

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

Discharge of Admitted Patients from 16th Birthday from the South Eastern Trust Hospitals

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

Revised

(1.3) What is it trying to achieve (intended aims/outcomes)?

This policy aims to ensure that patients receive a safe, effective and timely discharge from hospital through a multi professional team approach to assessment and care planning (fully involving the patient and main carers) which commences immediately following admission and extends through to discharge. In some circumstances, this may take place prior to admission i.e. if attending a pre-operative assessment. This policy is for those patients aged 16 or over

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

N/A



(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB?

South Eastern Health & Social Care Trust

(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?)

None

(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)

Patients/Clients and their families

Staff

Carers

Service / Healthcare Providers

Voluntary providers eg red cross



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

Clostridium Difficile Management Policy

SET Medication Policy

SET Policy for the referral guidelines to district nursing services

SET Nurse facilitated Discharge Policy

SET Children's Discharge Policy: see local policies

SET policy on Transfer

Admission and Discharge Policy, Mental health

Full Capacity Protocol

Care of the Patient / Client in the Presence of Northern Ireland Prison Service (NIPS)

Officer(s)

(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.

Details of evidence/information

N/A

(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.

Category	Needs, experiences and priorities	
	Service users	Staff
Gender	N/A	N/A
Age	Over 16 years	N/A
Religion	N/A	N/A
Political Opinion	N/A	N/A
Marital Status	N/A	N/A
Dependent Status	N/A	N/A
Disability	N/A	N/A
Ethnicity	Interpreting Services used for those who are not proficient in English	
Sexual Orientation	N/A	N/A

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

Trust wide electronic consultation process and numerous consultation with lead nurse

(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?

Section 75 category	Details of policy/proposal impact		Level of impact? Minor/major/none
	Services Users	Staff	
Gender			None
Age			None
Religion			None
Political Opinion			None
Marital Status			None
Dependent Status			None
Disability			None
Ethnicity			None
Sexual Orientation			None

(4.2) Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?	
Section 75 category	Please provide details
Gender	Engagement with staff
Age	Engagement with staff
Religion	Engagement with staff
Political Opinion	Engagement with staff
Marital Status	Engagement with staff
Dependent Status	Engagement with staff
Disability	Engagement with staff
Ethnicity	Engagement with staff
Sexual Orientation	Engagement with staff

(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		
Good relations category	Details of policy/proposal impact	Level of impact Minor/major/none
Religious belief		None.

Political opinion		None.
Racial group		None.

(4.4) Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	Please provide details
Religious belief	The Trust remains committed to embracing diversity, promoting good relations and challenging sectarianism and racism to ensure service users and staff enjoy equality of opportunity and access to health and social care in a welcoming and safe environment. The Trust has an ongoing strategy of staff training and awareness raising.
Political opinion	As above.
Racial group	Where required interpreters will be provided As above

(5) Consideration of Disability Duties

(5.1) How does the policy/proposal encourage disabled people to participate in public life and promote positive attitudes towards disabled people?

- The Trust Disability Action plan 2018-2023 promotes these two duties
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(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	Neutral impact

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

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.

The Mental Capacity Act (MCA) 2016

(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	✓

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

Yes	
No	✓

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

Yes	
No	✓



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

This is a review of a current policy

No impact detected on any of the S75 groups.

(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?

It is important to know whether or not individual departments, or the hospital as a whole, are meeting agreed standards for discharge planning, to recognise reasons why these standards may not be met and to take appropriate action where improvement is required.

Monitoring the discharge process needs to be both qualitative and quantitative and needs to cover the whole spectrum of the discharge planning process.

Monitoring systems should be carried out in conjunction with the relevant healthcare providers and healthcare commissioners.

Monitoring process/system must meet the following requirements:

- Review of uniprofessional and multiprofessional standards in relation to discharge of patients from hospital.
- Monitor the number of patients who exceed their expected length of stay (where this is predictable) and examine the reason why.
- Review the number of patients clinically fit for discharge but whose discharge is delayed for non-clinical reasons (e.g. social problems, lack of



aids/appliances, lack of funding for complex care, problems with transport arrangements);

- Standards must be audited where there is an indication that they are not being met.
- Undertake and respond to feedback from patient satisfaction surveys regarding their experience of the quality of their discharge.
- To regularly review all complaints relating to discharge of patients and ensure that appropriate corrective action has been taken, and documented;
- To ensure that examples of good practice relating to the discharge process are widely disseminated to relevant departments within the Trust and to encourage collaborative audit where relevant and practical.

Approved Lead Officer: E Campbell
 Position: Governance lead
 Date: 19/12/2024
 Policy/proposal screened by: E Campbell

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