South Eastern Health and Social Care Trust

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 *Health & Safety Policy (Statement of Intent and Organisational Responsibilities) v4.0.*

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

(1.3) What is it trying to achieve (intended aims/outcomes)? *Legal compliance with a specific statute, namely The Health and Safety at Work Order (Northern Ireland) 1978 which requires a written Health and Policy, reviewed regularly.*

(1.4) Are there any Section 75 categories (see list in 3.1) which might be expected to benefit from the intended policy/proposal? *No.*

(1.5) Who owns and who implements the policy/proposal - where does it originate, for example DHSSPS, HSCB? *South Eastern Trust collectively owns and implements the Policy, which applies*

across all Directorate via Senior Managers and Managers.

The Policy was authored by the Health & Safety Adviser and Assistant Director, Risk Management & Governance.

(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?)

Financial and/or human resource availability constraints could undermine the achievement of the general principles stated within (in particular, the commitment to comply with primary and secondary legislation. Residual (untreated/partially treated) risk is managed through the organisational risk matrix.

There may be barriers to understanding where staff are from an ethnic minority background and English is not their first language. Some staff may also have learning difficulties. Translations may be provided if necessary. Staff must be aware of requirements of policy.

(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)

Trust, Managers, Staff, Patients Clients, Visitors and Members of Public.

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

A range of supporting policies (all authored and managed by the Health and Safety team) implement the detail of this high-level Policy, which is general and strategic in its nature. These supporting Policies are owns and implemented in the same manner as described in section 1.5, above.

(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
Use of audit tools, inspections and investigations to evaluate implementation of policy and breaches of legislation or loss of control. Monitor against model contained in HS(G)65.

(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	Protection of health and safety, regardless of gender. This includes consideration of gender-specific risk factors e.g. new and expectant mothers.	Protection of health and safety, regardless of gender. This includes consideration of gender-specific risk factors e.g. new and expectant mothers.
Age	Protection of health and safety, regardless of age. This includes consideration of age-specific risk factors e.g. risks involving significant physical activity.	Protection of health and safety, regardless of age. This includes consideration of age-specific risk factors e.g. risks involving significant physical activity.
Religion	Protection of health and safety, regardless of reglion. This includes consideration of	Protection of health and safety, regardless of reglion. This includes consideration of

	religion-specific risk factors e.g. during fasting, or exemptions from certain personal protective equipment.	religion-specific risk factors e.g. during fasting, or exemptions from certain personal protective equipment.
Political Opinion	Protection of health and safety, regardless of political opinion.	Protection of health and safety, regardless of political opinion.
Marital Status	Protection of health and safety, regardless of marital status.	Protection of health and safety, regardless of marital status.
Dependent Status	Protection of health and safety, regardless of dependent status.	Protection of health and safety, regardless of dependent status.
Disability	Protection of health and safety, regardless of disability. This includes consideration of issues such as safe access/egress and provision of reasonable adjustments to access the service safely.	Protection of health and safety, regardless of disability. This includes consideration of issues such as safe access/egress and provision of reasonable adjustments.
Ethnicity	Protection of health and safety, regardless of ethnicity. This includes for example providing translations of health and safety information to those who do not use English as their primary language.	Protection of health and safety, regardless of ethnicity. This includes for example providing translations of health and safety information to those who do not use English as their primary language.
Sexual Orientation	Protection of health and safety, regardless of sexual orientation.	Protection of health and safety, regardless of sexual orientation.

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

The Policy is consulted upon formally via the Health and Safety Committee, which is a formally recognised Corporate Governance Committee. This process includes the canvassing of staff representatives (including recognised Trade Unions).

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(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	*No*
Age	*No*
Religion	*No*
Political Opinion	*No*

Marital Status	*No*
Dependent Status	*No*
Disability	*No*
Ethnicity	*No*
Sexual Orientation	*No*

(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	*None*
Political opinion	*None*
Racial group	*None*

(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 Policy (and underpinning legislation) provides support for people with disabilities to have their health and safety protected, including provision of reasonable adjustments, where these are deemed necessary.

(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			✓
1st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1st 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.

None deemed necessary through consultation process.

(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.

There have been no identified risks to protected characteristics or human rights associated with the implementation of the extant policy (which has been in place for several years), nor through consultation via the Health and Safety Committee.

This Policy update is minor in nature and will similarly have no effect on the above parameters.

(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?

Use of survey and audit tools plus review of incident case data to ensure that health and safety legislation isbeing fully implemented.

Approved Lead Officer: Martine McNally

Position: Assistant Director of Risk Management & Governance

South Eastern Health and Social Care Trust

Date:	01/12/2025
Policy/proposal screened by:	Connor McGimpsey (Health and Safety Adviser, Band 7)

Please forward completed schedule to:

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