

## 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

Security Policy

(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 provides a summary of the required principles, values, structures and roles and responsibilities of all staff regarding Security.

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

The Policy will benefit staff and service users from all Section 75 categories.

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

South Eastern Trust

Head of Service; Security

Security Operational Group



(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?)

Trust staff not being aware of the policy could detract from the intended aim.

(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)

All staff and service users.

Police Service of Northern Ireland.

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

Zero Tolerance Policy

ICT Security Policy

Policy for the Management of Violence & Aggression and Use of Restraint

Medicines Policy

Policy for Physical Security of Safes and Keys at Trust facilities

## (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.

<b>Details of evidence/information</b>
UK General Data Protection Regulation 2016 / Data Protection Act 2018
CCTV and video surveillance Codes of Practice
Criminal Justice and Immigration Act (2008)
Regulation of Investigators Powers Act 2000 (R.I.P.A)
Violence and aggression in the workplace (2023)

## (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	Female 51.25%	Male 48.75%	Female 80.09%	Male 19.91%
Age	0-15 20.56%	16 – 19 5.32%	20-29 12.28%	30-45 20.09%
	46-59 20.07%	60+ 21.68%	0-15 0.00%	16-24 4.54%
			25-34 22.04%	35-44 27.96%
			45-54 24.41%	55-64 18.32%

		65+ 2.73%
<b>Religion</b>	Protestant 50.52% Roman Catholic 27.90% Other 0.82% None 14.65% Not Known 6.11%	Protestant 41.49% Roman Catholic 25.18% Other/Not known 33.33%
<b>Political Opinion</b>	Not collected on 2011 census. Council voting patterns below are considered.  Ards & North Down council area return a unionist majority Lisburn and Castlereagh council area return a unionist majority Newry, Mourne & Down council area return a nationalist majority	Broadly Nationalist 2.69% Broadly Unionist 6.84% Do not wish to answer 10.13% Other 5.09% Not known 75.24%
<b>Marital Status</b>	Single 31.7% Married 51.64% Divorced 6.01% Widowed 6.85% Separated 3.70% Other 0.1%	Single 20.19% Married/Civil Partnership 48.87% Divorced 2.58% Widowed 0.42% Separated 1.14% Other 0.64% Not known 26.16%
<b>Dependent Status</b>	Households with dependent children - 33.38%	Child or Children 12.69% Dependant Older 2.14% A person with Disability 1.33% None 10.46% Other/Not known 87.31%
<b>Disability</b>	Household with one or more persons with a limiting long term illness 19.82%	Not Known 72.41% No 25.88% Yes 1.71%
<b>Ethnicity</b>	Black African Black African 0.1% Irish Traveller 0.04% Bangladeshi 0.06% Pakistani 0.04% Black Caribbean 0.03% Mixed Ethnic Group 0.35% Chinese 0.26 % White 98.50% Indian 0.25% Other 0.3 % Filipino 0.06%	Bangladeshi 0.01% Black African 0.06% Black Caribbean 0.01% Black Other 0.02% Chinese 0.07% Filipino 0.45% Indian 0.59% Irish Traveller 0.00% Mixed Ethnic Group 0.12% Other 0.20% Pakistani 0.06% White 28.66% Not Known 69.77%
<b>Sexual Orientation</b>	Estimated 10% of population is LGBT equates to estimated 168,527 of the NI population i.e. possibly one in 10 in terms of clientele/service user— data source Rainbow Project	Opposite Sex 25.30% LGB&T 0.72% Do not wish to answer 1.34% Not Known 72.64%

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

This document was shared with the South Eastern Trust's Security Operational Group who reviewed and gave their comments / suggestions on the document prior to release.

The group includes representatives from a wide and varied group of Trust employees including representatives from:

- Support Services Department
- Trade Unions
- Estates Department
- Financial Management
- Adult Services (including Prison healthcare)
- Children's Services
- Primary Care
- Capital Development
- Health & Safety Department
- Medicine, Unscheduled Care & Cancer Services
- Surgery, Woman & Child Health

#### **(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.

<b>(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>			
<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	Female 51.25% Male 48.75%	Female 80.09% Male 19.91%	None
Age	0-15 20.56% 16 – 19 5.32% 20-29 12.28% 30-45 20.09% 46-59 20.07% 60+ 21.68%	0-15 0.00% 16-24 4.54% 25-34 22.04% 35-44 27.96% 45-54 24.41% 55-64 18.32% 65+ 2.73%	None
Religion	Protestant 50.52% Roman Catholic 27.90% Other 0.82% None 14.65% Not Known 6.11%	Protestant 41.49% Roman Catholic 25.18% Other/Not known 33.33%	None
Political Opinion	Not collected on 2011 census. Council voting patterns below are considered.  Ards & North Down council area return a unionist majority Lisburn and Castlereagh council area return a unionist majority Newry, Mourne & Down council area return a nationalist majority	Broadly Nationalist 2.69% Broadly Unionist 6.84% Do not wish to answer 10.13% Other 5.09% Not known 75.24%	None
Marital Status	Single 31.7% Married 51.64% Divorced 6.01% Widowed 6.85% Separated 3.70% Other 0.1%	Single 20.19% Married/Civil Partnership 48.87% Divorced 2.58% Widowed 0.42% Separated 1.14% Other 0.64%	None



		Not known 26.16%	
Dependent Status	Households with dependent children - 33.38%	Child or Children 12.69% Dependant Older 2.14% A person with Disability 1.33% None 10.46% Other/Not known 87.31%	None
Disability	Household with one or more persons with a limiting long term illness 19.82%	Not Known 72.41% No 25.88% Yes 1.71%	None
Ethnicity	Black African Black African 0.1% Irish Traveller 0.04% Bangladeshi 0.06% Pakistani 0.04% Black Caribbean 0.03% Mixed Ethnic Group 0.35% Chinese 0.26 % White 98.50% Indian 0.25% Other 0.3 % Filipino 0.06%	Bangladeshi 0.01% Black African 0.06% Black Caribbean 0.01% Black Other 0.02% Chinese 0.07% Filipino 0.45% Indian 0.59% Irish Traveller 0.00% Mixed Ethnic Group 0.12% Other 0.20% Pakistani 0.06% White 28.66% Not Known 69.77%	None
Sexual Orientation	Estimated 10% of population is LGBT equates to estimated 168,527 of the NI population i.e. possibly one in 10 in terms of clientele/service user— data source Rainbow Project	Opposite Sex 25.30% LGB&T 0.72% Do not wish to answer 1.34% Not Known 72.64%	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

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.

	<p>The Trust has an ongoing strategy of staff training and engagement via e-learning or face to face if safe and appropriate to do so.</p> <p>Also see 7.4 for consideration and mitigation</p>
Age	As above
Religion	As above
Political Opinion	As above
Marital Status	As above
Dependent Status	As above
Disability	As above
Ethnicity	As above
Sexual Orientation	As above

**(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>Good relations category</b>	<b>Details of policy/proposal impact</b>	<b>Level of impact Minor/major/none</b>
Religious belief	<p>The Trust is committed to ensuring that staff and patients have equality of access to services and feel welcome, comfortable and safe accessing all Trust facilities, irrespective of race, religion or political opinion.</p> <p>It is not anticipated that there will be</p>	None .The Trust has in place its Good Relations statement which is displayed on staff and service user notice boards.

	any adverse impact on any service user on account of their race, religion or political opinion.	
Political opinion	As above	As above
Racial group	As above	As above

<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	<p>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.</p> <p>The Trust has an ongoing strategy of staff training and awareness raising.</p> <p>On the basis of the information available, there is nothing to indicate that these changes would engender any adverse impact in regard to the promotion of good relations.</p>
Political opinion	As above
Racial group	<p>As above and additionally:</p> <p>As indicated previously, it is important that the Trust continues to translate essential information. Trust staff are cognisant of the ethical reasons for ensuring that patients who are not proficient in English as a first or second competent language are provided with telephone interpreting or face-to-face interpreting to facilitate effective and safe communication.</p> <p>The Trust is encouraging staff to continue accessing telephone interpreting services as appropriate during this period to ensuring social distancing. If required, face to face can be accommodated.</p> <p>The promotion of Good Relations is an integral part of the Trust's commitment to improve the health and wellbeing of all our staff and in line with our Good</p>



	Relations Strategy, we strive to ensure that all staff irrespective of religion, race or political opinion feel safe, welcomed and comfortable in work.
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## (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 is committed to ensuring equality of opportunity for all service users and staff in terms of disability and complies with all relevant Disability legislation, including the Disability Discrimination Act 1995 and the United Nations Convention on the Rights of People with Disabilities.

The Trust Disability Action Plan 2024 – 2029 promotes these two duties. Additionally the Trust has policies, procedures and strategies in place aimed at encouraging disabled people to participate in public life and promote positive attitudes towards disabled people.

Consideration has been given to the profile of staff and/or service users affected by the proposal including those with a disability.

All staff must complete mandatory training on equality, human rights and good relations which includes awareness of disability duties. As this is available online, staff are being encouraged to complete online if possible at this present time.

## (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			√
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 <sup>st</sup> protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			√
1 <sup>st</sup> 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 Trust has considered the possible impact on service users and staff Human Rights and not identified any potential negative impact at this time. The right to the highest attainable standard of health is to be realised progressively over time and the Trust as a public authority must use the maximum available resources to fulfil the right.



The Trust recognises that equality does not mean treating everyone the same but treating everyone according to their needs.

At this time the e-learning module on Equality, Diversity, Human Rights and Good Relations is promoted however face to face training programmes can and are facilitated if safe and appropriate to do so.

**(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	X
No	

**(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 Trust has carried out an equality screening of the proposal and identified a 'no impact' and that this policy will be subject to ongoing screening. Screening will continue as implementation has been developed and also after the implementation plan finalised. The Trust will screen this proposal at 6 months' post go live and then annually and also at the time of review (proposed no less than every three years)

## **(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?

- If there are any legal / legislative changes to Security or Data laws in the UK the screening document will be reviewed.
- The Trust has established a Security Operational Group
- The Operational group will prepare, implement and review an annual Security Action Plan, identify and monitor Key Performance Indicators for Security
- Feedback from service users
- Feedback from staff
- Compliments and complaints

Approved Lead Officer:

Richard Knight



South Eastern Health  
and Social Care Trust

Position: Head of Service (Security)

Date: 14<sup>th</sup> November 2024

Policy/proposal screened by: Denise Hopps

**Please forward completed schedule to:**

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