

## Equality, Good Relations and Human Rights Screening Template

**\*\*\*Completed Screening Templates are public documents and will be posted on the Trust's website\*\*\***

See [Guidance Notes](#) for further background information on the relevant legislation and for help in answering the questions on this template (follow the links).

### **(1) Information about the Policy/Proposal**

(1.1) Name of the policy/proposal **Risk Assessment**

(1.2) Is this a new, existing or revised policy/proposal? **Existing**

(1.3) What is it trying to achieve (intended aims/outcomes)? **This policy aims to give guidance on the completion of risk assessments to ensure that Trust activities are controlled in such a way as to reduce risks to staff and others to an acceptable level. This policy is based on health & safety statutory laws and Regulations; primarily the Health & Safety at Work (Northern Ireland) Order 1978 and the Management of Health & Safety at Work Regulations (Northern Ireland) 2000.**

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal? **All categories.**

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB? **Owned by SET Chief Executive and Director Office of the Medical Director; and implemented by Assistant Director of Risk Management & Governance. Originates from Statutory Law (as listed section 1.3).**



(1.6) Are there any factors that could contribute to/detract from the intended aim/outcome of the policy/proposal/decision? (Financial, legislative or other constraints?) **No**

(1.7) Who are the internal and external stakeholders (actual or potential) that the policy/proposal/decision could impact upon? (staff, service users, other public sector organisations, trade unions, professional bodies, independent sector, voluntary and community groups etc). **The main stakeholders are staff, trade unions, service users, contractors, visitors and members of the public.**

(1.8) Other policies with a bearing on this policy/proposal (for example regional policies) - what are they and who owns them?

**Based off legislation.**

## (2) Available evidence

Evidence to help inform the screening process may take many forms. What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

<i>Details of evidence/information</i>
<ul style="list-style-type: none"> <li>• <b>Health &amp; Safety at Work (Northern Ireland) Order 1978</b></li> <li>• <b>Management of Health &amp; Safety at Work Regulations (Northern Ireland) 2000</b></li> <li>• <b>Trust Health &amp; Safety Committee consultation allows input from Trade Unions and safety representatives.</b></li> <li>• <b>Experience and knowledge of relevant staff</b></li> </ul>

## (3) Needs, experiences and priorities

(3.1) Taking into account the information above what are the different needs, experiences and priorities of each of the Section 75 categories and for both service users and staff.

<b>Category</b>	<b>Needs, experiences and priorities</b>	
	<b>Service users</b>	<b>Staff</b>
Gender	None Identified	None Identified
Age	None Identified	This policy takes into account extra protection needed for younger adults.
Religion	None Identified	None Identified
Political	None Identified	None Identified

Opinion		
Marital Status	<b>None Identified</b>	<b>None Identified</b>
Dependent Status	<b>None Identified</b>	<b>None Identified</b>
Disability	<b>This policy takes into account additional needs of those with a disability.</b>	<b>This policy takes into account additional needs of those with a disability.</b>
Ethnicity	<b>None Identified</b>	<b>None Identified</b>
Sexual Orientation	<b>None Identified</b>	<b>None Identified</b>

(3.2) Provide details of how you have involved stakeholders, views of colleagues, service users and staff etc when screening this policy/proposal.

**This policy was previously approved with consultation of the Health & Safety Committee.**

#### (4) Screening Questions

You now have to assess whether the impact of the policy/proposal is major, minor or none. You will need to make an informed judgement based on the information you have gathered.

**(4.1) What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?**

<b>Section 75 category</b>	<b>Details of policy/proposal impact</b>		<b>Level of impact? Minor/major/none</b>
	<b>Services Users</b>	<b>Staff</b>	
Gender	None	None	None
Age	None	None	None

Religion	None	None	None
Political Opinion	None	None	None
Marital Status	None	None	None
Dependent Status	None	None	None
Disability	None	None	None
Ethnicity	None	None	None
Sexual Orientation	None	None	None

***(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?***

<b><i>Section 75 category</i></b>	<b><i>Please provide details</i></b>
Gender	<b>None</b>
Age	<b>None</b>
Religion	<b>None</b>
Political Opinion	<b>None</b>
Marital Status	<b>None</b>
Dependent Status	<b>None</b>
Disability	<b>None</b>
Ethnicity	<b>None</b>
Sexual Orientation	<b>None</b>

<b>(4.3) To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? minor/major/none</b>		
<b>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief		None
Political opinion		None
Racial group		None

<b>(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?</b>	
<b>Good relations category</b>	<b>Please provide details</b>
Religious belief	None
Political opinion	None
Racial group	None

## **(5) Consideration of Disability Duties**

<b>(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?</b>
Those who have a disability should be taken into consideration in a Risk Assessment, promoting ability to work.

## (6) Consideration of Human Rights

(6.1) Does the policy/proposal affect anyone's Human Rights?

Complete for each of the articles

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



**Please note: If you have identified potential negative impact in relation to any of the Articles in the table above, speak to your line manager and/or Equality Unit. It may also be necessary to seek legal advice.**

(6.2) Please outline any actions you will take to promote awareness of human rights and evidence that human rights have been taken into consideration in decision making processes. **Trust Staff Training Strategy for Equality, Diversity and Human Rights**

**(7) Screening Decision**

**(7.1) Given the answers in Section 4, how would you categorise the impacts of this policy/proposal?**

Major impact	
Minor impact	
No impact	X

**(7.2) Do you consider the policy/proposal needs to be subjected to ongoing screening**

Yes	
No	X

**(7.3) Do you think the policy/proposal should be subject to and Equality Impact Assessment (EQIA)?**

Yes	
No	X



(7.4) Please give reasons for your decision and detail any mitigation considered.

**The level of impact is judged to be none in all of the Section 75 Categories.**

**(8) Monitoring**

Please detail how you will monitor the effect of the policy/proposal for equality of opportunity and good relations, disability duties and human rights?

**This will be included in the departmental / internal / external audit arrangements for this policy.**

Approved Lead Officer: \_\_\_\_\_

Position: \_\_\_\_\_

Date: \_\_\_\_\_

Policy/proposal screened by: \_\_\_\_\_

**Please forward completed schedule to:**

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