reflect the contribution they have made throughout their lives.

Choice

There should be a range of service options that provide real choice. In addition:

- Services will be integrated and provided on a Belfast wide basis
- Service improvement and modernisation will be based on best practice
- Staff will be supported in their professional and personal development
- Services will be delivered in an efficient and effective way within available resources.

These principles are consistent with EHSSB Commissioning Strategy, Living Fuller Lives (Bamford Review), The Belfast Way, and New Directions.

3 Background to proposed changes

3.1 Introduction

Residential care was the predominant model of providing care for older people throughout the last century. Since the introduction of the Community Care Reforms in 1990 there has been a significant increase in the availability of home care in response to the wishes of older people to remain as independent as possible in their own homes. The Trust currently provides 2,204 home care packages to older people. This has increased from an almost zero base in 1993. This also means that 55% of older people with complex needs are cared for at home, exceeding the DHSSPS target of 44%. This achievement was supported by the re-provision of eleven statutory homes over the past fifteen years as buildings became unfit for purpose.

Government policy continues to encourage Trusts' to modernise services to provide services which support independence and well being and which make best use of public resources. The Trust is now proposing to undertake further modernisation of its residential homes. The Trust recognises that the need for specialist dementia services will continue to grow and that further time is needed to plan and develop appropriate alternative models of care and support.

As alternative services have been developing statutory residential homes have seen a significant decline in demand for permanent places and they have no waiting lists.

The Trust is therefore proposing to phase-out permanent admissions to its statutory residential homes with the exception of those providing specialist care. It is important to reassure people who currently live or work in our residential homes that, if at some point in the future we are proposing to close or change the way we use our residential homes we will carry out detailed consultation on each individual home involving permanent residents, relatives, staff and staff representatives and other stakeholders following the conclusion of this current consultation process. Anyone currently living in a residential home will not be asked to leave and no change will be made without their consent.

3.2 Strategic context

The review of the provision of statutory residential services to older people is in response to the Government's Reform, Modernisation and Efficiency agenda, which identified the need to place greater strategic emphasis on the provision of models of care which enables older people to live in their own homes for as long as possible. These overarching aims are prominently referenced in a number of key strategic documents.

3.2.1 A Healthier Future – A 20 year vision for Health and Wellbeing in Northern Ireland – 2005-2025

This strategy presents a vision of how Health and Social Care Services will develop in Northern Ireland over the next 20 years. It sets out a number of targets and objectives for older people and includes issues such as:

- Promoting health and wellbeing
- Protecting and caring for the most vulnerable
- Delivering services effectively and efficiently within the available resources
- Closer working between all of the people and organisations who influence health and wellbeing
- Improving the mental health and wellbeing of people aged 65 and over.

3.2.2 EHSSB Health and Wellbeing Strategy for Older People 2005-2015

This strategy promotes a whole systems approach to improving health and social care services for older people over the next ten years to ensure that older people's independence is maximised and that long term care needs are met in quality environments.

4 The Policy Proposal

The model of care for Older People's Services favoured by the Trust is that older people should be maintained in their own homes, supported by a network of care services that enable them to maintain their quality of life. This is in line with the choices that many older people are already making and in line with the strategic direction of services to older people as detailed in the commissioning papers and documents. The Trust believes as part of the way services are developing, older people will be relying less on residential homes when choosing the type of support of care they want. By developing a fuller range of long term living options, for example, partnerships with housing providers and the independent sector, the Trust's view is residential services may be provided in a more appropriate setting. Therefore, the Policy proposal is to phase out permanent admission to the Trust's statutory residential homes with the exception of those homes providing specialist care eg, for people with dementia.

4.1 VFM Audit

The Trust has considered the Value for Money (VFM) Audit of statutory residential homes undertaken by the management consultants KPMG (March 2007) and a DHSSPS policy statement on Residential Care (March 2007). Both documents highlighted that statutory residential does not provide value for money. They also emphasised that upgrading existing buildings to modern standards would be cost prohibitive and that investment in responsive home care services and supported housing options offers a more appropriate response.

4.2 Demand

There has been a steady downturn in the number of older people choosing residential care to meet their long-term care needs. The DHSSPS Community Statistics for the years 2003/04 to 2007/08 highlight that the number of available places has decreased across Northern Ireland by 20%. This occurred alongside an increase by 13% in home care packages.

This decline includes residential care provided within the private and voluntary sectors. In addition, within all sectors the nature of the service has changed with homes focusing increasingly on care for people with dementia, short stay respite and intermediate care enabling older people

and carers maintain people in their own homes. This strongly signals the decline in demand and need for long term residential care. Utilisation of beds is mainly generated by short-term placements.

4.3 Implications

It is clear that the traditional role of statutory residential homes in the provision of long-term care continues to decline as older people increasingly choose to have their care needs met in their own homes. Residential care in general has diversified into short-term care, respite care, intermediate and dementia care. However, even with this, this sector can struggle with occupancy levels.

The Trust is therefore proposing to phase-out permanent admissions to its statutory care home with the exception of those homes providing specialist care e.g. for people with dementia.

This EQIA will consider and assess the implications for:

- Potential residents i.e. The ageing population presently living in the general population of the Belfast and Castlereagh area
- The current residents of our statutory residential homes
- The current staff of our statutory residential homes.

The Trust has assessed there to be no impact on the current residents of its statutory residential homes.

In regard to the staff, the impact on the staff working in our statutory residential homes will depend on the long term future of that home and this will be subject to further detailed consultation and as required EQIA before any decisions are made.

Any change in the staffing profile of each home in the interim will be in line with the needs of residents and will be undertaken in accordance with the Good Practice guidance on consultation on communication in relation to the Strategic Reform and Modernisation Programme.

4.4 Public consultation

The Equality Impact Assessment will be subject to a consultation process from 20 February 2009 to 17 April 2009.

The consultation will focus on the policy proposal to phase-out permanent admissions to the Trust's statutory residential homes, with the exception of those homes providing specialist care eg, for people with dementia.

5 Consideration of available data and research

In keeping with the Equality Commission for Northern Ireland's Guide to the Statutory Duties and EQIA Guidelines, quantitative and qualitative data have been drawn from a number of sources. The following data sources were used to inform this Equality Impact Assessment.

5.1 Strategic data sources

The strategic direction for the provision of health and social care to older people is laid down in a number of key strategic documents notably:

- Regional Strategy 'A Healthier Future (2005–2025)'
- DHSSPS Priorities for Action 2008-09
- Public Service Agreement 2008-11
- EHSSB Health and Wellbeing Strategy for Older People (2005–2015)
- Living Fuller Lives (Bamford Review).

5.2 Local data sources

This document is also shaped by a number of Trust documents as follows:

- "The Belfast Way": a vision of excellence in Health and Social Care
- "New Directions": a conversation on the future delivery of Health and Social Care Services for Belfast
- Belfast HSC Trust Delivery Plan
- Belfast HSC Trust Corporate Plan
- Belfast HSC Trust Health and Wellbeing Investment Plan (HWIP)

- Belfast HSC Trust Strategic Response to the Comprehensive Spending Review 2008-2011
- Belfast HSC Trust Equal Opportunities and Human Resource Management System.

5.3 Additional data sources

The following sources have also been used to inform this EQIA:

- 2001 Census of Population (Northern Ireland)
- 2007 Mid-year Population Estimates
- Long-term International Migration Estimates for Northern Ireland (2006-7)
- DHSSPS Community Statistics
- Researching Lesbian, Gay, Bisexual and Transgender Issues in Northern Ireland (OFMDFM 2004)
- Human Rights Act 1998
- Value for Money Audit of Statutory Residential Homes (KPMG)
- Judicial Review Proceedings under the Human Rights Act Feb 2008 (Down Lisburn Legacy Trust).

5.4 Population profile

In its consultation document *Excellence and Choice in Older People's Services*, the Trust has provided an assurance that "anyone currently living in a residential home will not be asked to leave and no change will be made without their consent."

Given such an assurance, the Trust has assessed there to be no impact on the current residents of its statutory residential homes.

In the following sections, the Trust has assessed the impacts of the proposed policy to phase-out permanent admissions to the Trust's statutory residential homes will be on: -

- Potential residents i.e. The ageing population presently living in the general population of the Belfast and Castlereagh area.

As such the Trust has considered the available data on this group.

Belfast Health and Social Care Trust provides health and social care to the populations of Belfast City Council and Castlereagh Borough Council. As this EQIA is concerned with older people's services, the following statistics refer to the population of over-65s in both council areas unless otherwise stated.

Unless otherwise stated, the following analysis is based on 2001 census data. Source: Northern Ireland Statistics website: www.nisra.gov.uk. Crown copyright material is reproduced with the permission of the Controller of HMSO.

5.4.1 Gender

Figure 1 shows the distribution of the baseline population by gender. There is a higher proportion of females than males in this age group. As shown in Figure 2, this difference becomes increasingly marked with age.

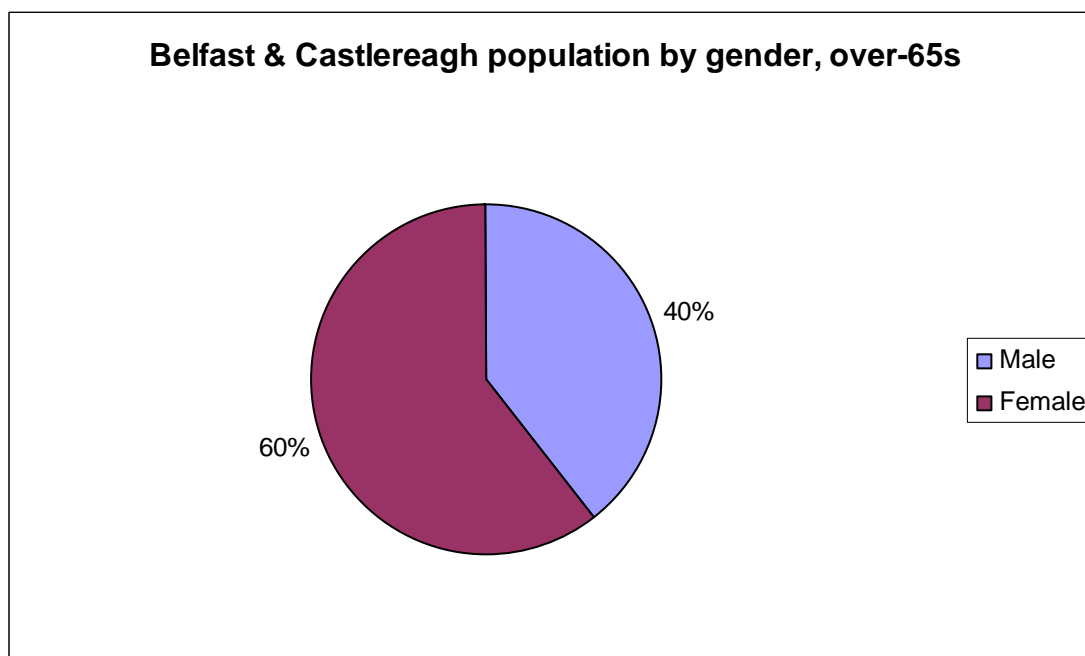


Figure 1: Belfast and Castlereagh over-65 population by gender. Source: 2007 mid-year population estimate.

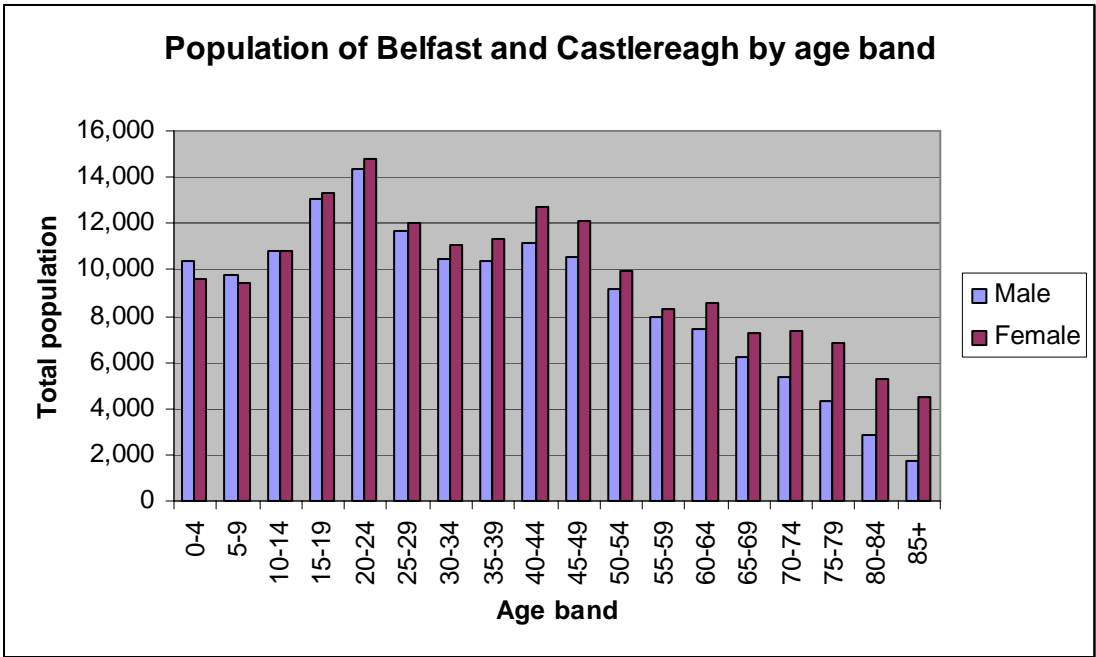


Figure 2: Population of Belfast and Castlereagh by gender and age band. Source: 2007 mid-year population estimate.

5.4.2 Age

Figure 3 shows how the baseline population is distributed by age.

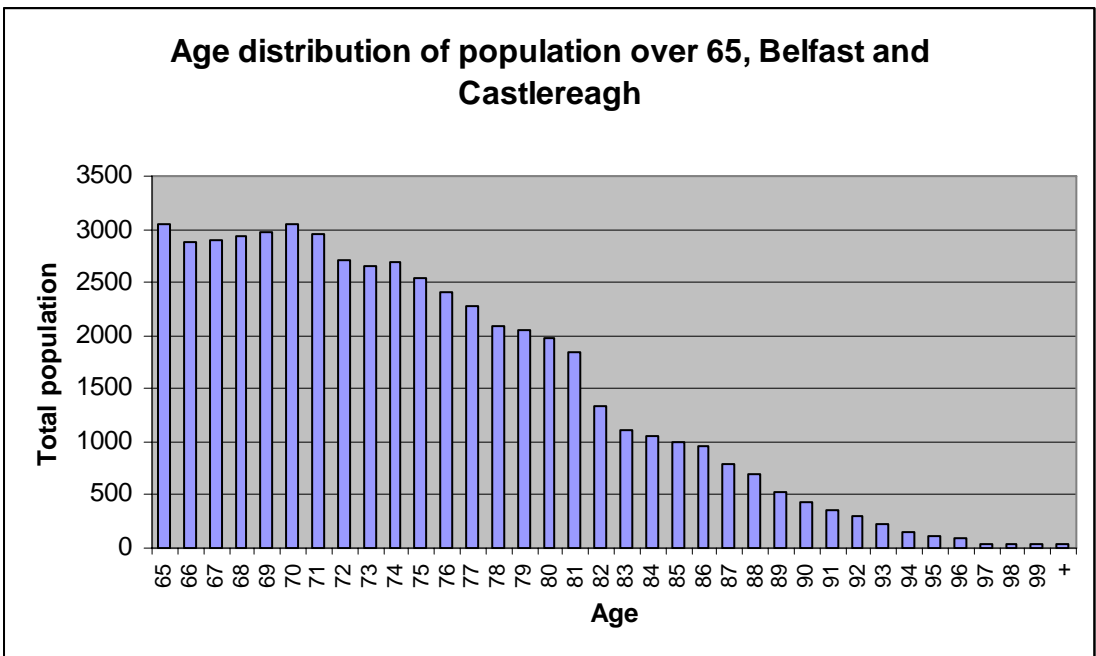


Figure 3: Belfast and Castlereagh over-65 population by age. Source: UV095 - age (single year).

5.4.3 Religion

Figure 4 shows the baseline population by community background (religion or religion brought up in).

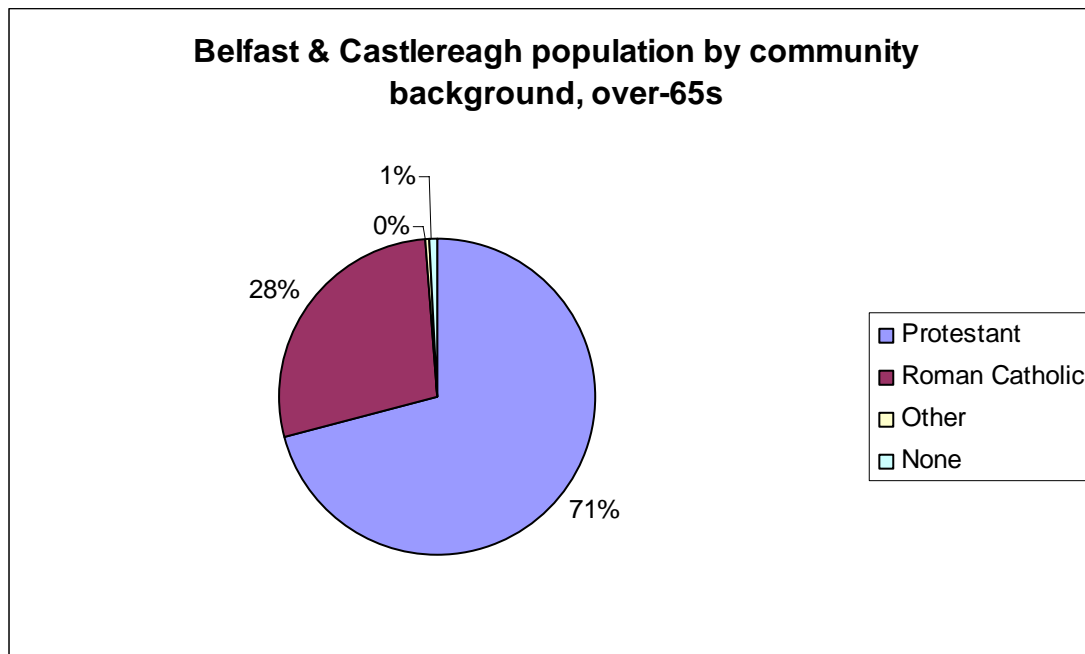


Figure 4: Belfast and Castlereagh over-65 population by community background. Source: S306 – age by community background.

5.4.4 Political opinion

Figure 5 shows the number of councillors from each party currently sitting in Belfast and Castlereagh councils.

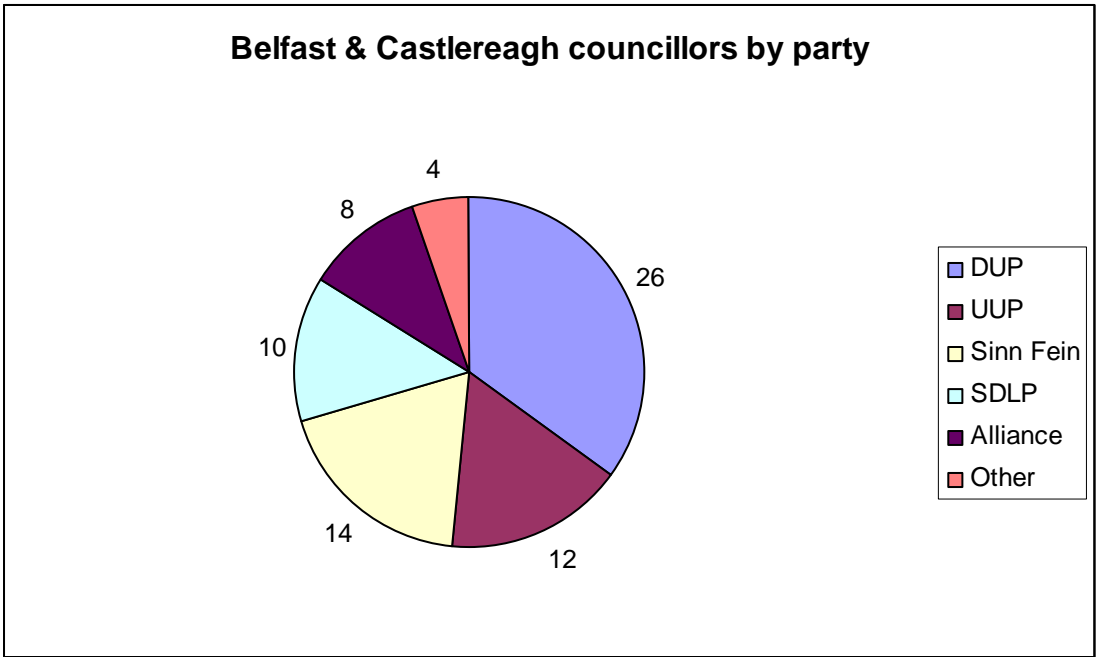


Figure 5: Belfast and Castlereagh councillors by party.

5.4.5 Marital status

Figure 6 breaks down the baseline population by marital status.

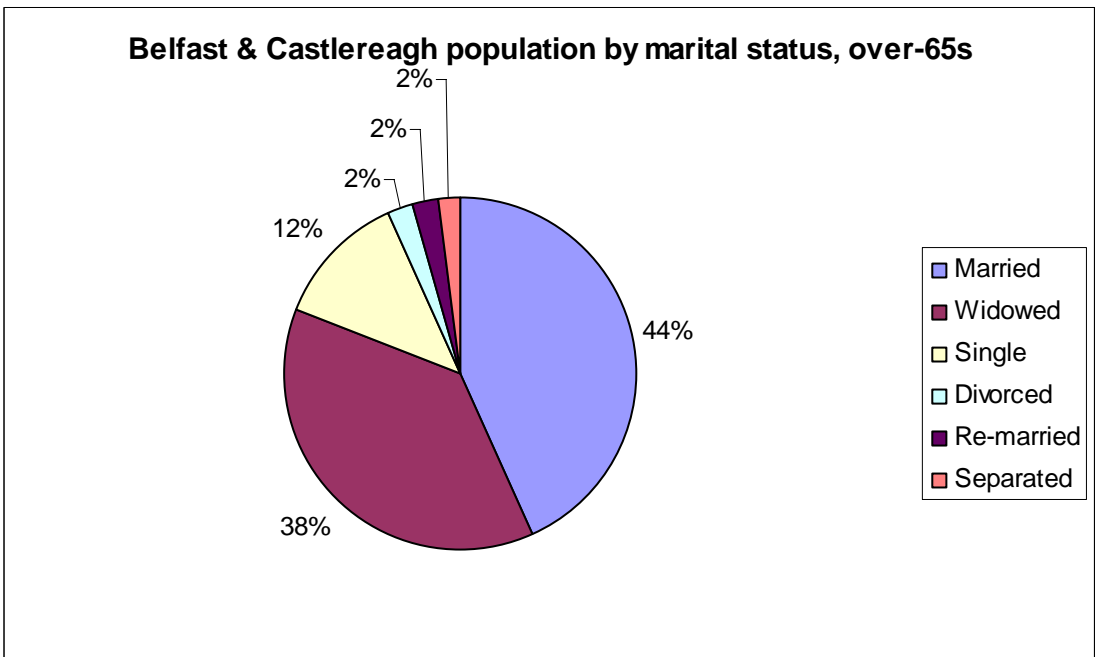


Figure 6: Belfast and Castlereagh over-65 population by marital status. Source: S002 – age by sex and marital status.

5.4.6 Dependents

Figure 7 shows the proportion of families with or without dependent children. This data is only available for families where the Family Reference Person is over fifty; it is likely that the population of over-65s with dependent children is smaller than that shown.

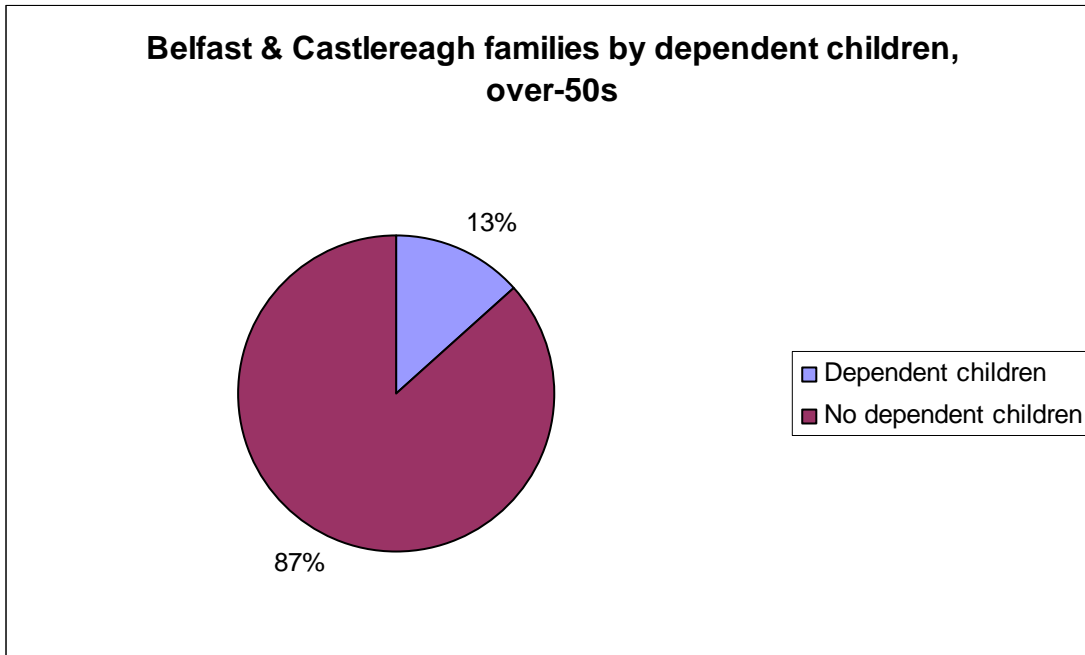


Figure 7: Belfast and Castlereagh families with Family Reference Person over 50 with or without dependent children. Source: S006 – Age of family reference person and age of dependent children by family type.

5.4.7 Disability

Figure 8 shows the proportion of the baseline population with or without a limiting long-term illness. (Limiting long-term illness covers any long-term illness, health problem or disability which limits daily activities or work.)

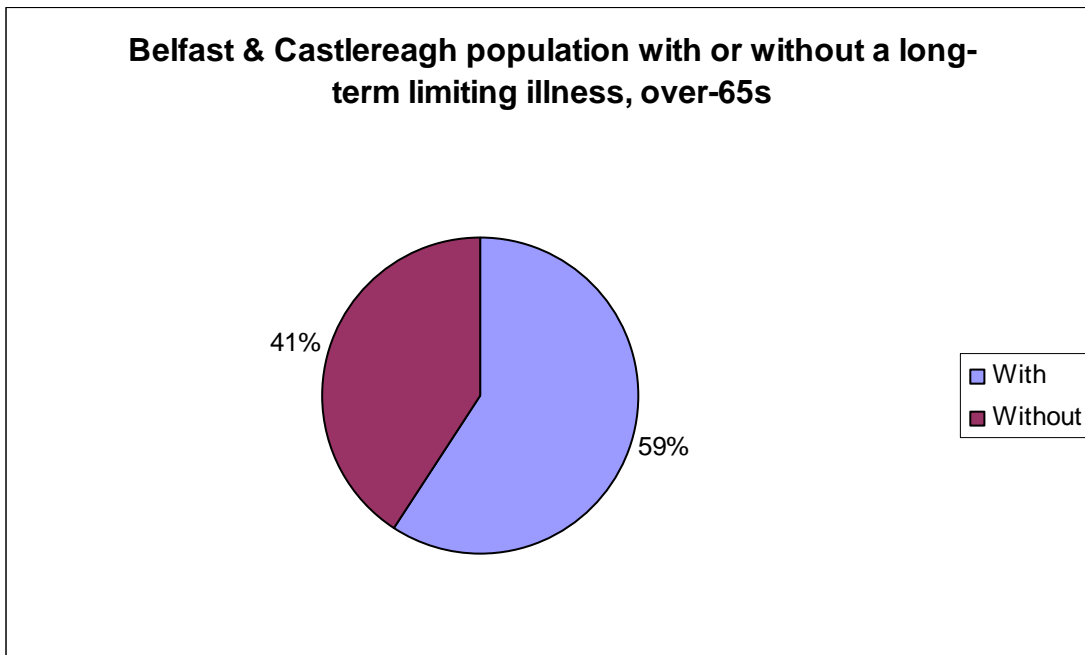


Figure 8: Belfast and Castlereagh over-65 population with or without a limiting long-term illness. Source: S016 – Sex and age by general health and limiting long-term illness (household residents).

5.4.8 Ethnicity

At the time of the 2001 census, 99.6% of over-65s in Belfast and Castlereagh were white. Figure 9 shows the breakdown of the over-65 non-white population by ethnic group.

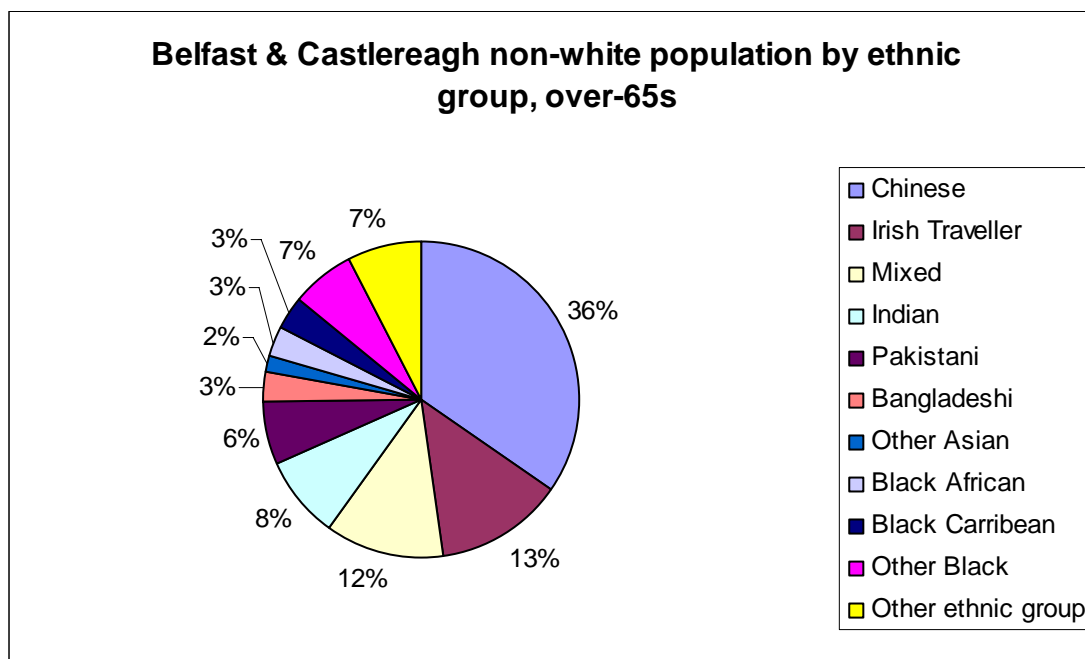


Figure 9: Belfast and Castlereagh over-65 non-white population by ethnic group. Source: S303 – Sex and age by ethnic group.

There has been a marked increase in migration to Northern Ireland since the accession of ten states¹ to the European Union in May 2004, notably of Polish, Lithuanian and Slovakian nationals. According to health card registration data, most of these migrants have come to Northern Ireland for work or education.² It seems unlikely that many will be in the over-65 age group at present.

5.4.9 Sexual orientation

The 2001 census did not gather data on sexual orientation. A report commissioned by the Office of the First Minister and Deputy First Minister suggested that: “It is feasible to operate on the assumption that

¹ Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia.

² G Fegan & D Marshall, *Long-term International Migration Estimates for Northern Ireland (2006-7)*. Belfast: NISRA, 2008. Available from <http://www.nisra.gov.uk>.

a certain proportion of the population (up to 10%) is LGBT [lesbian, gay, bisexual, and transgender], and to formulate policies accordingly.”³

5.5 Data analysis of residents

Whilst the Trust considers there to be no impact of this policy change on this group, it is including an analysis of the data available on this group as a qualitative measure on the data presented previously on the over-65 population of the Belfast and Castlereagh area.

TABLE 1:

	Belfast and Castlereagh Area (Over 65s)	Residents
Gender	60% Female 40% Male	75% Female 25% Male
Age	There is a higher proportion of over 80s in the statutory residential as compared to the general population	
Religion	71% Protestant 28% Roman Catholic 1% Other/None/Unknown	50% Protestant 39% Roman Catholic 10% Other/None/Unknown
Marital Status	44% Married 38% Widowed 12% Single 2% Divorced 2% Re-married 2% Separated	1% Married 67% Widowed 25% Single 6% Divorced 1% Other
Dependent Status	More than 87% without dependent children	100% without dependent children
Disability	59% with a long term illness	99% with a long term illness
Ethnicity	99.6 % White	100% White

While the actual percentages vary between the two groups above, the general patterns are consistent.

5.5.1 Gender

There are more females than males in both data sets. (60:40 F/M in over 65 population of Belfast and Castlereagh as compared to 75:25 F/M in the residential homes).

³ E Breitenbach, *Researching Lesbian, Gay, Bisexual and Transgender Issues in Northern Ireland*, 2004, p. 27. Available from <http://www.ofmdfmi.gov.uk/>.

5.5.2 Age

There is a higher proportion of people over 80 in the residential homes than in the population of Belfast and Castlereagh.

5.5.3 Religion

There are more Protestants than Roman Catholics in both data sets. There is a relatively higher proportion of Roman Catholics and a relatively lower proportion of Protestants in the residential homes than in the over-65 population of Belfast and Castlereagh.

5.5.4 Marital Status

There is a higher proportion of widowed people and a lower proportion of married people in the residential homes than in the over 65s in the population of Belfast and Castlereagh.

5.5.5 Dependent Status

There are more people without dependent children in both data sets. There is a higher proportion of people without dependent children in the residential homes than in the over 50s in the population of Belfast and Castlereagh.

5.5.6 Disability

There are more people with disabilities in both data sets. There is a higher proportion of people with a long term illness in the residential homes than in the over 65s in the population of Belfast and Castlereagh.

5.5.7 Ethnicity

There are more white people in both data sets.

6. Assessment of impacts

6.1 Assessment of impacts on potential residents' in the general population

In its consultation document *Excellence and Choice in Older People's Services*, the Trust has provided an assurance that "anyone currently living in a residential home will not be asked to leave and no change will be made without their consent."

Given such an assurance, the Trust has assessed there to be no impact on the current residents of its statutory residential homes.

In the following sections, the Trust has assessed the impacts of the proposed policy to phase-out permanent admissions to the Trust's statutory residential homes on potential residents in the general public.

6.1.1 Gender

Females represent 60% of the over 65s in the general population. This means the phasing out of permanent admissions to the Trust's statutory residential homes has the potential to affect women more than men.

6.1.2 Age

By definition residents of care homes for the frail elderly are drawn from the older sections of the population. Any change will therefore have the potential to have a differential impact on older people.

6.1.3 Religion

There are more Protestants (71%) than Roman Catholics (39%) over 65s in the population of Belfast and Castlereagh.

There is however a higher proportion of people from a Roman Catholic background and a lower proportion of Protestants than the over-65 population as a whole. This means the phasing out of permanent admissions to the Trust's statutory residential homes could have the potential to impact more on people from a Roman Catholic background.

6.1.4 Political Opinion

The proxy data from the number of councillors by party in Belfast and Castlereagh would suggest that the phasing out of permanent admissions to the Trust's statutory residential homes could have the potential to impact more on people from a Unionist background.

6.1.5 Marital Status

There are higher proportions of widowed and single people among care home residents than in the over 65 population of Belfast and Castlereagh, suggesting that the proposed change will have the potential to have a differential impact on these categories.

6.1.6 Dependent Status

The available data suggests that a very small number of people in the potential population have dependent children.

6.1.7 Disability

The majority of the over 65s in the population of Belfast and Castlereagh and the residents of the statutory residential have a long-term limiting condition. This would suggest that the phasing out of permanent admissions to the Trust's statutory residential homes could have the potential to have a differential impact on this category.

6.1.8 Ethnicity

100% of residents are recorded as White, which is in line with population figures for over-65s.

6.1.9 Sexual Orientation

The Trust does not have any means of identifying or recording the sexual orientation of residents of its statutory residential homes.

7 Consideration of mitigating measures

In its consultation document *Excellence and Choice in Older People's Services*, the Trust has provided an assurance that "anyone currently living in a residential home will not be asked to leave and no change will be made without their consent."

Given such an assurance, the Trust has assessed there to be no impact on the current residents of its statutory residential homes.

In the following sections, the Trust has assessed the impacts of the proposed policy to phase-out permanent admissions to the Trust's statutory residential homes will be on: -

- Potential residents presently living in the general population of the Belfast and Castlereagh area and
- Staff working in the Trusts statutory residential homes.

7.1 Mitigating measures for potential residents' living in the general population

As part of the way services are developing the Trust believes that older people will be relying less on residential homes when choosing the type of support or care they want. There has been a steady downturn in the number of older people choosing residential care to meet their long term needs. In all sectors, the nature of the service has changed with homes focusing increasingly on the care for people with dementia, short stay respite and intermediate care, helping to maintain older people in their homes. This strongly signals a decline in demand and need for long term residential care. The Trust currently has no waiting list for its statutory residential homes.

7.1.1 How services could be delivered in the future

The Trust recognises to meet the needs and aspirations of the older population, change is needed to redesign services and systems to support more older people in the community, maximise their independence and enable them to maintain links with their communities.

The proposed view of how services could be delivered in the future which will mitigate the potential adverse impacts on the general population, of phasing out the permanent admission to statutory

residential homes is set out in more detail in the *Excellence and Choice* consultation. It includes proposed changes in:

- Hospital services
- OPALS (Older People's Assessment and Liaison Service)
- Expansion of intermediate care
- Expansion in 24 hour Community Nursing
- Nursing Homes
- Domiciliary Care
- Dementia Services
- Community based housing and support
- Telecare
- Locality and Neighbourhood Initiative
- Prevention
- Engagement
- Active Ageing

7.2 Mitigating measures for staff

The policy proposal to phase out permanent admissions to the Trust's statutory residential homes will have no immediate impact on those staff currently working in its residential homes. Any change in the staffing profile of each home in the meantime will be in line with the needs of the residents and in accordance with the consultative and equality requirements. The impact on the staff working in each home will depend on the long-term future of that home and this will be subject to future detailed consultation and as appropriate an Equality Impact Assessment before any decisions are made.

The Trust is committed to improving the productivity and utilisation of all our staff over the next number of years. In so doing, this process will be characterised by openness, transparency, involvement, recognition and engagement with our staff and Staffside colleagues. The Trust has developed a Good Practice Guide on consultation and communication in relation to its Strategic Reform and Modernisation Programme. This guidance sets out the consultation and communication framework, the essentials of public consultation by the Trust and most importantly details the staff and equality considerations to be undertaken by Managers. The Trust has a range of mitigating factors that will be applied if and when required.

8 Consultation

The public consultation on *Excellence and Choice in Older People's Services* opened on 22 January 2009 and will close on 26 March 2009. Any group or individual wishing to participate is invited to obtain a copy of the consultation document from the Trust website, <http://www.belfasttrust.hscni.net/>

The public consultation on this EQIA will run from 20 February 2009 to 17 April 2009.

Responses to this EQIA can be made using the questionnaire to be found at the end of this document. Before you submit your response, please read Section 8.4 regarding the Freedom of Information Act 2000 and the confidentiality of responses to public consultation exercises.

In the interests of accessibility this document can be made available in a range of alternative formats. For further information please contact:

Belfast Health & Social Care Trust
Communications Department
Nore Villa
Knockbracken Healthcare Park
Saintfield Road
Belfast BT8 8BH
Tel 028 9096 0000
E-mail: publicliaison@belfasttrust.hscni.net

The Trust wishes to consult as widely as possible on the findings included in this equality impact assessment. With this in mind the Trust proposes to take the following actions:

- A press release will be prepared and submitted to various media outlets
- An advertisement inviting the public to comment on this matter will be placed in the main newspapers in Northern Ireland in accordance with normal practice
- A letter will be issued to Consultees listed in the Trust's Equality Scheme

- A copy of this report will be posted on the website.

8.1 Publication

The outcomes of this EQIA will be posted on the Trust's website and/or made available on request. The Trust will issue the outcome of this EQIA to those who have submitted to its consultation on this issue.

8.2 Decision of the Public Authority

The Trust will take into account the consultation carried out in relation to this EQIA before a final decision is made.

8.3 Monitoring

In keeping with the Equality Commission's guidelines governing EQIA the Trust will put in place a monitoring strategy to monitor the impact of the Trust's review of Older People's Services on the relevant groups and sub-groups within the equality categories. The Trust will publish the results of this monitoring and include same in its annual progress report to the Equality Commission for Northern Ireland.

If the monitoring and analysis of results over a three year period show that the impact of the change results in greater adverse impact than predicted, or if opportunities arise which would allow for greater equality of opportunity to be promoted, the Trust will ensure that measures are taken to achieve better outcomes for the relevant equality groups.

8.4 Freedom of Information Act (2000) – Confidentiality of Consultations

The Belfast Trust will publish an anonymised summary of responses following completion of the consultation process; however your response, and all other responses to the consultation, may be disclosed on request. We can only refuse to disclose information in limited circumstances. Before you submit your response, please read the paragraphs below on the confidentiality of consultations and they will give you guidance on the legal position about any information given by you in response to this consultation.

The Freedom of Information Act gives the public a general right of access to any information held by a public authority, namely, Belfast Trust in this case. This right of access to information includes information provided in response to a consultation. We cannot automatically consider information supplied to us in response to a consultation as information that can be withheld from disclosure. However, we do have the responsibility to decide whether any information provided by you in response to this consultation, including information about your identity, should be made public or withheld.

Any information provided by you in response to this consultation is, if requested, likely to be released. Only in limited circumstances would information of this type be withheld.

Equality Impact Assessment

on

Policy to phase out permanent admissions to
statutory residential homes (with the exception of those
homes providing specialist care)

Section 75 and Schedule 9

The Northern Ireland Act 1998

Appendix 1: EQIA Consultation Questionnaire

The aim of this consultation is to obtain views from stakeholders in Northern Ireland and the Trust would be most grateful if you would respond by completing this questionnaire. Please answer each question by writing (preferably typed) your comments in the space provided. The closing date for this consultation is 17 April 2009 and we need to receive your completed questionnaire on or before that date. You can respond to the consultation document by e-mail, letter or fax as follows:

Mr Colin Jackson
Health & Social Inequalities Manager
1st Floor, Graham House
Knockbracken Healthcare Park
Saintfield Road,
Belfast BT8 8BH

Tel: 028 90566700

Fax: 028 90566701

Textphone: 028 90902863

E-mail: colin.jackson@belfasttrust.hscni.net

Before you submit your response, please read Section 8.4 regarding the Freedom of Information Act 2000 and the confidentiality of responses to public consultation exercises.

So that we can acknowledge receipt of your comments please fill in your name and address or that of your organisation if relevant. You may withhold this information if you wish but we will not then be able to acknowledge receipt of your comments.

Name:	
Position:	
Organisation:	
Address:	

I am responding (please tick):

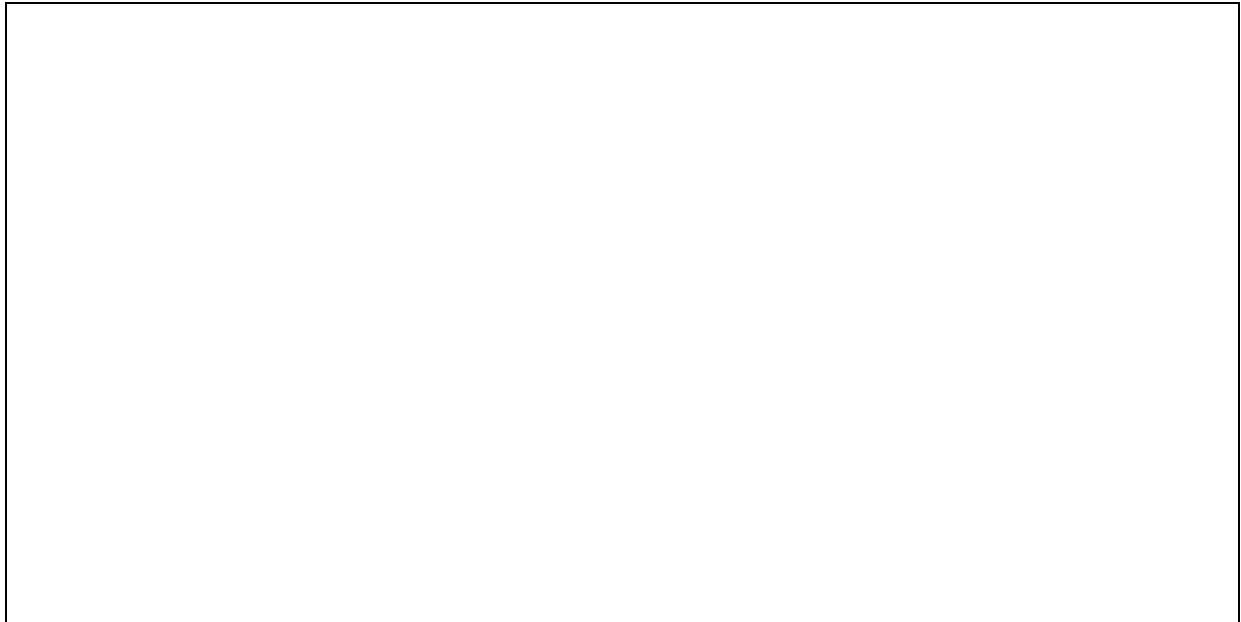
- as an individual**
- on behalf on an organisation**

Do you agree with the impacts and mitigating measures outlined in the EQIA?

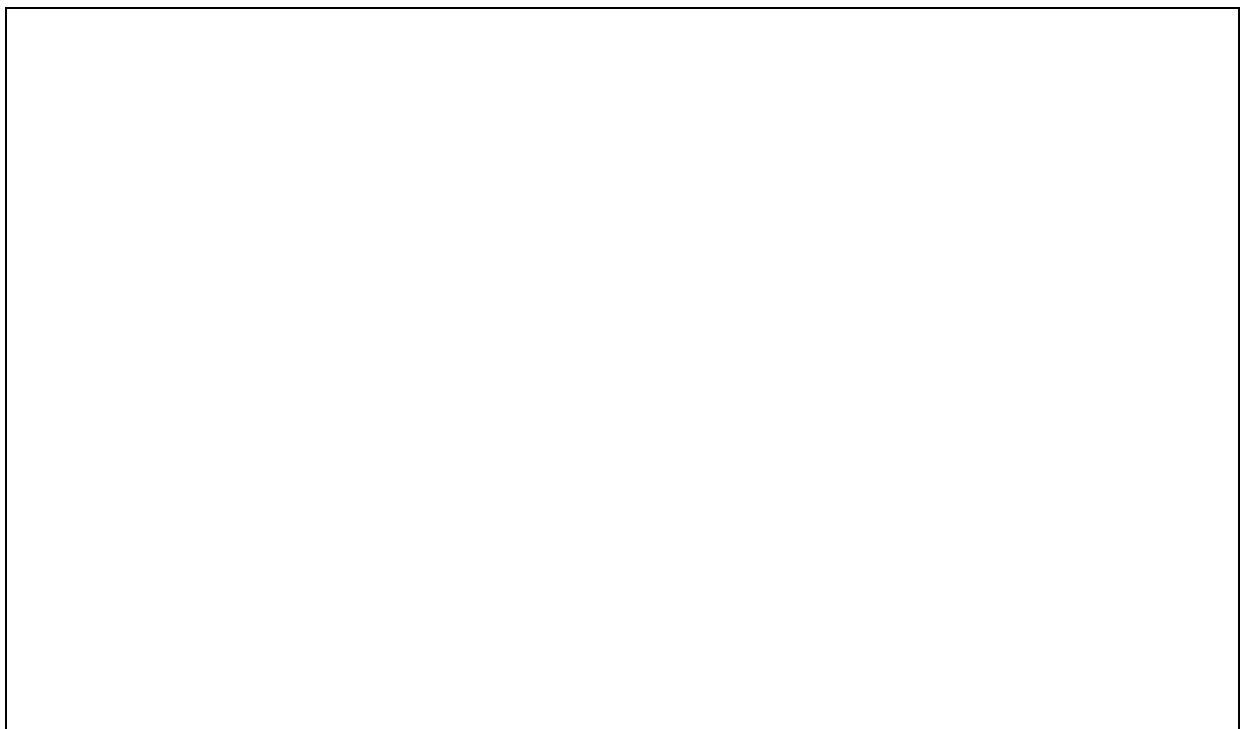
YES NO

If no, please comment:

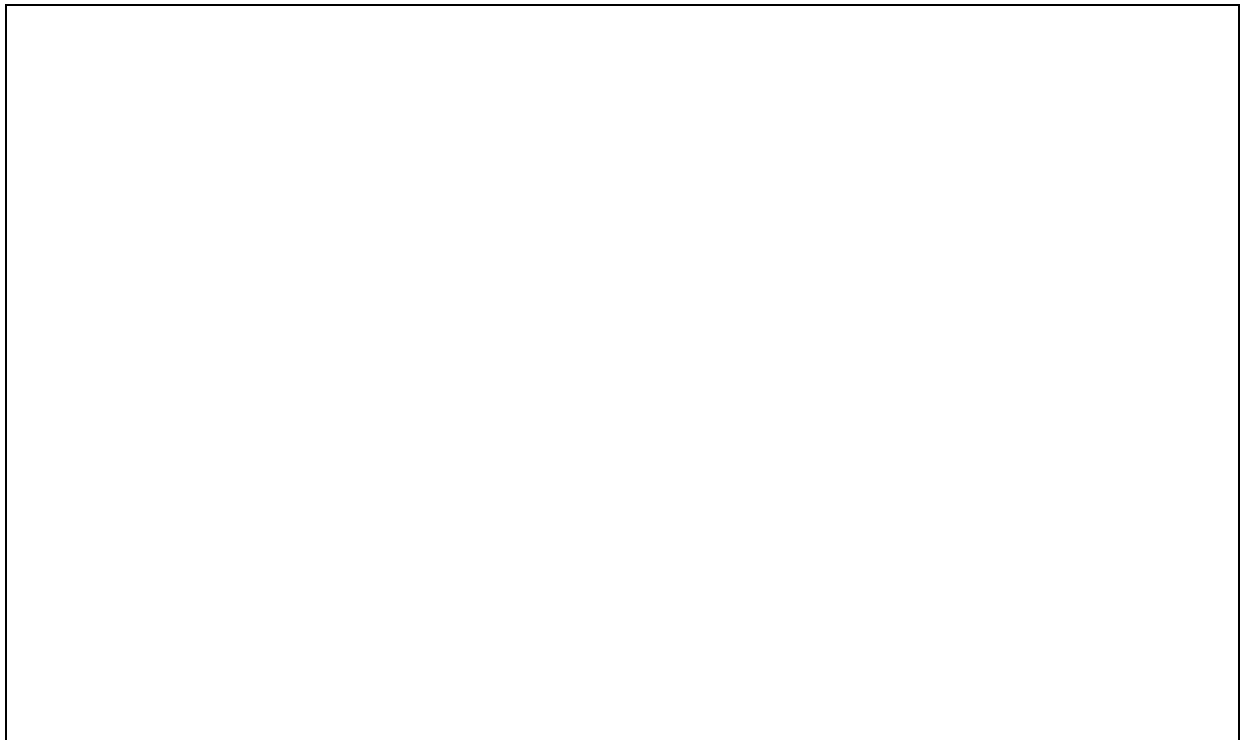
Can you identify any additional relevant evidence or information which the Trust should have considered in assessing the equality impacts of these proposals?



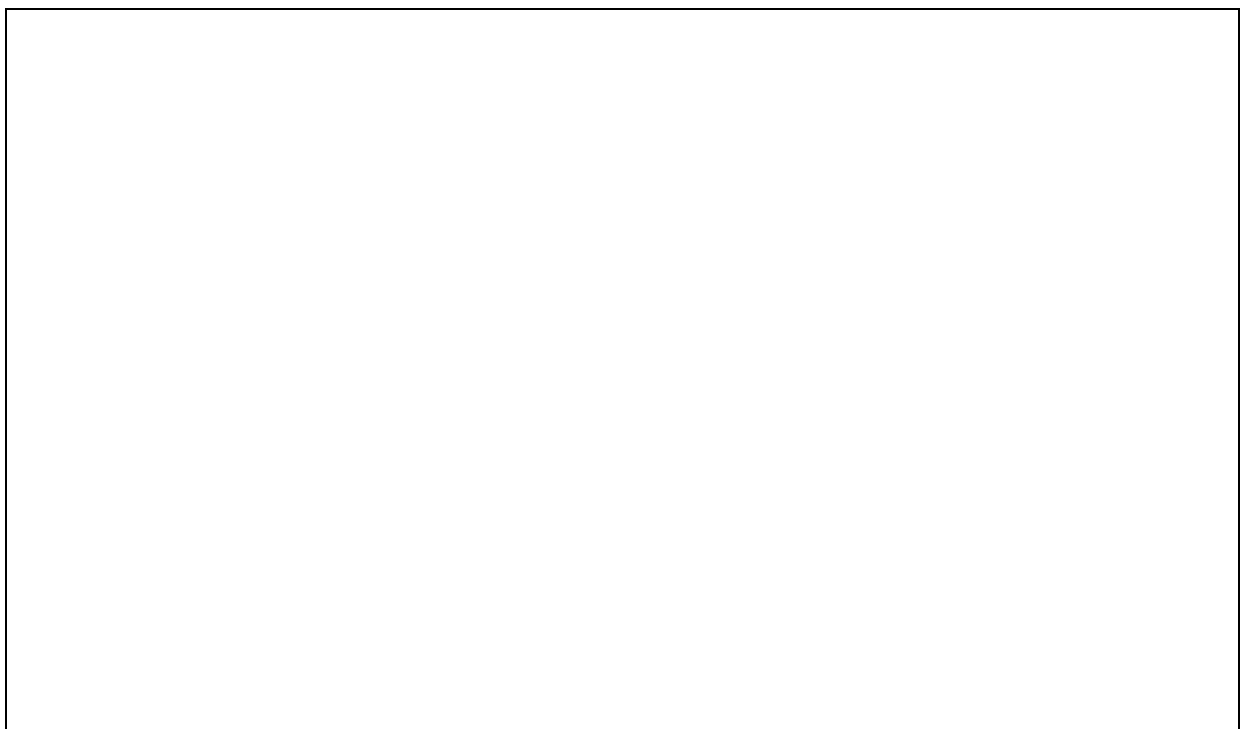
Can you identify any other potential adverse impacts with supporting evidence which might occur as a result of these proposals being implemented.



Can you suggest any other mitigating measures to eliminate or minimise any potential adverse impact on the staff concerned?



The Trust is seeking your views on the human rights implications of the proposals and any issues you think relevant.



General comments

THANK YOU FOR YOUR INPUT TO THIS CONSULTATION
EXERCISE.

Appendix 2 - Consultation List

Community/Voluntary

A.D.H.D Project

ACCEPT

Accord Catholic Marriage
Counselling Service

ACE Ventures

ACORD NI

ACOVO

Acting CEO St Vincent De Paul
Trust

Action Cancer

Action Mental Health

Action MS

Adopt

Advice N.I.

African Cultural Centre NI

Age Concern East Belfast &
Castlereagh

Age Concern NI

Age Concern St Johns (West
Belfast)

Aids Helpline

Al-Anon Family Group

Albertbridge Road Community
Development

Alcoholics Anonymous

Alcoholics Anonymous Family
Group

Alessie Centre

Alexandra Presbyterian
Women's Association

Alzheimers Disease Society

An Droichead

An Munia Tober

Andersonstown Community
Group Anti Poverty Network

Antrim Rd Regeneration
Committee

Aran Women's Group

ARC (N.I.) Office

Archdiocese of Armagh

Ardcarn Residents' Association

Ardmonagh Family & Community
Group

Ardmonagh Family Centre

Ardoyne & Marrowbone CEP

Ardoyne Association

Ardoyne Community Centre

Ardoyne Elders

Ardoyne Shankill Living Project

Ardoyne Women's Group

Ardoyne Youth & parent
Association

Ardoyne Youth Providers Forum

Ardoyne/Shankill Health
Partnership

Ark Housing Association

Artability

Arthritis Care Northern Ireland

Arthritis Research Campaign NI

Artillery Young Parents Project

Artillery Youth Club
Arts Care
Arts for All
ASBAH - Spina Bifida &
Hydrocephalus
Ashmount Community
Association
Ashton Community Trust
Aspergers Network Office
Asthma UK Northern Ireland
Autism NI (PAPA)
AWARE Defeat Depression
Ballybeen Men in Focus

Ballybeen Womens Centre
Ballygomartin Baptist Woman's
Fellowship
Ballynafeigh Resource Centre
Ballymac Friendship Trust
Ballymacarrett Arts & Cultural
Society
Ballymacarrett Youth &
Community Project
Ballymurphy Women's Group
Ballymurphy Women's Centre
Ballymurphy Women's Support
Group
Ballysillan Ardoyne Community
Group
Ballysillan Community
Forum/Women's Group
Ballysillan Presbyterian Church
Ballysillan Youth for Christ
Bangor Respite Unit

Baptist Union of Ireland
Barnardos Chinese Health
Project
Barnardos Fostering Services
Barnardos Learning Together
Project
Barnardos NI
Barnardos Parenting Matters
Barnardos, Tuar Ceatha Project
Base Project
Beechfield Children's Respite
Unit
Beechmount Community Council
Beechmount Community Project
Beechmount Residents
Belfast Carers Centre
Belfast Central Mission
Belfast Charitable Society
Belfast Chinese Christian Church
Belfast Community Sports
Development Network
Belfast Gay Pride Committee
Belfast Gems
Belfast Group of Citizens Advice
Bureau
Belfast Health Initiative
Belfast Healthy Cities
Belfast Hebrew Congregation
Belfast Out Resource Centre
Belfast Travellers Support Group
Belfast Ulster Irish Studies
Belfast Unemployed Resource
Centre

Belfast Women's Training Services
 Belvoir Community Association
 Belvoir Community Association Health Committee
 Benview Community Centre
 Bethel Mission
 BIH Housing Association
 Blackie Project
 Blackmountain Action Group
 Blackstaff Community Development Assoc
 Blind Centre for Northern Ireland
 Bloomfield Community Association
 BLTV
 Bridge Community Association
 British Limbless Ex Service's Association
 British Red Cross
 British Telecom Age & Disability
 British Thyroid Foundation
 Brook Northern Ireland
 Brookvale Fold
 Bryson Charitable Group
 Business in the Community
 Butterfly Club
 C.T.A.
 CACDP Council for the Advancement of Communication with Deaf people.
 Calder Fountain
 Cambria Court Residents Committee
 Cancer Registry NI
 Cara Friend
 Cardiac Rehab Support Group
 Care for NI
 CARE for Northern Ireland
 Carer Advocate
 Carers National Assoc.
 Carers NI
 Carew/N'ards Road Womens Group
 Carrick Hill Residents Association
 Carrickhill Senior Citizens Club (formally Trinity Thursday Club)
 Carryduff Community Forum
 Carryduff Playcare
 CASA
 Castlereagh Lifestyle Forum
 Catholic Church (Down & Connor Diocesan Office)
 Catholic Families Care Society NI
 CAUSE for Mental Health
 Cedar Foundation
 Central Belfast Contact Centre
 Centre for Contemporary Christianity in Ireland
 The Egyptian Society of NI
 The Welcome Organisation
 Chairperson ACSONI
 Chairperson NI Muslin Family Association

Challenge
 Chest, Heart & Stroke Association
 Child & Family Centre
 Child Care NI
 Child Poverty Action Group
 Child Protection Panel
 Childcare Northern Ireland
 Children in Northern Ireland
 Children's & Disability Services
 Children's Law Centre
 Choice Housing Association
 Church of Ireland Diocesan Office
 Citizen Youth Partnership
 Citizens Advice Bureau
 City of Belfast YMCA
 City Wide Enterprise Ldd
 Clan Mor Sure Start
 Clan Mor Womens' Group
 Clanmil Housing Association
 Clara Park Residents' Association
 Clarawood Community Association
 Cleft Palate & Lip Association
 CLIC Sargent
 Cliftonville Community Centre
 Cliftonville Community Regeneration Forum
 Cliftonville Joint Development Centre
 Cliftonville Youth Project
 Cliftonville/Oldpark Fhéile an Phobail
 Clonard Neighbourhood Development Partnership
 Clonard Residents Association
 Clonard Youth Club
 Cluain Ard Women's Group
 Coalition on Sexual Orientation
 Coiste na n-iarchimi
 Colin Glen Trust
 Committee on the Administration of Justice
 Common Purpose
 Community Action Mental Health
 Community Assistance Belvoir Milltown
 Community Change
 Community Convention and Development Company
 Community Development & Health Network
 Community Development Unit
 Community Education Centre
 Community Evaluation Northern Ireland
 Community Health Information Group
 Community Nursing Service
 Community Resource South Belfast
 Community Restorative Justice
 Community Restorative Justice Ireland
 Community Safety Organisation

Community Technical Aid	Crosscollyer Street & Somerton Road Churches
Community Work Education & Training	Crossroads Care
Community Information Network NI	CROWN Project
Confederation of British Industry	Crumlin Road Presbyterian Women's Association
Confederation of Community Groups	Cruse Bereavement Care
Conservation Volunteers NI	Cystic Fibrosis Trust
Contact a Family Northern Ireland	Dee Street Community Centre
Contact Youth	Democratic Dialogue
Converge	Developing Leadership Initiative
Conway Mill Community Enterprise	Development Office POBAL
Co-Operation Ireland	Diabetes UK
Corkey House	Diocese of Down & Connor
Corner House Cross Community Family Centre	Director Rosemount House Hostel
Corner Stone Community Centre	Disability Action
Corpus Christi Parent/Teachers Association	Disability Sports NI
Corpus Christi Senior Citizens Club	Disabled Drivers Association NI
Corpus Christi Services	District Childcare Partnership
Corpus Christi Youth Centre	Divis Joint Development Committee
Corrymeela Community	Domestic Violence Forum
Council for the Homeless	Donegall Pass Community Forum
Counteract	Down's Syndrome Association
Cregagh Community Health Information Group	Duncairn CHAT
CRISP	Duncairn Community Forum
CRJ	Duncairn Health Forum
	Duncairn Senior Citizens Club
	Dunlewey Substance Advice
	Dunmurray Advice Centre
	Early Years Project

East Belfast Women's Development Group	Falls Women's Centre
East Belfast Alternatives	Families Bereaved through Suicide
East Belfast Area Youth Project	Farset Community Development
East Belfast BCC Neighbourhood Office	Fibromyalgia Support NI
East Belfast Citizens' Advice Bureau	Filor Housing Association
East Belfast Community Development Agency	Finaghy Community Centre
East Belfast Enterprise	First Ke NI
East Belfast Independent Advice Centre	First Key
East Belfast Mission	First Step Drop-in Centre
East Belfast Partnership Board	First Steps Playgroup
East Belfast Sure Start	Flax Trust
East Belfast Talking Newspaper	Fold Housing Association
East Belfast Youth Forum	Forbairt Feirste
Eastern Child Care Partnership	Forthriver Regeneration Trust
EBCEC	Forthspring Inter Community Group
EBCHIP Ballybeen	Fortwilliam Fold
EDACT	Fortwilliam Resource Centre
Eglinton Lunch Club	Forum for Action on Substance Abuse
Employers Forum on Disability	Forum for Community Work Education
Engage with Age	Foster Care Advisory Group (North & West Belfast)
Enterprise Ulster	Foundry Regeneration Trust
EPIC	Foyle Friend
Equality Forum NI	Frank Cahill Resource Centre
Evangelical Contribution on NI	Frank Gillen Centre
Extern	Free Presbyterian Church
Extra Care	Future Voices
FACT	Gay & Lesbian Youth NI
Falls Community Council	Gingerbread NI

Girls' Brigade NI	Habinteg Pensioners Club
Glen Community Centre	Habitat for Humanity
Glen Parent & Youth Group	Haemophilia Society
Glen Residents Association	Hamil Street Centre
Glenbrook Sure Start	Hammer Community Centre
Glencairn Community Initiative	Hammer Unemployed Group
Glencairn Lunch Club at St. Andrews	Harmony Community Trust
Glenluce Quality Caring Centre	Harrogate Senior Citizens Club
Glenowen Court	Headway Belfast
Golden Threads Pensioners Club	Healthy Living Centre
Greater New Lodge Community Empowerment Partnership	HEART Project
Greater Shankill Alternatives	Hearing Voices
Greater Shankill Community Council	Help the Aged NI
Greater Shankill Community Forum	Highfield Community Centre
Greater Shankill Partnership Board	Highspring Forum
Greater Shankill Senior Citizens Forum	Holy Cross Catholic Retreat
Greater Turf Lodge Residents Association	Holy Cross Parish Group
Greater Village Regeneration Trust	Holy Trinity Family Centre
Greenway Women's Group	Holy Trinity Monday Club
Greenwood House Assessment Centre	Home Start UK
Grove Community Centre	Homecare NI
Grove Housing Association	Homestart (North Belfast)
Guide Dogs for the Blind Association	Home-Start East Belfast
Guild of Hospital Pharmacists	Horn Drive Senior Citizens Club
	Hospital Advisory Service
	Housing Rights Service
	Hungarian Community Assoc
	ICPD
	IMAGO
	Include Youth
	Indian Community Centre

Inner City South Belfast Sure Start	Leonard Cheshire Supported Housing
Inner South Belfast Partnership Board	Lesbian Line
Integrated Education Fund	Lifestart Foundation NI
Interaction Belfast	Ligoniel Improvement Association
Interface Project	Ligoniel Community Empowerment Partnership
Inverary Community Centre	Ligoniel Family Centre
Ionad Uibh Eachach	Ligoniel Improvement Association
Irish Advocacy Network	Link Centre
Irish Council of Churches	Link Community Association
Irish Guild of Catholic Nurses	Link Pensioners Group
Iveagh Community Group	LINKS Women's Group
Joanmount Friendship Club	Lisburn Road Community Forum
Joanmount Open Door Ltd	LORAG
Job Assist Centre	Lower Andersonstown Mothers Support Group
JOINTZ	Lower North Belfast Area Project
Kansas Residents Association	Lower North Belfast Community Council
Kids 'N Kin	Lower Oldpark Community Forum
Knocknagoney Community Centre	Lower Ormeau & Botanic Env. Group
Lady Hoare	Lower Ormeau & Markets Community Forum
Lakewood Centre	Lower Shankill Group Welfare (Percy Street)
LaLeche League	Lower Woodstock Community Association
LAMP - Life After Mental Health	LUPUS
LARRI	M Care
LASI	
Law Centre NI	
Lawnbrook Family Centre	
LEAD	
Lee Hestia Association	
Lenadoon Community Forum	

Macmillan Cancer
 Mairead Farrell House
 Manor Street Community and Youth Centre
 Marie Curie Cancer Care
 Markets Development Association
 Markets Health Initiative
 Mater Community Forum
 Mater Personal & Public Involvement Group
 Maternity Liaison Committee - RJMS
 Maureen Sheehan Centre
 MCH-NI
 ME Association
 Mediation Network NI
 Mediation Northern Ireland
 Medical Women's Federation
 Men to Men
 MENCAP NI
 Men's Advisory Project
 Men's Health Forum
 Men's Health Project
 Men's Project parents Advice Centre
 Mental Health Community of Interest Groups through Investing for Health
 Mersey Street Area Residents' Association
 Methodist Church
 Methodist Women's Association
 Mid Falls NDP
 Midland SCC
 Miscarriage Association
 MOARE Ltd
 Mornington Community Project
 Morton Community Centre
 Mother's Hope Crisis Centre
 Mother's Union (Down & Dromore)
 Motor Neurone Disease Association NI
 Mount Eden Court Residents Association
 Mount Vernon Community Association
 Mount Vernon Community Development Forum
 Moyard Family Centre
 Multiple Sclerosis Society
 Multi Cultural Resource Centre
 Multiple Sclerosis Society
 Muscular Dystrophy Group of GB & NI
 N Belfast Communities in Action
 N I Council for Integrated Education
 N&W Belfast Victim Support
 N.I.C.M.A.The Childminding Association
 National Blood Pressure Association
 National Childbirth Trust (NCT)
 National Deaf Children's Society
 National Osteoporosis Society NI
 NBWISP

NCB Northern Ireland
 NCH NI
 NEA National Energy Action
 Neighbourhood Development Association
 New Horizons
 New Life Counselling Service
 New Lodge & Duncairn Community Health Partnership
 New Lodge Forum
 Newhill Comm Centre
 Newhill Youth & Community Association
 Newington Day Centre
 Newington Residents Association
 Newlife Counselling
 Newlodge Forum
 Newstart
 Newtownabbey Senior Citizens Forum
 Nexus Institute
 NI Anti-Poverty Network
 NI Association for Mental Health
 NI Association of Citizens Advice
 NI Association of Homeopaths
 NI Childminding Association
 NI Citizens Advice Bureau
 NI Community Addiction Service
 NI Council for Orthopaedic Development
 NI Gay Rights Association
 NI Hospice Children's Service
 NI Lupus Group
 NI Music Therapy Trust
 NI Pituitary Foundation
 NI Women's Aid Federation
 NI Women's European Platform
 NIACRO
 NICAS
 NICCY
 NICVA
 NIFHA
 NIMBA
 NIPEC
 NIPPA Networking Group
 NISRA
 NIVT
 Northern Ireland Hospice Care
 North and West Belfast Community Addiction Team
 North Belfast Cancer Lifeline
 North Belfast Community Action Unit
 North Belfast Community Development Centre
 North Belfast Community Support Group
 North Belfast Health Forum, 174 Trust
 North Belfast Partnership Board
 North Belfast Play Forum
 North Belfast Senior Citizens Forum
 North Queen Street Community Centre

North West Community Network	Parents Advice Centre
North West Forum of People with Disabilities	Parents Playground Committee
Northern Ireland Cancer Fund for Children	Parish House
Northern Ireland Children's Hospice	Parkinson's Disease Society NI
Northern Ireland Deaf Youth Association (NIDYA)	Partnership in Community Transformation
Northern Ireland Foster Care Association	PASA
Northern Ireland Hospice Care	Passionate Youth & Parent
Northern Ireland LUPUS Group	Patient & Public Involvement Group
Northern Ireland Paraplegic Association	PCI
Northern Ireland Pensioner's Convention	PIPS
Northern Ireland Student Centre	PIPS Public Initiative to Prevent Playboard NI Ltd
NOW Project Ltd	Positive Futures
NSPCC	Poleglass Concerned Residents Association
Nth Belfast Alternatives / Good Morning Ballysillan	PRAXIS
Oaklee Housing Association	Presbyterian Church in Ireland
Oasis Centre	Presbyterian Women's Association
Older Women's Network	Press for Change
Olympia Community Centre	Primecare
One Stop Shop	Provincial Care
One World Centre	Putting Children First
OPELS Playgroup	Quaker Cottage
Opportunity Now	Quakers Religious Society of Friends
Opportunity Youth	Quality Care Services Ltd
Orchardville Society	Queen's Women's Graduates Association
Osteogenesis Imperfecta	R.A.V.E.
Parenting Forum NI	R.N.I.B Incorporating B.C.N.I

RADICAL

Rainbow Social Club for the Blind
Rape Crisis and Sexual Abuse Centre
Raynaud's and Scleroderma
RAYS
RECCY Womens Group
Regina Coeli Hostel
Relate NI
Relatives for Justice
Rethink
Riverdale Residents
RNIB (NI)
RNID NI
Roden Street Action Group
Roden Street Community Development Group
Rosemary Lunch Club
Royal Liver Support Group
Royal Society for the Prevention of Accidents
Rural Community Network
S.C.R.A.P.
Sacred Heart Pensioners Club
Samaritans
SANDS (Stillbirth & Neonatal Death Society)
Sandy Row Comm. Health & Wellbeing Group
Sandy Row Community Forum
Sandy Row Residents Group
Save the Children

SCOI

Seaview Senior Citizens Lunch Club
Senior Network Northern Ireland
SENSE (National Deaf-Blind & Rubella Assoc)
Shadow Programme Patient Group
Shalom House Community Resource
Shankill Stress & Trauma Group
Shankill Surestart/Early Years Project
Shankill Women's Centre
Shopmobility Belfast Ltd
Short Strand Community Centre
Short Strand Community Forum
Short Strand Partnership
Sikh Community Association
Simon Community NI
Smile SureStart
Social Care Association NI
Society of St Vincent De Paul
Society Parents & Friends of Muckamore Abbey
Somerton Evergreen Club
Somerton Road Childrens Home
Sorooptimist International of Ireland
SOS Bus NI Ltd
South Belfast Highway to Health
South Belfast Malecare
South Belfast Sure Start

South City Resource and Development	Suffolk Community Services Group
South Link Fellowship	Suffolk Happy Hour SSC
South West Belfast Community Forum	Suicide Awareness Group
Southlink Fellowship	Survivors of Trauma
Speechmatters	TAGIT
Springfield Charitable Association	Tar Anall
Springfield Inter-Community Development	Tar Isteach
Springhill Community Assoc	Taughmonagh Community Forum
Springvale Learning Centre	The Beat Initiative
St Agnes Concerned Community Association	The Bytes Project
St Columbas Church	The Cedar Foundation
St Gerard's Friendship Club	The Centre
St John Ambulance	The CODA Project
St John of God Brothers	The Community Foundation NI
St Katherine's Ladies Guild	The Falls Forum
St Oliver Plunkett Lunch Club	The HIV Support Centre
St Patricks Community Enterprise	The Homeless Support Team
Stadium Youth and Community Centre	The Men's Project
Star Neighbourhood Centre	The Natural Fertility Association
Starting Point NI Ltd	The Passionists
Stoma Care Support Group	The Prince's Trust Volunteers
Streetbeat	The Rainbow Project
Substance Misuse MH	The Salvation Army
Suffolk & Andersonstown CAB	The Wider Circle
Suffolk Community Centre	Threshold
Suffolk Community Forum	Top of the Rock - Community Health Project
	Townsend Social Outreach Centre
	Townsend Street Presbyterian Church Lunch Club

Training For Life
 Triangle Housing Association
 Trinity Housing
 Tullycarnet Community Forum
 Tullycarnet Family Project
 Tullycarnet Neighbourhood
 Renewal Partnership
 Tullycarnet Resource Centre
 Twins & Multiple Births
 Association (TAMBA)
 Twinpires Community Group
 Tyndale Residents Association
 UCAT & T
 Ulidia Housing Association
 Ulster Cancer Foundation
 Ulster Chemists Association
 Ulster Independant Movement
 Ulster People's College
 Ulster Rheumatism & Arthritis
 Association NI
 Ulster-Scots Heritage Council
 UNBCEP
 United Response NI
 Upper Andersonstown
 Community Forum
 Upper Andersonstown Women's
 Network
 Upper Ardoyne Community
 Partnership
 Upper North Belfast CEP
 Upper Springfield Community
 Forum
 Upper Springfield Development
 Trust
 Upper Springfield Health Forum
 Upper Springfield Resource
 Centre
 Upper Springfield/Whiterock
 Intervention Project
 VAST
 Venture International
 Victim Support
 Vine Centre
 Voices of Young People In Care
 (VOYPIC)
 Voices Women's Group
 Voluntary Service Bureau
 Volunteer Development Agency
 Walkway Women's Group
 WAVE
 WBEF
 Welcome Centre
 Welcome Trust Ltd
 West Belfast & Greater Shankill
 Employment Services Board
 West Belfast & Greater Shankill
 Health Employment Partnership
 West Belfast Area Project
 West Belfast Cross Community
 Partnership
 West Belfast Economic Forum
 West Belfast Homeopathy
 Support Group
 West Belfast Parent and Youth
 Support Group
 West Belfast Senior Citizens
 Forum

West Kirk Presbyterian Women's Association
Westburn Presbyterian Church
Westrock Parent Youth
Wheelchair Users Group
White City Community Association
Whiterock & Westrock Residents Group
Whiterock Community Centre
Whiterock Creche Association
Whiterock Family Centre
William Keown Foundation
Willowfield Church
Wilton Court Senior Citizens Club
Windsor Community Action Group
Windsor Women's Centre
Wishing Well Family Centre
WISPA
Wolfhill Centre
Women's Aid Federation N.I.
Women's Forum N.I.
Women's Information Group
Women's Support Network
WOMEN'S TEC
Woodland's Blind & Visually Impaired
Woodvale Community Centre
Woodvale Presbyterian Church
Sunshine Club
Woodvale Womens Group

Workers' Education Association
Workforce Training Services
WRDA
Yahoo Project
YMCA
Young Arthritis Care
Young at Heart Bowling Club
Young Carers Group
Young Help Trust
Young Men & Violence Project
Youth Action NI
Youth Initiatives
Youth Lyric Theatre

Ethnic Minority

Afro Asians Resident Group NI
Al-Nisa Association NI
Association of Baha'I Women
Belfast Baha'I Community
Belfast Education & Library Board
Belfast Islamic Centre
Belfast Islamic Centre Women's Group
Belfast Jewish Community
Black Youth Network
Chairperson Belfast Islamic Centre
Chairperson NI Committee for Refugees & Asylum Seekers

Chairperson Oi Kwan Chinese Women's Group
Chairperson Pakistani Community Association
Chairperson Sikh Cultural Centre (Derry)
Chairperson SIKH Women and Children's Association
Chairperson World Wide Women @ North Down
Chinese Chamber of Commerce
Chinese Welfare Association
Hare Krishna Community
Indian Community Centre
Indian Senior Citizen's Club
Islamic Student's Society of Northern Ireland
Japan Society of N.I.
La Societa Italiana Irlanda del Nord
Latin America Unida
Liberal and Progressive Jewish Movement
Mandarin Speakers Association
Multicultural Resource Centre
NI African Cultural Centre
Northern Ireland African Culture Centre
Northern Ireland Council for Ethnic Minorities NICEM
Northern Ireland Filipino Association
Northern Ireland Filipino Association Community in Action
Oi Yin Women's Group

President Bangladeshi Welfare Assoc

Secretary Guru Nanak Dev Ji Sikh Community Assoc

South Belfast Round Table on Racism

Tar Anall

Trade Unions

Health Visitors Association

Irish Congress of Trade Unions

NIPSA

RCN

TGWU

UNISON

UNITE

Unite the Union

General & Municipal, Boiler Makers & Allied Trades

Manufacturing, Science and Finance Union

National Union of Students

The Union of Students in Ireland (NUSUSI)

NI Committee ICTU

NI Public Service Alliance

Trust

Union of Construction, Allied Trades (NI)

Belfast Trust Joint Negotiating Forum

Statutory Agencies

Ambulance Service of Northern Ireland

Belfast Education & Library Board

Belfast Institute of Further & Higher Education

Belfast Metropolitan College
BIFHE

Carer's Co-ordinator

Castlereagh Borough Council

Castlereagh Community Safety Co-ordinator

Chief Executive NIHE

Community Dietician

Community Liaison Officer

Community Relations Council

Council for Catholic Maintained Schools

Department of Social Development

Eastern Drugs & Alcohol Co-ordination Team

Eastern Health & Social Services Board

Eastern Health & Social Services Council

Equality Commission for Northern Ireland

Fire Authority for N. I.

Fortwilliam Youth Centre

Health Action Zone

Health Promotion Agency NI

Investing for Health

Mental Health Commission

Mental Health Review Tribunal

NI Human Rights Commission

NI Commissioner for Children & Young People

NI Ombudsman for Health

NIHE Castlereagh

NIHE Strategic Partnerships

North & West Belfast Health Action Zone

North Belfast Area Project

North Belfast Community Action Unit

North Belfast Employment Centre

Northern Ireland Housing Executive

Northern Ireland Policing Board

Probation Board Northern Ireland

PSNI

Queen's University Belfast

Realising Potential

Social Security Agency

Southlink Day Centre

Sport Northern Ireland

The Big Lottery Fund

Belfast Training & Employment Agency

Youth Conference Service

Youth Justice of NI

Belfast Regeneration Office

Political Parties

Alliance Party
Conservative Party
Democratic Unionist Party
Green Party
Progressive Unionist Party
Social Democratic and Labour Party
Sinn Fein
Socialist Party
Ulster Democratic Party
Ulster Unionist Party
Workers Party

Public Representatives

Antrim Borough Council
Ballymena Borough Council
Ballymoney District Council
Carrickfergus Borough Council
Coleraine Borough Council
Cookstown District Council
Larne Borough Council
Magherafelt District Council
Moyle District Council
Newtownabbey Borough Council
Newry & Mourne District Council
North Down Borough Council
Omagh District Council
Castlereagh Borough Council
Belfast City Council

Ards Borough Council
Armagh Borough Council
Banbridge Borough Council
Craigavon Borough Council
Derry City Council
Down District Council
Dungannon & South Tyrone Borough Council
Fermanagh District Council
Limavady Borough Council
Lisburn Borough Council
Strabane District Council

Professional Bodies

Association of Independent Advice Centres
Association of Retired Persons
Association of Teachers & Lecturers
British Association of Social Workers
British Dental Association
British Diabetic Association
British Medical Association
British Deaf Association
British Geriatric Society NI
British Psychological Society
College of Occupational Therapists
Guardian Ad Litem Agency
Northern Ireland Chartered Society of Physiotherapy

Northern Ireland Branch of the Society of Radiographers

Northern Ireland Orthoptic Society (BIOS)

NI Regional Medical Physics Agency

Northern Local Medical Committee

Pharmaceutical Society

Royal College of Midwives

Royal College of Nursing (NI Board)

Royal College of Psychiatrists (NI Division)

NI Speech & Language Therapists

Society of Podiatrists

Department of Health

Minister for Health, Social Services and Public Safety

Permanent Secretary and HSC Chief Executive

Deputy Secretary Resources and Performance Group

Acting Deputy Secretary, Healthcare Policy Group

Deputy Secretary, Social Policy Group

Chief Medical Officer

Chief Executive, Health Estates

HSC Human Resources

Performance Management

Head of Primary and Community Care

Secondary Care

Chief Nursing Officer

Head of Mental Health

Acting Chief Dental Officer

Chief Pharmaceutical Officer

Disability Services and Special Projects

Chief Social Services Officer

Health & Social Care Trust Chairs & Chief Executives

Chief Executive Ambulance Headquarters

Chief Executive Western Health and Social Care Trust

Chief Executive Southern Health and Social Care Trust

Chief Executive Northern Health and Social Care Trust

Chief Executive South Eastern Health and Social Care Trust

Chairman Western Health and Social Care Trust

Chairwoman Southern Health and Social Care Trust

Chairman Northern Health and Social Care Trust

Chairwoman South Eastern Health and Social Care Trust

Partnership Boards

North Belfast Partnership Board

East Belfast Partnership Board

South Belfast Partnership Board

West Belfast Partnership Board

Local Commissioning Groups

Eastern Health & Social Services Board

Southern Health & Social Services Board

Western Health & Social Services Board

Western Health & Social Services Board

North Eastern Health & Social Services Board

Patient Client Councils

Southern Health and Social Services Council

Southern Health and Social Services Council

Northern Health and Social Services Council

Eastern Health and Social Services Council

Western Health and Social Services Council

GP Practices NI

Northern Ireland Assembly
Members

Belfast City Council Councillors

Castlereagh Borough Council
Councillors