

Screening Outcome Report April – June 2026

Introduction

Section 75 of the Northern Ireland Act 1998 requires the Trust, 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 Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and if necessary to subject policies to equality impact assessment. (EQIA)

Screening Methodology

For new or revised policies/proposals the Trust will consider the following four screening questions as per ECNI guidance:-

- What is the likely impact of equality of opportunity for those affected by this policy/proposal, for each of the Section 75 equality categories?
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group?
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the Trust's commitments in its Equality Scheme the Trust has applied the above screening criteria to new policies and proposals.

The screening process is used to identify which policies are likely to have an impact on equality of opportunity and/or good relations. Screening assesses the likely impact of the policy as major, minor or none.

If it is decided that a policy/proposal is likely to have major issues relating to equality, it is then necessary to consider carrying out a more detailed exercise called an equality impact assessment.

This screening report outlines the screening outcomes from the date of formal approval of the Trust's revised Equality Scheme i.e. 14th September 2011 and will be produced each quarter thereafter.

Communication & Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, voluntary/community sector, public representatives and independent providers.

The Trust is committed to promoting personal and public involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for, and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

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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Outcome of Screening

The screening outcomes are outlined below. Four possible outcomes are recorded:

- 1 The policy has been **'screened in' for equality impact assessment;**
- 2 The policy has been **'screened out' with mitigation or an alternative policy proposed to be adopted;**
- 3 The policy has been **'screened out' without mitigation or an alternative policy proposed to be adopted.**
- 4 The policy will be **subjected to ongoing screening.** For more detailed strategies or policies that are to be put in place through a series of stages, screening should be considered at various times during implementation.

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
Policy for the use of Mobile Applications (Mob Apps) In accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act, 2018 organisations must consider data protection and privacy issues upfront in everything that it does. They also need to assure protection of service users through comprehensive management of risk in	Out	The Trust will continue to monitor this policy via review of Datix forms

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accordance with established professional regulation and standards. This policy should be read in conjunction with other Trust policies relating to ICT, medical devices and risk management		
HSC Management of Sickness Absence Policy & Procedure Health & Social Care Northern Ireland (HSCNI) is committed to providing safe, effective and high-quality service to patients and service users, and recognises its duty to support the employees delivering that service by providing a working environment that is conducive to positive health and wellbeing. This Policy is aimed at providing a framework for all HSCNI organisations to ensure that where sickness absence does occur, it is managed in a fair, prompt, and compassionate manner based on the individual circumstances of each employee. HSCNI is committed to provide necessary and appropriate supports to help employees sustain regular and effective attendance at work, thus helping ensure that patients and service users get the best possible quality of care.	Out	The policy will be monitored via: • Feedback from staff • Complaints and Compliments from staff and service users • Attendance statistics • Equality Data • The number of staff that have had their contract terminated due to Ill-Health will continue to be monitored, with data provided by Analytics as required

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
Family Assessment Intervention Service Review (FAIS) Time bound assessments of parenting capacity to promote safe parenting for children at home and support a return home for children in care where this is deemed appropriate. To promote the welfare of the child and contribute to timely care planning decisions in their best interests. This is a relationship based approach to recognise the impact of trauma, maintain and strengthen family connections, reduce conflict and improve safety and wellbeing. Desired Outcomes • Provide a timely comprehensive parenting assessment and clear recommendations to the referring social worker • Contribute to care planning decisions in the best interests of children • Maintain children safely at home if appropriate	Out	The Trust will monitor the implementation using the following methods • Engagement with Key Stakeholders • Feedback from Social Work Teams • Appraisal conversations • Numbers of Staff attending training • Succession planning • Monitoring of complaints and compliments
Temporary Reduction in Opening Hours – Lagan Valley Urgent Care Centre The Trust is proposing to implement a temporary reduction to opening hours within the Lagan Valley Hospital (LVH) Urgent Care Centre (UCC), including associated workforce arrangements and staff support. The proposed changes are being implemented in response to acute workforce pressures.	Out	The Trust will monitor the implementation of change to opening hours at LVH UCC to identify any unforeseen impact on any of the Section 75 categories. The Trust will also take account of information or feedback provided by service users and key stakeholders via the formal and informal consultation process. This includes monitoring the following: • UCC activity e.g. number of patients using 'Phone First' • Number of patients who need to be admitted to the LVH

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		• Number of patients transferred from LVH UCC to other hospitals • Duration of patient's time spent in ED • Ongoing recruitment • Ongoing discussions with staff regarding, career progression opportunities, potential redeployments and work life balance considerations • Patient and staff experience – satisfaction questionnaires, complaints and compliments Feedback from SEHSCT Communication and Engagement Plans for temporary change including potential service user /public engagement.
Departmental restructure through the Management of Change process within the Communications Team, SEHSCT The Communications Department has continued to respond flexibly to organisational need. However, a review of the current structure highlights several challenges that now warrant a formal departmental refresh. Intended outcomes would include: • Strengthened leadership and resilience at senior level • Clear and sustainable career development pathway • Improved succession planning • A modernised structure aligned with digital and strategic needs	Out	The effectiveness of the new structure will be reviewed 3 and 6 months post-implementation with several indicators of success: Indicators of Success: • Faster and more effective resolution of day-to-day operational issues • Clear, reliable senior deputising arrangements • Increased strategic visibility and representation at senior forums • Improved long-term career development and staff retention within the department

Description of Policy or Proposal	Screening Outcome	Reason for Reaching Screening Outcome
Greater operational efficiency through improved line management		
Change of Rota for ED/UCC Patient Trackers This proposal would provide an improved rota, better meeting the needs of the service and how it has changed over the past few years with the move to the new Emergency Department and the introduction of Encompass.	Out	Continuous review and monitoring of the proposal will take place via: Staff feedback from 1:1s • Appraisal conversations • Management of Attendance • Recruitment and retention of staff • Grievances • Complaints/Compliments • AQ's/FOI • Team Meetings • Feedback from staff

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