



**Belfast Health and  
Social Care Trust**

**JANUARY 2009**

**Consultation on the Reprovision of Mental Health  
Day Support Services in Belfast and the  
Reprovision of Services at the Victoria Day Centre**

**Equality Impact Assessment  
Consultation Document**

**Section 75 and Schedule 9  
The Northern Ireland Act 1998**

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## Executive Summary

The Belfast Health & Social Care Trust strives to provide the highest quality of care and treatment for people with a mental illness. “**Excellence and Choice in Mental Health**” outlines the proposed reforms that the Trust believes are timely, appropriate and necessary to modernise health and social care services so that users can live as full a life as possible.

The Trust is currently proposing a new model of mental health day support services characterised by a move away from historic centre based activities to a service based on the development of personal development plans that develop life skills in a socially inclusive way.

The Trust currently manages four Day Centres; Victoria, Ravenhill, Whiterock and Everton and funds a further four voluntary Day Centres; (Beacon Centre and Aspen run by The Northern Ireland Association for Mental Health, Club 37 run by Rethink and the New Horizons Training Centre).

The Trust believes the current services provided through the Day Care Centres do not adequately provide a recovery ethos. Services need to deliver activities which promote social inclusion and recovery i.e education, training, employment and inclusive leisure activities. This approach needs to involve other agencies alongside health and social care.

The Trust is therefore proposing that in terms of Day Support Services:

- All Day Provision within the city will ensure a broad range of provision, avoiding duplication of activities and introducing a central co-ordination function to ensure that as services are further developed maximum efficiency and effectiveness of provision is achieved.
- The number of Trust Day Centres will be reduced from four to three with the proposed closure and reprovision of services provided in Victoria. Clients currently accessing services at Victoria will be assessed and appropriate plans will be individually developed, agreed and implemented to support their ongoing recovery
- The remaining Trust Day Centres (Everton, Whiterock and Ravenhill) will refocus their activities to support education, training, employment and inclusive leisure activities through stronger developing links to other agencies and providing enhanced outreach services, working with clients and their own communities
- In the longer term the Trust envisages a strategic shift in the current shape of Day Centres to one based on the recovery model based on more outreach and community based support

This Equality Impact Assessment relates to the proposal to close Victoria Mental Health Day Care Centre; it details the option appraisal process that the Trust has considered for the re-provision of services in Mental Health Day Centres. It outlines the profile of current day support services, the factors that are influencing change within day support services and reflects on future demand for day support services in Belfast.

The Trust is conducting this equality impact assessment to ensure that our staff, service users, carers and the public at large have an opportunity to provide their views before any final decisions are taken.

The Trust is committed to consulting widely on these proposals and will also be arranging a series of meetings to provide an opportunity for discussion with Trust managers.

The Equality Impact Assessment consultation document contains the following sections:

### **Section 1.**

Details of the statutory duties contained within Section 75 of the Northern Ireland Act 1998, the Belfast Health and Social Care Trust's 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. Section 1 also contains information on who to contact if you wish to comment on the EQIA process or content.

### **Section 2.**

Gives information on the background to the service provision, details the current Day Care provision, provides information on the key drivers for change and on the future proposed model.

### **Section 3.**

This section provides details of the decision making process i.e. option analysis, benefit criteria weighting, and the preferred option.

### **Section 4.**

Contains details of the data and research information considered by the Trust which was used to inform this proposal i.e. data on patient and staff in terms of Section 75 Groups, strategic data sources, local data sources, population profile, staff profile and additional data sources.

**Section 5.**

Provides an assessment of adverse impact on Section 75 Groups.

**Section 6.**

Details the consideration of measures to mitigate adverse impact/alternative policies in terms of service users and staff.

**Section 7.**

This section contains details on the Trust's plans and arrangements for formal consultation and publication of findings.

More detail of the proposed model and option appraisal process can be found in the consultation document "Excellence and Choice in Mental Health Services" and the associated business paper "Consultation on the Re-provision of Mental Health Day Support Services in Belfast". Available to download at [www.belfasttrust.hscni.net](http://www.belfasttrust.hscni.net)

# SECTION 1

## 1 INTRODUCTION

- 1.1 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 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 welcomes any comments which you may have in terms of the Equality Impact assessment:

If you have any queries about this document, and its availability in alternative formats (including Braille, disk and audio cassette, and in minority languages to meet the needs of those who are not fluent in English) then please contact:-

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<b>Health and Social Inequalities</b>	
<b>Manager</b>	<b>Fax: 028 9056 6701</b>
<b>Graham House</b>	
<b>Knockbracken Healthcare Park</b>	<b>Text phone: 028 9056 5330</b>
<b>Saintfield Road</b>	
<b>Belfast BT8 8BH</b>	<b>E-mail:</b>
	<b><a href="mailto:colin.jackson@belfasttrust.hscni.net">colin.jackson@belfasttrust.hscni.net</a></b>

**Deadline for comments will be: Thursday 26 March 2009**

To facilitate comments please see Appendix Two – Consultation Questionnaire. Following consultation a summary report will be made available.

## 1.2 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 Trust submitted its adopted Equality Scheme to the Equality Commission for Northern Ireland (ECNI) 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

### **1.3 The Equality Impact Assessment Process**

An Equality Impact Assessment 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 9 Section 75 categories, it does not need 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 seven separate elements as outlined in the Equality Commission's guide to 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 by public authority
6. Publication of results of EQIA
7. Monitor for Adverse impact in the future and publication of results of such monitoring

## **1.4 Trust's Background, Purpose, Values and Strategic Objectives**

### **1.4.1 Background to the Trust**

The Belfast Health and Social Care Trust (the Trust) was established on 1<sup>st</sup> April 2007 under the Belfast Health and Social Services Trust (Establishment) Order (Northern Ireland) 2006. The 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.

The Belfast Health and Social Care Trust :-

- Employs approximately 22,000 staff
- Provides a Health & Social Service for a population of 340,000
- Has an annual income of approximately £1,000 million

## 1.4.2 Trust's Purpose, Values and Objectives

### Purpose:

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

### 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, maintain fairness in policy and practice.

- Accountability

Having a 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.

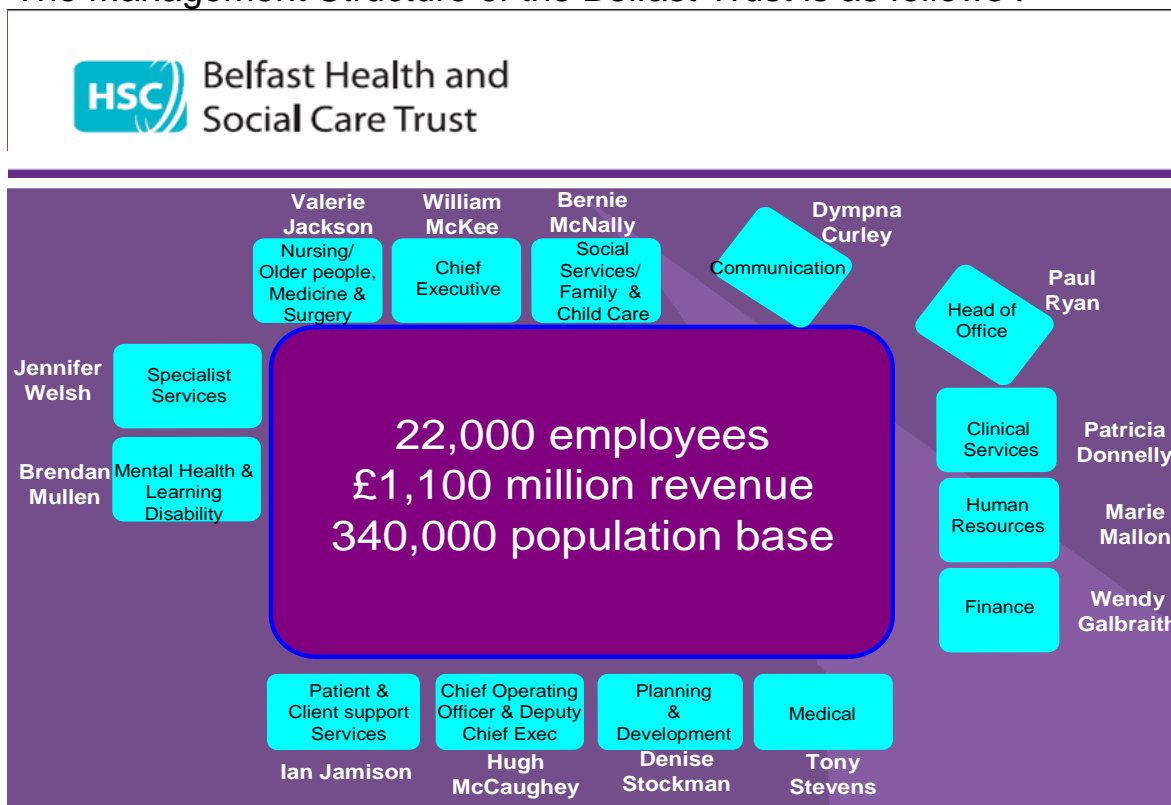
## Strategic Objectives:

On the firm base of the 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

## 1.5 Management Structure and Descriptions

The Management Structure of the Belfast Trust is as follows :-



**A summary description of Mental Health and Learning Disability is as follows :-**

### **Mental Health and Learning Disability**

Responsible for the development and delivery of a high quality service to adults with mental health needs and learning disabilities within community, primary and secondary care settings.

The Trust's Headquarters is 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. This provides information about Trust services: Telephone number: 0800 228844.

# SECTION 2

## 2.1 Background

The Trust currently manages four day centres (Victoria, Ravenhill, Whiterock and Everton) and funds a further four voluntary day centres (Beacon Centre and Aspen run by the Northern Ireland Association for Mental Health, Club 37 run by Rethink, and the New Horizons Training Centre).

The Trust believes that the current services provided through the day care centres do not adequately promote a recovery ethos. Services need to deliver activities which promote social inclusion and recovery i.e. education, training, employment and inclusive leisure activities. This approach needs to involve other agencies alongside health and social care.

To achieve the above, services need to move away from a solely centred based approach to delivering support to clients in their own communities.

## 2.2 Aim

The Trust wants to build on this approach to provide a day support model that reaches out to individuals. This will be achieved by staff and clients together, developing and implementing individual recovery plans, which identify a range of activities which will best support recovery, tapping into resources available through a range of agencies.

By implementing this new model, fewer clients will need to attend the existing Trust day centres to receive the support they require.

## 2.3 Principles

Outlined are the general principles by which the Trust is guided in its approach to modernising Mental Health Day Care Services:

- Services will be person-centred
- Services will be delivered at the right time, in the right place, by the right person, for the right length of time based on assessed needs
- Everyone has a right to experience community living
- Everyone has the right to experience the same level of service regardless of location

- Services will be planned, implemented and evaluated in partnership with users and carers
- All Mental Health services will be 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 manner within available resources

### **Modernising Day Services**

Government and Good Practice Guidance on key principles for refocusing Day Services also include:

- Promotion of recovery
- Focus on Community participation
- Reduction in social isolation
- Provision of opportunities for peer support and user run services
- Maximise choice and self determination
- More appropriately meet the need of diverse groups
- Improve accessibility to people needing higher levels of support on an on-going basis
- Involvement of users and carers in designing and developing services
- Increase the diversity of providers (voluntary and independent sector)
- Improve cross-section working (eg faith communities, ethnic minority groups, libraries, employers, colleges, sport and leisure)

## 2.4 Profile of Current Provision of Day Support Services

The Trust provides its day support services through a range of eight centres. Four centres are directly managed by the Trust and another four are funded by the Trust and provided by the voluntary sector.

### Directly Managed Centres

**Ravenhill Day Centre** – situated on the Ravenhill Road on the border of East and South Belfast, this large modern purpose built day centre caters for people with mental illness and physical disability with 50 mental health places and 65 attendees per day. It has an extensive programme of outreach activities and evening support groups.

**Victoria Day Centre** – situated off Dee Street in an industrial estate is an industrial unit leased by the Trust. It is a 75-place day centre but would only have approximately 30 people attending per day. It caters for mostly older clients 30 percent of attendees also attend the nearby Beacon Centre run by the NIAMH.

**Whiterock Day Centre** is a 50-place day centre with approximately 30 attendances per day, located in a local health centre and is the only mental health day centre provision in West Belfast.

**Everton Day Centre** is in the Everton Centre in North Belfast. It has 50 places with approximately 30 people attending per day. It is an old school and is in poor condition. The Trust has developed a business case for the reprovision of Everton including the day centre.

### Voluntary Sector managed centres

The Trust currently funds four day centres run by the voluntary sector: These centres are:

- Club 37 in Ann Street in the centre of Belfast
- The Beacon House in East Belfast and Aspen in South Belfast, managed by the Northern Ireland association for Mental Health (NIAMH)
- New Horizons training centre in Duncrue Street, in the docklands area

## Day Centre Profile of Activity

Activity measured in attendances, related to the Trust's directly managed day centres from 2006/07 to September 2009 are outlined below:

**Table 1. Attendances at Trust Day centres 2006/07 to November 2009.**

<b>Mental Health Day Centre Activity</b>	<b>Attendances</b>	
<b>06/07</b>		
Everton	8263	
Whiterock	6560	
Ravenhill	5867	
Victoria	6669	
<b>Total</b>	<b>27,359</b>	
<b>07/08</b>		
Everton	7,816	
Whiterock	7,306	
Ravenhill	5,780	
Victoria	6,037	
<b>Total</b>	<b>26,939</b>	
<b>08/09 to Nov. 9 Months</b>		
Everton	4,729	
Whiterock	4,591	
Ravenhill	3,251	
Victoria	2,963	
<b>Total</b>	<b>15,534</b>	

Attendances at mental Health day Centres in Belfast are well below their capacity and there is a significant level of DNAs (Did not attend), with the exception of the Ravenhill Day Centre in South East Belfast. This is reflective of changing expectations of people with mental health difficulties and changing working practices in the community mental health teams where there is a shift towards assisting people to develop their life skills in a recovery model.

Historically mental health day centres have typically provided a service to people with Mental health difficulties that assists them to maintain their current level of mental health. These services have provided a range of task orientated activities including contract work, shopping trips, arts and crafts which are designed to engage and occupy and provide an element of socialisation.

Whilst many people enjoy these activities and the opportunity to meet with others with mental health difficulties, the current services have promoted maintenance as opposed to recovery and to a degree reinforced dependency on the system.

## **2.5 Key Drivers for Change**

There are a number of documents, which are significant in influencing the way mental health services are delivered into the future. A summary is provided below.

### **The Bamford Review**

In 2002, the DHSSPS initiated an independent review of mental health and learning disability law, policy and service provision, now referred to as the Bamford Review. The Report, published in June 2005 contained a number of recommendations aimed at improving mental health services across N Ireland.

Key recommendations from Bamford, which have informed the proposals for service modernisation within the Belfast Trust, are outlined below.

- Mental health services should be person-centred, seamless community-based services, informed by the views of service users and their carers, making early intervention a key priority and protecting and promoting people's mental health
- Services should support people with mental illness to live as full a life as possible and to promote recovery
- Care and support should be provided in such a way as to allow people to remain in their own home or in a community setting
- Partnership working with the independent sector and with other public agencies is vital in providing the support required
- Some people will need admission to hospital from time to time for specialist assessment or treatment, however such admissions must be short, therapeutic and focused on a speedy return to life in the community

The focus will be on supporting people with mental health problems to achieve and maintain their maximum level of functioning, in keeping with the recovery model, by providing an early and appropriate service response, as far as possible within the primary and community care sector. Home-based treatment and care will be the norm, enabling people to remain in their homes, jobs and communities. Wider issues that affect the lives of people with a mental health

problem, such as employment, housing and social security benefits will also be addressed.

The Framework envisages a major shift in the centre of gravity of hospital (secondary) mental health services being achieved over the next 10-15 years. With appropriate development of the full range of community based services it is anticipated that the need for admission to hospital will be much reduced and the duration of admissions much shorter.

*The Minister for Health, Social Services and Public Safety has confirmed that the NI Executive is fully committed to delivering the Bamford Vision which it is recognised will take time and effort and additional resources to achieve (over some 10-15 years).*

## **Eastern Health and Social Services Board**

The Trust's main commissioner, the EHSSB has published two relevant documents in relation to the future of mental health services in the Boards area.

The **EHSSB Strategy for Adult Mental Health Services (2004)** reflects much of what is in the Bamford Vision above. Some of the main outcomes that the Board have been seeking to achieve through the strategy are:

- Reducing stigma surrounding mental illness
- Developing greater involvement in decision making for Users and Carers
- Improving local Mental Health services provided through primary care
- Increasing the number of people assessed and successfully treated without admission to hospital
- Targeting of services towards those most in need
- Encouraging wider involvement of society in Mental Health promotion
- Seeking to ensure that the views of all stakeholders are sought and addressed

## **2.6 Future Proposed Model**

The new proposed model of care is characterised by enhanced home treatment services, revitalised and more socially inclusive day support services, enhanced therapeutic input to inpatients with a reduced reliance on acute inpatient beds.

Operating within the available resources and the principles of fairness and reasonableness, Mental Health Services within the Belfast Health and Social Care Trust deem it timely and appropriate to reform and modernise the provision of services.

The Trust aim is that services will be provided more locally within the community and admissions to mental health beds will be reduced because of early intervention and continuity of treatment and care in the community.

The Belfast Health and Social Care Trust favours a model of care that provides more community based services such as day treatment services and crisis beds in the community.

The Trust has also worked to develop structures within Mental Health Services that are understood by all stakeholders.

## **2.7 Financial position**

The Department of Health has recognised that additional resources are required for mental health to deliver the modernisation of services set out in Bamford. Initially an extra £44 million has been secured by the Minister to begin this process within Northern Ireland over the next 3 years.

The Belfast Trust currently has around £57 million available from commissioners to support the delivery of mental health services. The resources available to the Trust include the impact of efficiency savings of 3% a year from 2008-2011, which health and social care services are required to achieve.

The EHSSB is making available through the Health and Wellbeing Investment Plan almost £5 million of new investment over the next 3 years to enhance the range of community services available within Belfast which will support the delivery of the proposed new mental health service model.

The challenge for the Trust over the next few years is to ensure that services are modernised in an effective way that delivers the efficiency targets and enables resources to be invested to support the delivery of the new recovery focused model described in this paper.

An additional financial pressure on mental health services may be the Government's decision to shift resources on a capitation basis, out of the Eastern Board to other Board areas.

# SECTION 3

## 3. OPTION APPRAISAL

### 3.1 Option Analysis

This section sets out a summary of options considered by the Trust to meet the needs of the service. The list of options was developed by the Project Team based on an analysis of a strategic context, vision and objectives for the service set out earlier in this Report. Mindful of the Section 75 considerations the Trust commissioned an Option Appraisal on the understanding that the preferred option would be subject to rigorous scrutiny in the emerging Equality Impact Assessment.

The list of options considered by the Trust is set out below:

#### **Option 1 – do nothing**

This option (the “Do nothing” option) involves the continued provision of day support services at the existing four centres, namely Whiterock, Everton, Ravenhill and Victoria. In addition under option 1 the Trust will continue to fund the four voluntary day centres (Beacon Centre, Aspen, Club 37 and New Horizons Training Centre).

#### ***Option 2 – implementation of the new model of day support focused on social inclusion and recovery incorporating provision of services from three day centres at Whiterock, Everton and Ravenhill, resulting in the closure of Victoria Day Centre.***

This option involves the reconfiguration of mental health day support services in accordance with strategic direction for mental health services and the recovery model which results in the provision of three day centres through the closure of the Victoria centre. This option provides for the implementation of the new model of day support services focused on social inclusion and recovery. In addition, under this option the Trust would continue to fund the four voluntary day centres (Beacon Centre, Aspen, Club 37 and New Horizons Training Centre).

#### ***Option 3 – implementation of the new model of day support focused on social inclusion and recovery incorporating provision of services from three day centres at Everton, Victoria and Ravenhill, resulting in the closure of Whiterock Day Centre).***

This option involves the reconfiguration of mental health day support services in accordance with strategic direction for mental health services and results in the provision of 3 day centres through the closure of the Whiterock centre. This option provides for the implementation of the new model of day support services focused on social inclusion and recovery.

In addition, under this option the Trust would continue to fund the four voluntary day centres (Beacon Centre, Aspen, Club 37 and New Horizons Training Centre).

**Option 4 – implementation of the new model of day support focused on social inclusion and recovery incorporating provision of services from three day centres at Victoria, Whiterock and Ravenhill, resulting in the closure of Everton Day Centre).**

This option involves the reconfiguration of mental health day support services in accordance with strategic direction for mental health services and results in the provision of three day centres through the closure of the Everton centre. This option provides for the implementation of the new model of day support services focused on social inclusion and recovery. In addition, under this option the Trust would continue to fund the four voluntary day centres (Beacon Centre, Aspen, Club 37 and New Horizons Training Centre).

**Option 5 – implementation of the new model of day support focused on social inclusion and recovery incorporating provision of services from three day centres at Everton, Victoria and Whiterock, resulting in the closure of Ravenhill Day Centre)**

This option involves the reconfiguration of mental health day support services in accordance with strategic direction for mental health services and results in the provision of three day centres through the closure of the Ravenhill centre. This option provides for the implementation of the new model of day support services focused on social inclusion and recovery. In addition, under this option the Trust would continue to fund the four voluntary day centres (Beacon Centre, Aspen, Club 37 and New Horizons Training Centre).

**3.2 Benefit Analysis**

The performance of each option against the benefit criteria has been scored and the result of the evaluation of each of the short listed options is summarised in the tables below:

Benefit criteria	Wt	Option 1		Option 2		Option 3		Option 4		Option 5	
		Sc	WS	Sc	WS	Sc	WS	Sc	WS	Sc	WS
Improvement in quality & effectiveness of service	30	-	-	9	270	7	210	7	210	5	150
Compatibility with strategic direction	20	-	-	8	160	6	120	6	120	6	120
Quality/functionality of accommodation	20	6	120	8	160	6	120	7	140	4	80
Accessibility	20	9	180	8	160	6	120	6	120	5	100
Minimise disruption	5	10	50	8	40	5	25	5	25	5	25
Ease of implementation	5	10	50	8	40	5	25	5	25	5	25
<b>Total</b>	<b>100</b>	<b>35</b>	<b>400</b>	<b>49</b>	<b>830</b>	<b>35</b>	<b>620</b>	<b>36</b>	<b>640</b>	<b>30</b>	<b>500</b>

Rank	Option 1	Option 2	Option 3	Option 4	Option 5
	5	1	3	2	4

## Preferred option

Based on the benefits analysis set out above, Option 2 emerges as the preferred option with the highest weighted score, i.e. ***implementation of the new model of day support focused on social inclusion and recovery incorporating provision of services from three day centres at Whiterock, Everton and Ravenhill, resulting in the closure of Victoria Day Centre .***

This Proposal on the reprovision of services at Victoria Day Centre is now subject to public consultation and Equality Impact Assessment. A full copy of the Option Appraisal information is contained in “Consultation on the Reprovision of Mental Health Day Support Services in Belfast”. Consultation on the reprovision of services at Victoria Day Centre are available at [www.belfasttrust.hscni.net](http://www.belfasttrust.hscni.net) and on request from the Health & Social Inequalities Manager.

# SECTION 4

## 4. CONSIDERATION OF AVAILABLE DATA AND RESEARCH

### 4.1 Strategic Data Sources

In keeping with the Equality Commission (NI) Guide to the Statutory Duties and EQIA Guidelines, quantitative and qualitative data was drawn from a number of sources. The following information sources were used to inform this EQIA and the screening outcomes:

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

- Regional Strategy 'A Healthier Future (2005–2025)'
- DHSSPS – Priorities for Action 2008/09 – 2010/11
- DHSSPS Priorities for Action 2008-09
- Investing for Health Strategy 2002
- Developing Better Services (DBS)
- Bamford Review
- EHSSB Strategy for Adult Mental Health Services (2004)  
Proposals for Health and Social Care Reform and associated
- 2001 Census of Population (Northern Ireland)
- Northern Ireland Statistics & Research Agency (NISRA)

### 4.2 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. (This document is subject to change as part of an on-going consultation process)
- The Belfast HSC Trust Delivery Plan

- The Belfast HSC Trust Corporate Plan
- The Belfast HSC Trust Health and Wellbeing Investment Plan (HWIP)
- Good Practice Guide on Consultation and Communication in relation to Strategic Reform and Modernisation Programme – Belfast HSC Trust
- Proposed Reform and Modernisation of Mental Health Services (EQIA) – November 2008 <http://www.setrust.hscni.net/>
- The Belfast HSS Trust Overarching Equality Impact Assessment on the Strategic Response to the Comprehensive Spending Review 2008 – 11
- The Belfast Health & Social Care Trust Human Resource Management System and Equal Opportunities Monitoring System

#### 4.3 Additional Data Sources

- Equality and Inequalities in Health and Social Care in Northern Ireland
- Indicators of Equality and Diversity in Northern Ireland
- Statement on Key Inequalities in Northern Ireland
- Public Attitudes to Health and Personal Social Care in Northern Ireland 2004

#### 4.4 Population Profile: Belfast Health and Social Care Trust

**TABLE 1: Belfast & Castlereagh Area Population by S. 75 Group**

<b>Section 75 Group Area</b>	<b>Belfast Health and Social Care Trust Population - Approximately 340,000</b>	
<b>Gender</b>	Male	47.4%
	Female	52.6%
<b>Age</b>	0 to 9	11.8%
	10 to 19	14.4%
	20 to 29	15.9%
	30 to 39	13.0%
	40 to 49	14.0%
	50 to 59	10.6%
	60 to 69	8.9%
	70 to 79	7.2%
	80 and Over	4.3%

**TABLE 1 cont'd: Belfast & Castlereagh Area Population by S. 75 Group**

<b>Section 75 Group Area</b>	<b>Belfast Health and Social Care Trust Population - Approximately 340,000</b>	
<b>Religion</b>	Roman Catholic	37.4%
	Protestant	44.7%
	Other Religion	0.6%
	No Religion or None Stated	17.3%
<b>Political Opinion</b> (Based on council seats on Belfast City and Castlereagh Borough Councils)	DUP	26 seats
	UUP	12 seats
	Alliance	8 seats
	SDLP	10 seats
	Sinn Fein	14 seats
	PUP	2 seats
	Traditional Unionist Voice	1 seat
	Independent	1 seat
<b>Marital Status</b> (based on over 16s)	Single (never married)	38.9%
	Married	39.5%
	Re-married	2.4%
	Separated	5.1%
	Divorced	4.8%
	Widowed	9.2%
<b>Dependent Status</b> (based on households with children between 0 and 15 or a person between 16 and 18 in full-time education)	Dependent Children	30.4%
	No Dependent Children	69.6%
<b>Disability</b> (based on households with one or more person with a limiting long-term illness)	Disabled	43.6%
	Not Disabled	56.4%
<b>Section 75 Group Area</b>	<b>Belfast Health and Social Care Trust Population</b>	
<b>Ethnic Group</b>	White	98.63%
	Irish Traveller	0.07%
	Mixed	0.26%
	Indian	0.15%
	Pakistani	0.06%
	Bangladeshi	0.02%
	Other Asian	0.03%
	Black Caribbean	0.02%
	Black African	0.06%
	Other Black	0.03%
	Chinese	0.51%

	Other Ethnic Group	0.16%
<b>Sexual Orientation</b>	Research indicates that 10% of a population is LGB. (Source: Rainbow Project July 2008)	

Source: Northern Ireland Census 2001 Key statistics (except Age. NISRA 2007 Mid-Year Population Estimates)

The Trust recognises that the Census figures do not provide a truly accurate and up-to-date reflection of the Northern Ireland population, given that it is was conducted in 2001. There have been significant demographic changes since then and the Trust does not rely solely on these census figures but rather looks to complement the statistics with other relevant quantitative and qualitative information sources.

#### **4.5 Additional information sources:**

- Number of people availing of home treatment
- Numbers of people availing of treatment from remaining units
- Complaints
- Ongoing support and review for patients and their families
- Monitoring statistics of service users
- Qualitative information through face to face consultation

**NB: This list is not definitive but illustrates some examples of information sources.**

#### **Ethnicity**

Ethnicity of patients is not routinely gathered, but using requests for Northern Ireland Health and Social Services Interpreting Services, gives an indication of the language needs of foreign nationals and ethnic minorities. The statistics represent the hospital site as a whole and in the case of Knockbracken the South and East Belfast area.

**TABLE 2: Top 10 Languages in Belfast Health and Social Care Trust  
1 Jan 2008 – 30 Nov 2008**

Polish	2016
Chinese -Cantonese	1456
Chinese - Mandarin	1280
Czech/Slovak	326
Lithuanian	255
Romanian	166
Portuguese	161
Russian	87
Hungarian	37

**TABLE 3: Summary of Interpreting Requests**

Language Request	BCH	Mater	SEBT (KHCP)	Total
Chinese	44.7%	52.87%	51.78%	49.78%
Polish	28.69%	35.63%	29.59%	31.3%

#### 4.6 EQUALITY DATA RELATING TO USERS (TABLE 4)

Group	Baseline	Victoria	Whiterock	North Belfast Everton	Ravenhill	After Proposal
Gender	Male 47.4% Female 52.6%	M = 64.4% F = 35.59%	M = 45.46% F = 54.54%	M = 51.13% F = 48.86%	M = 52.91% F = 47.08%	Potential adverse impact on male client group will be mitigated against by agreed care packages
Age	0 to 9 11.8% 10 to 19 14.4% 20 to 29 15.9% 30 to 39 13.0% 40 to 49 14.0% 50 to 59 10.6% 60 to 69 8.9% 70 to 79 7.2% 80 and Over 4.3%	25 – 44 = 1.6% 45 – 64= 47.4% 65+ = 50.84%	18 – 34 = 15.15% 35 – 54 = 33.33% 55 – 64 = 45.45% 65+ = 6%	18 – 34 = 4.54% 35 – 54= 44.3% 55 – 64= 32.9% 65+ = 18.18%	0 – 17 = 0.3% 18 – 34= 15.32% 35 – 54= 53.28% 55 – 64= 26.64% 65+ = 4.3%	Potential adverse impact on older clients will be mitigated against with alternative care provision
Religion	Roman Catholic 37.4% Protestant 44.7% Other Religion 0.6% No Religion or None Stated 17.3%	Roman Catholic 5% Protestant 94.91%	Roman Catholic 96.96% Protestant 3%	Roman Catholic 50% Protestant 47.72% Other Religion 2.27%	None Stated 100%	Differential impact on older protestant males
Political opinion	Not Currently Collected	Not Currently Collected	Not Currently Collected	Not Currently Collected	Not Currently Collected	

Group	Baseline	Victoria	Whiterock	North Belfast Everton	Ravenhill	After Proposal
<b>Marital status</b>	<b>Single (never married) = 38.9%</b> <b>Married = 39.5%</b> <b>Re-married = 2.4%</b> <b>Separated = 5.1%</b> <b>Divorced = 4.8%</b> <b>Widowed = 9.2%</b>	<b>Single (never married)=66.1%</b> <b>Married=16.94%</b> <b>Re-married = 0</b> <b>Separated = 6%</b> <b>Divorced = 6%</b> <b>Widowed = 5%</b>	<b>Single (never married) = 18.18%</b> <b>Married = 33.33%</b> <b>Re-married = 0 (2.4%)</b> <b>Separated = 36.36%</b> <b>Divorced = 3%</b> <b>Widowed = 12.12%</b>	<b>Single (never married) = 50%</b> <b>Married = 27.27%</b> <b>Re-married = 1.13%</b> <b>Separated = 7.95%</b> <b>Divorced = 3.4%</b> <b>Widowed = 10.22%</b>	<b>Single (never married) = 58.6% (38.9%)</b> <b>Married = 18.24%</b> <b>Unsure = 81.75%</b>	<b>Differential impact on single people</b>
<b>Dependent status (based on households with children between 0 and 15 or a person between 16 and 18 in full-time education)</b>	<b>Dependent Children 30.4%</b> <b>No Dependent Children 69.6%</b>	<b>Dependent Children 8.4%</b> <b>No Dependent Children 91.6%</b>	<b>Dependent Children 7.5%</b> <b>No Dependent Children 92.42%</b>	<b>Dependent Children 5.68%</b> <b>No Dependent Children 94.31%</b>	<b>Not recorded</b>	<b>Differential impact on those without dependents</b>

<b>Group</b>	<b>Baseline</b>	<b>Victoria</b>	<b>Whiterock</b>	<b>North Belfast Everton</b>	<b>Ravenhill</b>	<b>After Proposal</b>
<b>Disability (based on households with one or more person with a limiting long-term illness)</b>	<b>Disabled 43.6% Not Disabled 56.4%</b>	<b>Disabled 100%</b>	<b>Disabled 100%</b>	<b>Disabled 100%</b>	<b>Disabled 100%</b>	<b>No significant impact</b>
<b>Ethnicity</b>	<b>Bangladeshi 0.01% Black African 0.17% Black Caribbean 0.01% Chinese 0.22% Filipino 1.10% Indian 1.48% Mixed Ethnic Group 0.11% Other 0.41% Pakistani 0.09% White 76.65% Not Known 19.76%</b>	<b>White 100%</b>	<b>White 100%</b>	<b>White 98.86% Mixed Ethnic Group 1.13%</b>	<b>White 98.5% Black African 0.36% Chinese 0.36% Other 0.72%</b>	<b>No significant impact</b>

<b>Group</b>	<b>Baseline</b>	<b>Victoria</b>	<b>Whiterock</b>	<b>North Belfast Everton</b>	<b>Ravenhill</b>	<b>After Proposal</b>
<b>Sexual orientation</b>	<b>No direct information is gathered on sexual orientation. Population trends of 10% are assumed for LGB (Source: Rainbow project July 2008)</b>	<b>No direct information is gathered on sexual orientation. Population trends of 10% are assumed for LGB (Source: Rainbow project July 2008)</b>	<b>No direct information is gathered on sexual orientation. Population trends of 10% are assumed for LGB (Source: Rainbow project July 2008)</b>	<b>No direct information is gathered on sexual orientation. Population trends of 10% are assumed for LGB (Source: Rainbow project July 2008)</b>	<b>No direct information is gathered on sexual orientation. Population trends of 10% are assumed for LGB (Source: Rainbow project July 2008)</b>	<b>No significant impact identified. The Trust will liaise with relevant groups.</b>

#### 4.7 Belfast Health and Social Care Trust: Staff profile by Section 75 Group

There are approximately 22,000 staff employed by the Belfast HSC Trust.

**TABLE 5:**

<b>Section 75 Group</b>	<b>Belfast Health and Social Care Trust Staff Profile (October 2008)</b>	
<b>Gender</b>	Male	21.4%
	Female	78.6%
<b>Age</b>	16 to 24	7.0%
	25 to 34	26.3%
	35 to 44	28.9%
	45 to 54	26.2%
	55 to 64	11%
	65 and Over	0.9%
<b>Religion</b>	Roman Catholic	46.9%
	Protestant	43.8%
	Not Known	9.2%
<b>Political Opinion</b>	Not Currently Collected	
<b>Marital/Civil Partnership Status</b>	Divorced	2.02%
	Married	56.18%
	Other	0.12%
	Separated	0.76%
	Single	38.27%
	Unknown	1.67%
	Widowed	0.49%
Not Known	0.49%	
<b>Dependent Status</b>	Not Currently Collected	
<b>Disability</b>	Disabled	0.6%
	Not Disabled	39.0%
	Not Known	60.4%
<b>Ethnic Group</b>	Bangladeshi	0.01%
	Black African	0.17%
	Black Caribbean	0.01%
	Chinese	0.22%
	Filipino	1.10%
	Indian	1.48%
	Mixed Ethnic Group	0.11%
	Other	0.41%
	Pakistani	0.09%
	White	76.65%
	Not Known	19.76%
<b>Sexual Orientation</b>	Not Currently Collected. Research indicates that 10% of a population is LGB. (Source: Rainbow Project July 2008)	

## **4.8 Staff Profile of Day Centres**

### **STAFF PROFILE**

#### **Equality Data Relating To Staff**

##### **4.8.1**

The information detailed below is based on the current monitoring arrangements undertaken by the Belfast Health and Social Care Trust, obtained via a monitoring form which each job applicant completes at the recruitment stage and workforce monitoring.

##### **4.8.2**

The Trust does not currently have information on all nine equality categories. A key objective of the Trust's Employment Equality and Diversity Plan is to further develop and expand its monitoring arrangements. Following regional discussion with Trust Equality Managers, the Equality Commission for NI and Staff Side have developed a revised monitoring form in order to capture information relating to the nine categories. The Trust plans to resurvey its workforce in 2009 and to use this form for all applicants, thus enhancing its database.

##### **4.8.3**

The Trust's Human Resources Management System lists a total of thirty people employed in the four Day Centres in Belfast –

Everton (7 staff);  
Whiterock (5 staff);  
Ravenhill (12 staff) and  
Victoria (6 staff).

##### **4.8.4**

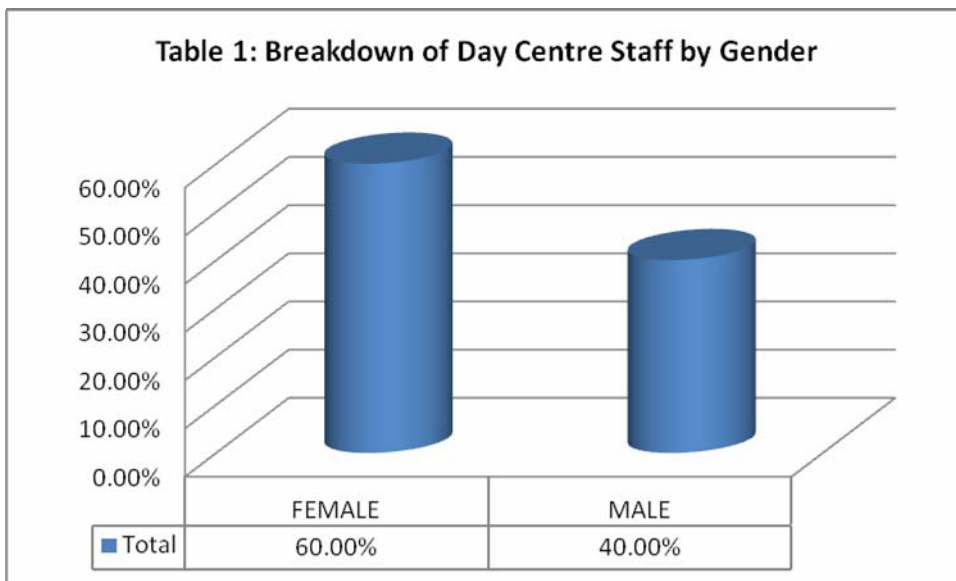
Six of the thirty staff are social work managers the remainder are social care support and administrative grades. Comparison has been carried out using the total staff in the Trust as a baseline comparator.

##### **4.8.5**

The proposed reorganisation of the Trust's Day Centres will have an impact on those staff currently working in four Day Centres particularly the six staff at Victoria. The small number of staff involved makes it difficult to carry out any meaningful equality analysis. The advice from the Equality Commission is that figures should not be provided for small groups of staff as this could lead to the identification of individuals. This is in accordance with the Equality Commission's Guidelines and the Fair Employment legislation. The breakdown of staff in Victoria is similar to that of the other Day Centres.

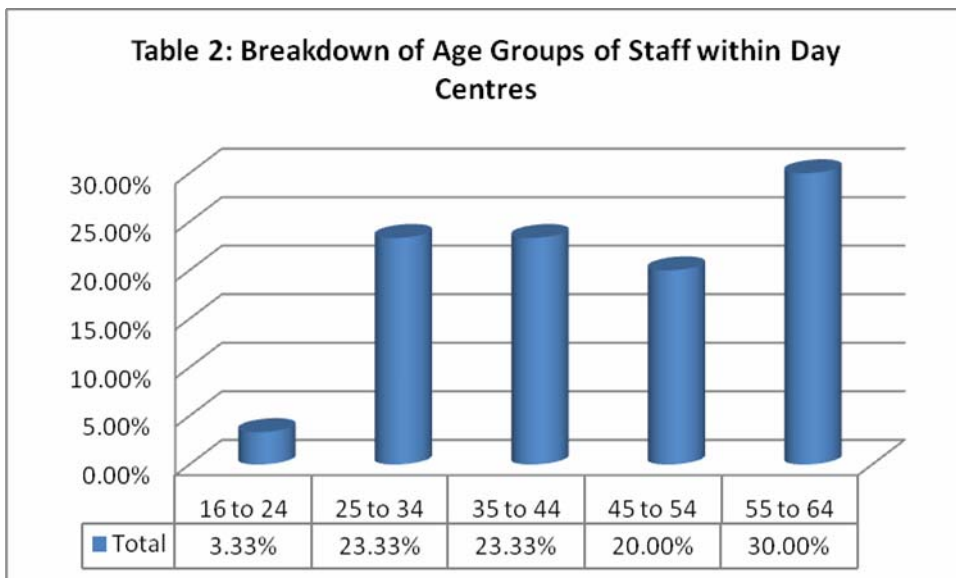
#### 4.8.6 Gender

Table 1 shows the breakdown of Day Centre staff by gender. It can be seen that the staff profile is predominately female (60%) This is lower than the Trust workforce as a whole, where the female to male ratio is 78.6%: 21.45%



#### 4.8.7 Age

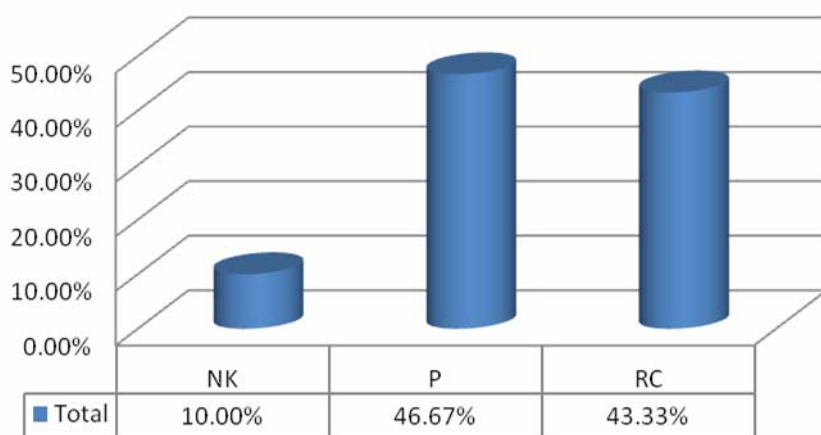
Table 2 shows staff by age band. 50% are 45 or over and 50% under 45. The Trust profile shows 62% under 45



#### 4.8.8 Religion

Table 3 shows the community background of Day Centre staff. 46.67% were Protestant and 43.33% Roman Catholic and 10% Not Known The Trust profile shows 43.8% Protestant, 46.9% Roman Catholic and 9.2% Not Known.

**Table 3: Breakdown of Day Centre Staff by Religion**



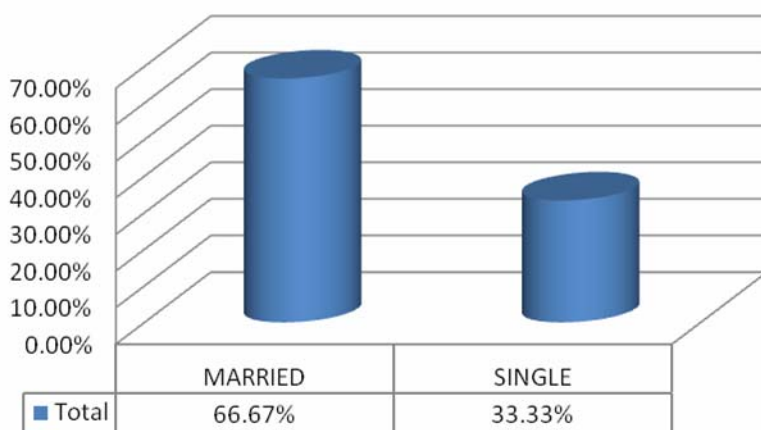
#### 4.8.9 Political Opinion

The Trust does not currently have any means of identifying or recording the political opinion of its staff.

#### 4.8.10 Marital Status

Table 4 shows a breakdown of Marital Status for Staff employed in Day Centres. 66.67% stated that they were married and 33.33% single, compared to 56.18% and 38.27% respectively within the Trust.

**Table 4: Breakdown of Day Centre Staff by Marital Status**



#### 4.8.11 Dependent Status

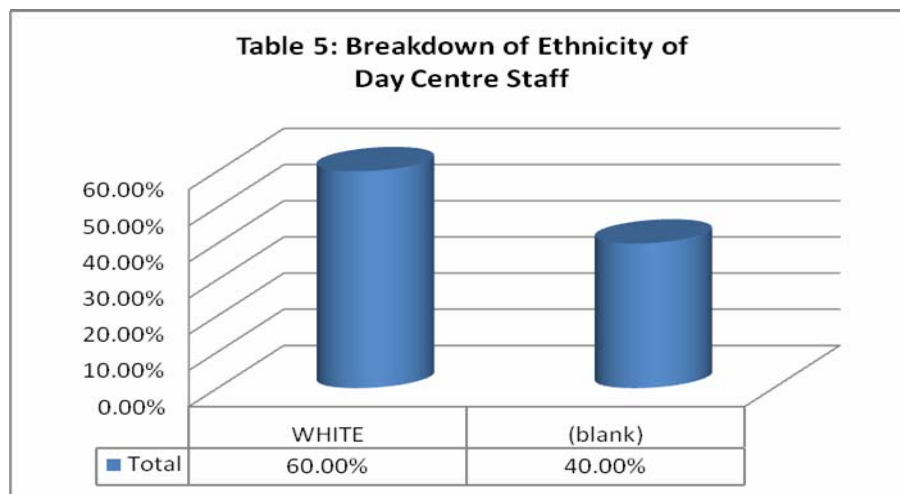
The Trust does not record whether its staff members have dependents.

#### 4.8.12 Disability

The Trust records disability based on the information provided by applicants and staff. Not all staff choose to disclose this information. The Trust does not hold a full record of whether its staff members have a disability. For the Day Centres only 7 staff had completed a declaration and of those all 7 stated that they were not disabled.

#### 4.8.13 Ethnicity

Table 5 shows that 60% of staff stated that their ethnic origin was White. The remainder provided no information on their ethnic origin.



#### 4.8.14 Sexual orientation

The Trust has no means of identifying or recording the sexual orientation of its staff. It is considered reasonable to assume that up to 10% of the population is lesbian, gay, bisexual or transgender. (Report commissioned by the Office of the First Minister and Deputy First Minister. E Breitenbach, researching Lesbian, Gay, Bi-sexual and transgender Issues in Northern Ireland, 2004 p 27. Available from [www.ofmdfmni.gov.uk](http://www.ofmdfmni.gov.uk)).

# SECTION 5

## 5. CONSIDERATION OF ADVERSE IMPACTS

### 5.1 Equality Data Relating to Patients/Users

The scope of the equality impact assessment on reform and modernisation of mental health day care provision, reflects the Minister for Health, Social Services and Public Safety's confirmation that the NI Executive is fully committed to delivering the Bamford Vision, i.e. that day care services will be characterised by enhanced home treatment services, revitalised and more socially inclusive day support services.

The preferred option is to implement the new model of day support focused on social inclusion and recovery incorporating provision of services from three day centres at Whiterock, Everton and Ravenhill, resulting in the closure of Victoria Day Centre.

During the Equality Screening process, the Belfast HSC Trust screened this proposal in – meaning that it should undergo a full equality impact assessment.

#### 5.1.2 Gender

The proportion of men and women using the Trust's Day Support Services is approximately equal to that in the baseline population. Victoria Day Centre has a higher proportion of males than the other centres.

#### 5.1.3 Age

The majority of patients attending the three-day support units are aged between 18 and 64. There is a higher proportion of over 65s attending Victoria than the other centres.

#### 5.1.4 Religion

There is a differential impact identified with the proposed closure of Victoria Day Centre, as the people who attend are predominately protestant.

#### 5.1.5 Political Opinion

The Trust does not collect this information.

#### 5.1.6 Marital Status

Patients who attend Day Support Services are more likely to be single than the general population. Any differential impact on people of a particular marital status is likely to affect principally those with caring responsibilities. As the

differential is less than the general population there is likely to be no adverse impact.

### **5.1.7 Dependent Status**

The principal impact of any change on people with dependents is likely to be on carers. The nature of this impact will vary depending on the person being cared for. It is also likely that people attending day centres would have carers themselves and there may be some impact on this group.

### **5.1.8 Disability**

By the nature of the service everyone who attends day centres will have a disability. Some may have multiple disabilities, i.e. mental health problems and physical disability.

### **5.1.9 Ethnicity**

Currently there is a low uptake of services from members of minority ethnic groups therefore, at this time, there will be a low impact upon this section of the community.

### **5.1.10 Sexual Orientation**

While the Trust does not gather information on the sexual orientation of its users, population trends of 10% are assumed for gay, lesbian and bisexual community. (Source: Rainbow Project July 2008)

## **5.2 Assessment of impacts on Day Centre Staff**

It should be noted that given the small number of staff involved it is difficult to make meaningful statistical comparisons as each member of staff equates to 3.3% of the total. The breakdown of staff in Victoria is similar to that of the other Day Centres.

### **5.2.1 Gender**

The Day Centres' workforce is 60%: 40% female to male. This is different than the Trust workforce as a whole, where the female to male ratio is 78.6%: 21.4%.

Whilst the Trust does not hold information on the caring responsibilities of staff, statistics provided by Carer's Northern Ireland show that 17.6% of adults in Northern Ireland reported some caring responsibilities and that 62% of carers are female and 38% male. Any relocation for female staff is more likely to impact on their caring responsibilities, particularly in respect of the proximity of their work base to their home.

### **5.2.2 Age**

The age profile of Day Centre staff is slightly older than for the Trust as a whole with 50% under 45 compared with 62% under 45 in the Trust as a whole.

### **5.2.3 Religion**

The workforce in Day Centres is 47 % Protestant and 43% Roman Catholic; the remaining 10% are Not Known. This is similar to the breakdown of the Trust as a whole which is 43.8% Protestant, 46.9% Roman Catholic and 9.2% Not Known

### **5.2.4 Disability**

None of the staff has declared a disability though the majority (23) made no declaration at all. In the Trust as a whole only 0.6% of staff had declared a disability.

### **5.2.5 Ethnicity**

All the staff who recorded their ethnic origin (60%) stated that they were White. The remaining 40% did not indicate their ethnic origin. In the Trust as a whole 76.65% of staff stated that that they were White and 19.76% did not state their ethnic origin. 3.59% of staff stated that they were from non white ethnic groups.

### **5.2.6 Political Opinion**

The Trust does on collect data on political opinion.

### **5.2.7 Sexual Orientation**

The trust has no means of identifying or recording the sexual orientation of its staff. Assessment of impacts on Day Centre Staff.

# SECTION 6

## 6. CONSIDERATION OF MITIGATING MEASURES

### 6.1 Mitigating Measures for Day Support Service Users

The proportion of men and women using the Trust's Day Support Service is approximately equal to that in the baseline population, except Victoria Day Centre, which has more males. If closure proceeds there will be comprehensive assessments carried out on all of those who attend and they will be offered alternatives such as; Ravenhill Road, Beacon Centre or Club 37.

#### 6.1.1 Age

There is a higher age profile in Victoria Day Centre than the other centres. The facility is primarily for the adult mental health population (18 – 64). The comprehensive assessments described above will identify where the most appropriate alternative can be provided. The Trust feels this should be age appropriate and may be within the Older People Medicine and Surgery directorate.

The Trust will engage with relevant advocacy groups as part of its public consultation.

#### 6.1.2 Religion

Given that the differences in community background are largely a reflection of the population living in the vicinity of each day centre for Victoria and Whiterock, the Trust proposes to address this by engaging with community groups and public representatives in the area around the Victoria Day Centre. Any changes will also be the subject of a public awareness and education initiative to ensure people know how to access alternative services appropriately. Anyone currently receiving a service will be offered an appropriate alternative close to their own home.

#### 6.1.3 Marital Status

There is a higher proportion than that of the general population who are single and have never been married. Although this difference is significant the Trust believes there will be little or no impact because of this as the other Day Centres also have a similar profile.

#### **6.1.4 Political Opinion**

The Trust does not collect data on political opinion.

#### **6.1.5 Dependent Status**

As the nature of any impact on carers will vary depending on the person being cared for, the principal mitigating measures for this category are those suggested elsewhere in this document. In addition to this the Trust will engage with carers' representatives during the consultation process as those affected may have carers.

#### **6.1.6 Disability**

The Trust feels there will be no significant impact on those with a disability by the closure of Victoria Day Centre. Those people currently attending will be offered convenient, appropriate alternatives.

#### **6.1.7 Ethnicity**

In order to mitigate the potential impact on access to day care for those who currently use this service, the Trust will work with the Eastern Health and Social Services Board and ethnic minority groups to increase awareness of the Primary Mental Health Care Service and how to access them.

#### **6.1.8 Sexual Orientation**

While the Trust does not gather information on the sexual orientation of its users, population trends of 10% are assumed for gay, lesbian and bisexual community. (Source: Rainbow Project July 2008). In order to explore the impact of the proposed changes on this section of the population, the Trust will engage with gay, lesbian and bisexual advocacy groups as part of its public consultation.

#### **6.1.9 Multiple Identity**

The Trust recognises that people - service users or staff - do not neatly fit into one Section 75 category and that pure statistical information does not capture these multi-faceted complexities- e.g. a woman from an ethnic minority presenting with mental health issues may have dependants and these may present different needs in terms of service provision or employment. This is why the Belfast Trust will not rely solely on quantitative data but rather engage on a one-to one basis with the service user, carer and family and patient advocate ensuring that they receive a sensitive and responsive service.

The Mental Health Services within the Belfast HSC Trust are committed to monitoring service uptake, service user satisfaction surveys, staff satisfaction surveys, (supervision and regular review meetings for staff). Services for users with mental health needs will be provided on a person-centred, person-led basis and tailored according to the individual's needs.

## **6.2 Mitigating measures for Staff**

The proposed reorganisation of the Trust's Day Centres will have impact on those staff currently working in four Day Centres particularly the six staff at Victoria Day Centre.

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 Staff Side colleagues.

The Trust has developed for consultation a Good Practice Guidance 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.

### **6.2.1 General guiding principles to be applied:**

Staff will be kept fully informed and will be supported during this process;

- Every possible effort will be made to avoid compulsory redundancies to keep valuable skills and experience within the Trust and to minimise costs and provide value for money
- The principles of fairness, dignity and equity of treatment will be applied in the management of people undergoing these changes

- Training and retraining opportunities will be provided to assist staff who move to new roles and responsibilities

It should also be noted that at the time of issuing this Consultation Document the Trust is in the process of developing and agreeing an “**Organisational Management of Change – Human Resource Framework**” with its Trade Union representatives. This Framework will be supplemented with a number of agreed protocols relating to issues such as arrangements for vacancy control, redeployment, relocation, pay protection, redundancy etc.

**The main impacts anticipated for staff at Victoria Day Centre are:**

- Staff relocation
- Retraining and/or re-skilling

The proposed change in the delivery of day centre service aims to use existing staffing resource in a more effective and efficient way. It is not anticipated that there will be any reduction in staff numbers and existing vacancies in the Mental Health and Learning Disability Service Group can be filled by these staff.

### **6.2.2 Relocation**

Whilst the preferred option has been stated within the consultation document , decisions on the position and location of service change in the proposals will form part of the consultation process. Where staff are required to relocate the Trust’s current guidance with Staff Side on the protocol/process of staff movement within the Belfast Trust will be applied.

The Protocol on Staff Movement within the Belfast Trust has been developed in consultation between Management and Staff representatives to ensure the smooth and effective transfer of staff with respect to change in workforce location. It takes account of the statutory obligations, including those arising out of Section 75 of the Northern Ireland Act, Equality Laws and their specific significances in relation to employment and location issues.

The protocol has been developed in recognition of the fact that location of work is of major importance to staff, and to provide assurance, guidance and a process incorporating best practice, and provision for Regional agreements on excess mileage and application of the Trust’s flexible working arrangements.

### **6.2.3 Reduction in staff numbers**

It is not anticipated there will be any reduction in staff numbers. Existing vacancies in the Mental Health & Learning Disability can be filled by these staff. However should reduction in staffing numbers become an issue, it is hoped to avoid compulsory redundancies with a balance of natural wastage (leavers and retirements), vacancy freezes in affected areas, retraining and re-skilling and the use of voluntary early retirement and voluntary redundancy for some staff that may choose to leave the service. By utilising staff turnover, the percentage level of turnover of staff (leavers and retirements) will provide an opportunity to assist in mitigating the adverse impact on staff.

The Trust will comply with all relevant employment and equal opportunities legislation when implementing the proposed changes.

### **6.2.4 Staff Support**

The Trust will put in place a range of support mechanisms for individual staff and will include:

- Staff support
- Career counselling
- Training in application and interview preparation
- Retraining/re-skilling for new roles
- Advice and guidance on pension, early retirement and redundancy consideration where applicable
- Advice and guidance on Human Resource policies and procedures

### **6.2.5 Partnerships**

The Trust in partnership with Staff Side will consider how it will minimise any adverse impact resulting from the proposed changes on the workforce. Change and the management of change will be taken forward through partnership approaches and through consultation and negotiation with Trade Unions.

# SECTION 7

## FORMAL CONSULTATION, PUBLICATION & MONITORING

### 7.1 Formal Consultation

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
- Prominent advertisements 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 all Consultees listed in the Trust's Equality Scheme
- A copy of this report will be posted on the website
- Individual consultation meetings will be arranged with representatives of particular interest groups if requested
- The report will be made available, on request, in alternative formats including Braille, Easy Read, disk and audio-cassette and in minority languages for those who are not fluent in English

**The closing date for responses is Thursday 26 March 2009.**

### Accessible Consultation

This Equality Impact Assessment sets out proposals for changes to Mental Health Services under the Strategic Reform and Modernisation Programme. Consultation on these proposed changes is an important aspect of the equality impact assessment process. The Trust will follow the Good Practice Guide on Consultation and Communication in relation to this EQIA.

This document contains a considerable amount of information and statistics and we understand there may be questions and clarification needed on aspects of the document.

The Belfast Trust appreciates and values the importance of consultation with those who may be affected by these proposed changes. The Trust recognises that for consultation to be meaningful and effective, that the means employed to consult must be appropriate and responsive to those with mental health needs. Therefore, to ensure that full and inclusive consultation takes place and all stakeholders have the opportunity to comment on the contents of this document, the Belfast Trust proposes to implement a range of consultation measures which include:

### **Consultation meetings**

These meetings will be held at a range of venues and will be attended by senior managers from the Trust.

### **Focus Groups**

Whereby a group of key stakeholders or interested individuals or parties come together to discuss and focus on the core issues intrinsic to a proposal or course of action.

The Trust would be keen to accommodate whatever form of communication may be required to facilitate consultation, this may include:

- Written
- E-mail
- Telephone
- Fax
- Face-to-face
- Advocacy

If none of the above are suitable to your needs, the Belfast Trust would welcome suggestions or ideas on appropriate methods of consultation. Additional copies of this EQIA are available from the Belfast Health and Social Care Trust website:

<http://www.belfasttrust.hscni.net/>.

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 Appendix A 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**  
**Health & Social Inequalities Department**  
**Graham House, Knockbracken Healthcare Park**  
**Saintfield Road**  
**Belfast BT8 8BH**  
**Tel 028 9056 6700**  
**E-mail: [colin.jackson@belfasttrust.hscni.net](mailto:colin.jackson@belfasttrust.hscni.net)**

## **7.2 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.

## **7.3 Decision of Public Authority**

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

## **7.4 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 reform and modernisation of Day Centre care provision 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 Trust's Reform & Modernisation of Day Support services results in greater 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.

## GLOSSARY OF ABBREVIATIONS

<b>BCT</b>	Belfast City Hospital
<b>BME</b>	Black and Minority Ethnic
<b>BHSCT</b>	Belfast health and Social Care Trust
<b>DHSSPS</b>	Department of Health Social Services and Public Safety
<b>DDA</b>	Disability Discrimination Act
<b>ECNI</b>	Equality Commission for Northern Ireland
<b>EHSSB</b>	Eastern Health and Social Services Board
<b>EQIA</b>	Equality Impact Assessment
<b>HSS</b>	Health and Social Services Trusts
<b>HPSS</b>	Health and Personal Social Services
<b>HWIP</b>	Health & Wellbeing Investment Plan
<b>LGB</b>	Lesbian Gay and Bisexual
<b>NIAMH</b>	Northern Ireland Association for Mental Health
<b>NIHSSIS</b>	Northern Ireland Health and Social Services Interpreting Service
<b>NISRA</b>	Northern Ireland Statistics and Research Agency

## CONSULTATION QUESTIONNAIRE

### Section 75 and Schedule 9 The Northern Ireland Act 1998

## 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 **26 March 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,  
Health & Social Inequalities, 1<sup>st</sup> 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](mailto:colin.jackson@belfasttrust.hscni.net)

Before you submit your response, please read Appendix A at the end of this questionnaire 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.**

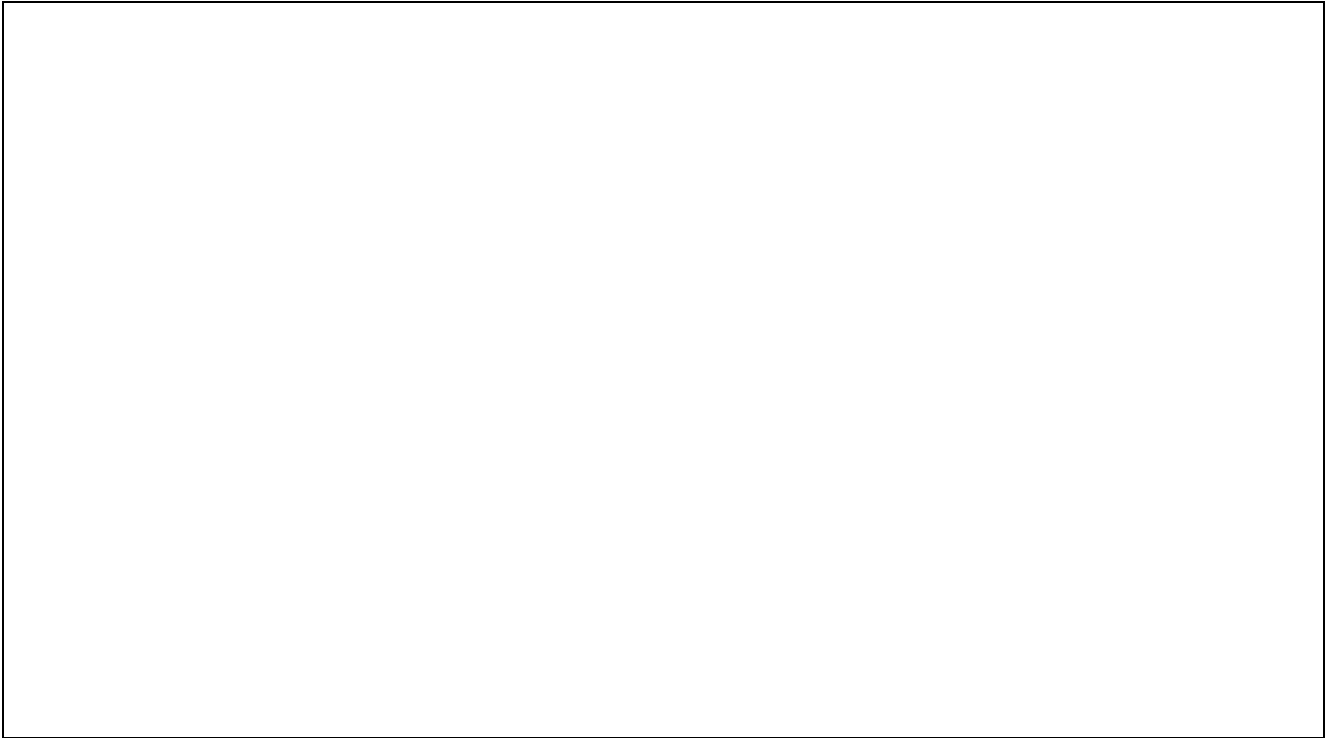
Name:	
Position:	
Organisation:	
Address:	

**I am responding as an:**  **individual on behalf on an**   
**organisation**  
(please tick)

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.

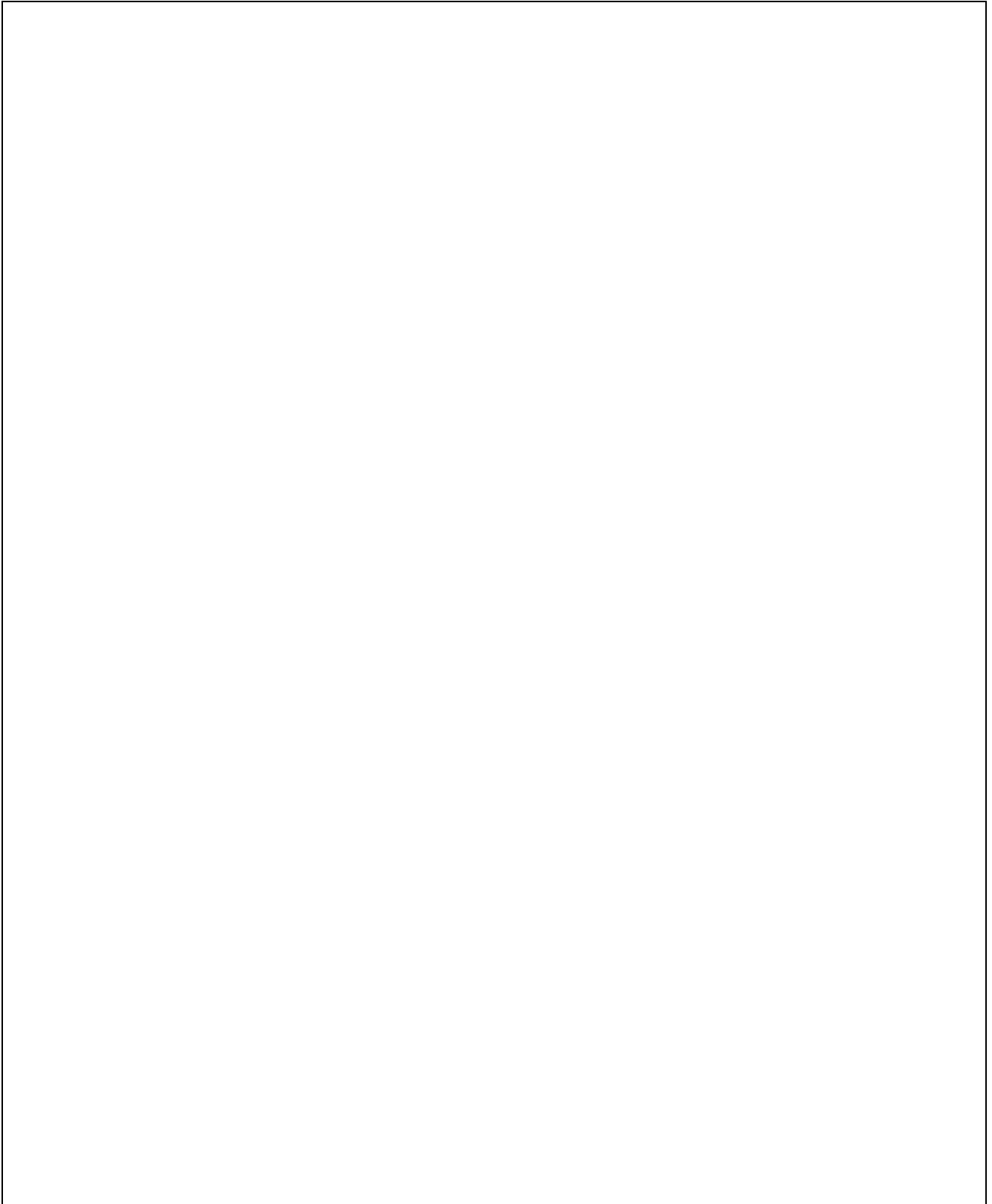
Can you suggest any other mitigating measures to eliminate or minimise any potential adverse impact on the staff concerned?



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



## General comments

A large, empty rectangular box with a thin black border, intended for providing general comments. The box is currently blank.

THANK YOU FOR YOUR INPUT TO THIS CONSULTATION EXERCISE.

### **Freedom of Information Act (2000) – Confidentiality of Consultations**

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. The 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 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 circumstances would information of this type be withheld.

**CONSULTATION LIST:****Community/Voluntary**

A.D.H.D Project	Ardcarn Residents' Association
ACCEPT	Ardmonagh Family & Community Group
Accord Catholic Marriage Counselling Service	Ardmonagh Family Centre
ACE Ventures	Ardoyne & Marrowbone CEP
ACORD NI	Ardoyne Association
ACOVO	Ardoyne Community Centre
Acting CEO St Vincent De Paul Trust	Ardoyne Elders
Action Cancer	Ardoyne Shankill Living Project
Action Mental Health	Ardoyne Women's Group
Action MS	Ardoyne Youth & parent Association
Adopt	Ardoyne Youth Providers Forum
Advice N.I.	Ardoyne/Shankill Health Partnership
African Cultural Centre NI	Ark Housing Association
Age Concern East Belfast & Castlereagh	Artability
Age Concern NI	Arthritis Care Northern Ireland
Age Concern St Johns (West Belfast)	Arthritis Research Campaign NI
Aids Helpline	Artillery Young Parents Project
Al-Anon Family Group	Artillery Youth Club
Albertbridge Road Community Development	Arts Care
Alcoholics Anonymous	Arts for All
Alcoholics Anonymous Family Group	ASBAH - Spina Bifida & Hydrocephalus
Alessie Centre	Ashmount Community Association
Alexandra Presbyterian Women's Association	Ashton Community Trust
Alzheimers Disease Society	Aspergers Network Office
An Droichead	Asthma UK Northern Ireland
An Munia Tober	Autism NI (PAPA)
Andersonstown Community Group	AWARE Defeat Depression
Anti Poverty Network	Ballybeen Men in Focus
Antrim Rd Regeneration Committee	Ballybeen Womens Centre
Aran Women's Group	Ballygomartin Baptist Woman's Fellowship
ARC (N.I.) Office	Ballynafeigh Resource Centre
Archdiocese of Armagh	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  
Community Work Education &  
Training  
Community Information Network NI  
Confederation of British Industry  
Confederation of Community  
Groups  
Conservation Volunteers NI  
Contact a Family Northern Ireland  
Contact Youth  
Converge  
Conway Mill Community Enterprise  
Co-Operation Ireland  
Corkey House  
Corner House Cross Community  
Family Centre  
Corner Stone Community Centre  
Corpus Christi Parent/Teachers  
Association  
Corpus Christi Senior Citizens Club  
Corpus Christi Services

Corpus Christi Youth Centre  
Corrymeela Community  
Council for the Homeless  
Counteract  
Cregagh Community Health  
Information Group  
CRISP  
CRJ  
Crosscollyer Street & Somerton  
Road Churches  
Crossroads Care  
CROWN Project  
Crumlin Road Presbyterian  
Women's Association  
Cruse Bereavement Care  
Cystic Fibrosis Trust  
Dee Street Community Centre  
Democratic Dialogue  
Developing Leadership Initiative  
Development Office POBAL  
Diabetes UK  
Diocese of Down & Connor  
Director Rosemount House Hostel  
Disability Action  
Disability Sports NI  
Disabled Drivers Association NI  
District Childcare Partnership  
Divis Joint Development Committee  
Domestic Violence Forum  
Donegall Pass Community Forum  
Down's Syndrome Association  
Duncairn CHAT  
Duncairn Community Forum  
Duncairn Health Forum  
Duncairn Senior Citizens Club  
Dunlewey Substance Advice  
Dunmurray Advice Centre  
Early Years Project  
East Belfast Women's Development  
Group  
East Belfast Alternatives  
East Belfast Area Youth Project  
East Belfast BCC Neighbourhood  
Office  
East Belfast Citizens' Advice Bureau

East Belfast Community  
Development Agency  
East Belfast Enterprise  
East Belfast Independent Advice  
Centre  
East Belfast Mission  
East Belfast Partnership Board  
East Belfast Sure Start  
East Belfast Talking Newspaper  
East Belfast Youth Forum  
Eastern Child Care Partnership  
EBCEC  
EBCHIP Ballybeen  
EDACT  
Eglinton Lunch Club  
Employers Forum on Disability  
Engage with Age  
Enterprise Ulster  
EPIC  
Equality Forum NI  
Evangelical Contribution on NI  
Extern  
Extra Care  
FACT  
Falls Community Council  
Falls Women's Centre  
Families Bereaved through Suicide  
Farset Community Development  
Fibromyalgia Support NI  
Filor Housing Association  
Finaghy Community Centre  
First Ke NI  
First Key  
First Step Drop-in Centre  
First Steps Playgroup  
Flax Trust  
Fold Housing Association  
Forbairt Feirste  
Forthriver Regeneration Trust  
Forthspring Inter Community Group  
Fortwilliam Fold  
Fortwilliam Resource Centre  
Forum for Action on Substance  
Abuse  
Forum for Community Work  
Education

Foster Care Advisory Group (North & West Belfast)  
Foundry Regeneration Trust  
Foyle Friend  
Frank Cahill Resource Centre  
Frank Gillen Centre  
Free Presbyterian Church  
Future Voices  
Gay & Lesbian Youth NI  
Gingerbread NI  
Girls' Brigade NI  
Glen Community Centre  
Glen Parent & Youth Group  
Glen Residents Association  
Glenbrook Sure Start  
Glencairn Community Initiative  
Glencairn Lunch Club at St. Andrews  
Glenluce Quality Caring Centre  
Glenowen Court  
Golden Threads Pensioners Club  
Greater New Lodge Community Empowerment Partnership  
Greater Shankill Alternatives  
Greater Shankill Community Council  
Greater Shankill Community Forum  
Greater Shankill Partnership Board  
Greater Shankill Senior Citizens Forum  
Greater Turf Lodge Residents Association  
Greater Village Regeneration Trust  
Greenway Women's Group  
Greenwood House Assessment Centre  
Grove Community Centre  
Grove Housing Association  
Guide Dogs for the Blind Association  
Guild of Hospital Pharmacists  
Habinteg Pensioners Club  
Habitat for Humanity  
Haemophilia Society  
Hamil Street Centre  
Hammer Community Centre  
Hammer Unemployed Group

Harmony Community Trust  
Harrogate Senior Citizens Club  
Headway Belfast  
Healthy Living Centre  
HEART Project  
Hearing Voices  
Help the Aged NI  
Highfield Community Centre  
Highspring Forum  
Holy Cross Catholic Retreat  
Holy Cross Parish Group  
Holy Trinity Family Centre  
Holy Trinity Monday Club  
Home Start UK  
Homecare NI  
Homestart (North Belfast)  
Home-Start East Belfast  
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  
Inner South Belfast Partnership Board  
Integrated Education Fund  
Interaction Belfast  
Interface Project  
Inverary Community Centre  
Ionad Uibh Eachach  
Irish Advocacy Network  
Irish Council of Churches  
Irish Guild of Catholic Nurses  
Iveagh Community Group  
Joanmount Friendship Club  
Joanmount Open Door Ltd  
Job Assist Centre  
JOINTZ  
Kansas Residents Association  
Kids 'N Kin  
Knocknagoney Community Centre  
Lady Hoare  
Lakewood Centre

LaLeche League  
 LAMP - Life After Mental Health  
 LARRI  
 LASI  
 Law Centre NI  
 Lawnbrook Family Centre  
 LEAD  
 Lee Hestia Association  
 Lenadoon Community Forum  
 Leonard Cheshire Supported  
 Housing  
 Lesbian Line  
 Lifestart Foundation NI  
 Ligoniel Improvement Association  
 Ligoniel Community Empowerment  
 Partnership  
 Ligoniel Family Centre  
 Ligoniel Improvement Association  
 Link Centre  
 Link Community Association  
 Link Pensioners Group  
 LINKS Women's Group  
 Lisburn Road Community Forum  
 LORAG  
 Lower Andersonstown Mothers  
 Support Group  
 Lower North Belfast Area Project  
 Lower North Belfast Community  
 Council  
 Lower Oldpark Community Forum  
 Lower Ormeau & Botanic Env.  
 Group  
 Lower Ormeau & Markets  
 Community Forum  
 Lower Shankill Group Welfare  
 (Percy Street)  
 Lower Woodstock Community  
 Association  
 LUPUS  
 M Care  
 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  
 North West Forum of People with Disabilities  
 Northern Ireland Cancer Fund for Children  
 Northern Ireland Children's Hospice  
 Northern Ireland Deaf Youth Association (NIDYA)  
 Northern Ireland Foster Care Association  
 Northern Ireland Hospice Care  
 Northern Ireland LUPUS Group  
 Northern Ireland Paraplegic Association  
 Northern Ireland Pensioner's Convention  
 Northern Ireland Student Centre

NOW Project Ltd  
 NSPCC  
 Nth Belfast Alternatives / Good  
 Morning Ballysillan  
 Oaklee Housing Association  
 Oasis Centre  
 Older Women's Network  
 Olympia Community Centre  
 One Stop Shop  
 One World Centre  
 OPELS Playgroup  
 Opportunity Now  
 Opportunity Youth  
 Orchardville Society  
 Osteogenesis Imperfecta  
 Parenting Forum NI  
 Parents Advice Centre  
 Parents Playground Committee  
 Parish House  
 Parkinson's Disease Society NI  
 Partnership in Community  
 Transformation  
 PASA  
 Passionate Youth & Parent  
 Patient & Public Involvement Group  
 PCI  
 PIPS  
 PIPS Public Initiative to Prevent  
 Playboard NI Ltd  
 Positive Futures  
 Poleglass Concerned Residents  
 Association  
 PRAXIS  
 Presbyterian Church in Ireland  
 Presbyterian Women's Association  
 Press for Change  
 Primecare  
 Provincial Care  
 Putting Children First  
 Quaker Cottage  
 Quakers Religious Society of  
 Friends  
 Quality Care Services Ltd  
 Queen's Women's Graduates  
 Association  
 R.A.V.E.  
 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  
 Soroptimist International of Ireland  
 SOS Bus NI Ltd  
 South Belfast Highway to Health  
 South Belfast Malecare  
 South Belfast Sure Start  
 South City Resource and  
 Development  
 South Link Fellowship  
 South West Belfast Community  
 Forum  
 Southlink Fellowship  
 Speechmatters  
 Springfield Charitable Association  
 Springfield Inter-Community  
 Development  
 Springhill Community Assoc  
 Springvale Learning Centre  
 St Agnes Concerned Community  
 Association  
 St Columbas Church  
 St Gerard's Friendship Club  
 St John Ambulance  
 St John of God Brothers  
 St Katherine's Ladies Guild  
 St Oliver Plunkett Lunch Club  
 St Patricks Community Enterprise  
 Stadium Youth and Community  
 Centre  
 Star Neighbourhood Centre  
 Starting Point NI Ltd  
 Stoma Care Support Group  
 Streetbeat  
 Substance Misuse MH  
 Suffolk & Andersonstown CAB

Suffolk Community Centre  
 Suffolk Community Forum  
 Suffolk Community Services Group  
 Suffolk Happy Hour SSC  
 Suicide Awareness Group  
 Survivors of Trauma  
 TAGIT  
 Tar Anall  
 Tar Isteach  
 Taughmonagh Community Forum  
 The Beat Initiative  
 The Bytes Project  
 The Cedar Foundation  
 The Centre  
 The CODA Project  
 The Community Foundation NI  
 The Falls Forum  
 The HIV Support Centre  
 The Homeless Support Team  
 The Men's Project  
 The Natural Fertility Association  
 The Passionists  
 The Prince's Trust Volunteers  
 The Rainbow Project  
 The Salvation Army  
 The Wider Circle  
 Threshold  
 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  
N I 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